



Modern Slavery Statement & Policy

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Introduction

This statement is made on behalf of Makers Academy (Makers) with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

This statement is to be reviewed each financial year in accordance with clause 6 of the Modern Slavery Act 2015.

Modern slavery statement

Makers is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

We are committed to ensuring that there is no slavery or human trafficking in our organisation or broader supply chains. This policy reflects our commitment to acting ethically, and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

Organisational structure

Makers provide technical bootcamp training and education to a wide range of learners, aged 16+. Our training includes levy-funded apprenticeships, privately funded technical training and Department for Education funded programmes.

Our supply chain

Makers have a number of suppliers for various parts of the organisation.

These include, but are not limited to

- Agency staff including teaching and business support
- Business partners
- Apprentice employers
- External contractors including advisors, cleaners, builders, caterers, freelancers and consultants
- Guest speakers and lecturers
- Printing of Makers promotional materials
- Advertising, including digital and print
- Merchandise
- Photography
- Graphic design
- Sponsorship and charity

Due diligence processes

Makers is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers, contractors and business partners, and this is inferred through their agreement to follow Makers policies. We will expect our suppliers to hold their own supply chain to the same high standards.

All employees and persons employed within Makers are asked to familiarise themselves with Makers policy at the start of their employment or association and are contractually obligated to adhere to Makers' policies.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern-day slavery or human trafficking within our own organisation.

Preventative measures

Makers will take the following steps to further the goals of the Modern Slavery Act 2015:

- Seek to conduct risk assessments to determine which parts of Makers and its suppliers are most at risk of modern slavery so that efforts can be focussed on those areas.
- Engaging with our suppliers to convey to them the Makers' position on modern slavery and to understand the measures taken to prevent modern slavery in their own businesses.
- Seek to introduce additional pre-screening measures for all suppliers.
- Publishing this statement on the Makers' website to clearly display our support to end modern slavery.

Due diligence for our supply chain

Makers will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking. Makers have a zero-tolerance policy on matters of slavery and/or human trafficking and expect suppliers and associated businesses to comply with these values.

Makers' supplier approval process incorporates a review of the controls undertaken by Makers' potential suppliers.

The vast majority of Makers' sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

Reporting modern slavery

This policy should be read in conjunction with Makers' whistleblowing and safeguarding policies both of which are accessible to all staff. The whistleblowing and safeguarding policies are intended to provide guidance on how concerns can be communicated to the organisation.

Any suspected instance of modern slavery or human trafficking within Makers or its suppliers must be reported to a member of the Makers' Safeguarding team who will investigate and advise the appropriate people and external organisations of any further actions.

Further information regarding the reporting procedures can be found in the Makers Safeguarding policy. The aforementioned policies apply to all employees and may be found in the central digital document storage area.

Responsibilities

Ultimate responsibility for the prevention of modern slavery within Makers rests with Makers' senior management team. The Makers' leadership team have overall responsibility for ensuring that this policy and its implementations comply with our legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Communication and awareness

This policy is stored on the Makers' GDrive system, the policy location is conveyed to all staff members at their induction.

For further advice and support on Modern Slavery please contact

The Salvation Army Human Trafficking Helpline: 0300 303 8151
or The Modern Slavery Helpline: 08000 121 700

For further Government advice, click [here](#).

Review

The Modern Slavery Statement and Policy will be reviewed annually in accordance with clause 6 of the Modern Slavery Act 2015.

Last updated: 7th June 2022

Version Control

Version #	Date	Updated by	Description
V1_2	18/01/2019	Chloe Thornton	Updated overall document structure/layout.
V1_3	25/03/2020	Chloe Thornton	Added support helplines and link to advice. Changed references to LT to SMT.
V1_4	17/09/2021	Danny Maxwell	Slight revision of the responsibilities section to remove duplicates of information.
V1_5	07/06/2022	Chloe Thornton	Changes to the document layout, minor grammatical changes.