

	POL-IPS-017	Rev: 1.0	Valid until: 31/01/2022
	<h1>Modern Slavery and Human Trafficking Policy Statement</h1>		
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Authoriser name	QSIM	Date: 31/01/2019	

Modern slavery is a crime and a violation of fundamental human rights. It takes differing forms, such as slavery, servitude, forced and compulsory labour and human trafficking, which are the deprivation of a person's liberty by another to exploit them for personal/commercial gain.

We are committed to acting ethically and with integrity in all our business dealings and relationships, and implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in our supply chains.

IPS International Limited (IPS) is a specialist Apprenticeship training provider in engineering and manufacturing, business skills and health and social care. Some of our apprenticeship training is subcontracted to other specialist training providers. Apprentices are all in employment with their employer placement and their apprenticeships are conducted under rules set out by the Education and Skills Funding Agency. Separately IPS also delivers commercial engineering maintenance training to a wide range of manufacturers throughout the UK.

We are committed to ensuring there is transparency in our own business and our approach to tackling modern slavery throughout our supply chains will be consistent with the Modern Slavery Act 2015. We will expect the same high standards from all our subcontractors, suppliers and business partners and we have appropriate due diligence processes for detecting instances of slavery and human trafficking

Our employees undergo face to face selection interviews, checking identification, right to work documentation checks, background reference checks and Disclosure and Barring Service checks. We have an effective Safeguarding process for young and vulnerable learners and encourage disclosure and whistleblowing.

Our subcontractors undergo a rigorous due diligence to ensure they are appropriate and have proper processes and procedures including DBS and Safeguarding.

Employers who employ apprentices and receive training from IPS International undergo a health and safety placement (HASP) check that ensures apprentices are placed in a safe workplace. This HASP also checks that employers know about Safeguarding, Equality and Diversity and have policies that deal with bullying and harassment. All apprentices undergo eligibility checks including identity and right to work and are required to have a written contract of employment. IPS carries out frequent checks to ensure that these are in place. IPS communicates regularly with employers about their obligations concerning the National Minimum Wage and the Apprenticeship Minimum Wage. Monthly face to face monitoring of apprentices ensures that frequent opportunities are available to detect modern slavery and human trafficking.

Suppliers of services and goods to IPS will be monitored and where instances of modern slavery or human trafficking are discovered IPS will report immediately to the appropriate authorities.

As part of our initiative to identify and mitigate risk we do not and will not support any business that does not comply with the Modern Slavery Act 2015 or has employment practices or is found to have mistreated employees or apprentices or conducts themselves in a way that we deem inappropriate.

Don MacDonald

Ramsay Cowan

Director

Director