



MEPA TRAINING

MODERN SLAVERY POLICY

THIS POLICY IS WRITTEN FOR AND APPLIED TO MEPA STUDIOS, MEPA ACADEMY AND MEPA COLLEGE.

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INTRODUCTION

MEPA Training is committed to promoting a safe and ethical environment for all its students, staff, and partners. As part of our ongoing commitment to social responsibility, we recognise the importance of addressing and preventing modern slavery and human trafficking within our operations and supply chains.

This policy outlines MEPA Training's commitment to combat modern slavery, human trafficking, and exploitation in any form, ensuring compliance with the **Modern Slavery Act 2015** and relevant international conventions.

MEPA Training's Modern Slavery Policy aligns with Home Office and DfE guidance on ethical supply-chain management and safeguarding against exploitation."

PURPOSE

The purpose of this Modern Slavery Policy is to outline the steps we take to ensure that modern slavery and human trafficking do not occur within our College or supply chains. We are committed to implementing effective systems and controls to identify and address any potential risks related to modern slavery.

SCOPE

This policy applies to all staff, students, contractors, suppliers, and business partners who work with MEPA Training. It covers all operations, including but not limited to:

- Staff recruitment
- Student admissions
- Supplier contracts
- Partnerships with third-party organisations
- Events, performances, and outreach programs

DEFINITIONS

- **Modern Slavery:** Refers to situations where individuals are forced, coerced, or deceived into work or services against their will. This includes human trafficking, forced labour, debt bondage, child labour, and other forms of exploitation.
- **Human Trafficking:** Involves the recruitment, transportation, transfer, harbouring, or receipt of persons for the purpose of exploitation.

Our Commitments

MEPA Training is committed to ensuring that:

- We comply with all relevant modern slavery legislation and regulations.
- We will not engage in, support, or tolerate any form of modern slavery or human trafficking.
- We will provide training and raise awareness on modern slavery for all staff, students, and contractors.
- We will encourage suppliers and partners to adopt ethical business practices and will work closely with them to ensure compliance with modern slavery regulations.

PREVENTION AND DETECTION MEASURES

We take a proactive approach to the prevention and detection of modern slavery through:

- **Due Diligence:** Conducting regular assessments and audits of our suppliers, contractors, and business partners to identify and manage risks associated with modern slavery.
- **Training and Awareness:** Offering training for staff on recognising and reporting signs of modern slavery, human trafficking, and exploitation.
- **Whistleblowing:** Establishing clear procedures for reporting concerns of modern slavery, ensuring that any allegations are thoroughly investigated and dealt with promptly.

REPORTING AND ACCOUNTABILITY

If any employee, student, or business partner suspects or becomes aware of any instance of modern slavery or human trafficking, they are encouraged to report their concerns immediately to Emma Finch DSL or Lewis Muir DDSL. All reports will be taken seriously, investigated confidentially, and appropriate action will be taken where necessary.

Supply Chain and Business Partners

We recognise that our supply chains and business partners may present a risk in relation to modern slavery. We will:

- Engage with our suppliers and contractors to ensure they adhere to the principles of this policy.
- Develop and maintain agreements that require suppliers to operate in compliance with modern slavery legislation.
- Work with suppliers who demonstrate a commitment to ethical labour practices and transparency.

MONITORING AND REVIEW

This policy will be reviewed annually to ensure its effectiveness and relevance. We will assess the risk of modern slavery within our operations and take corrective actions where necessary. Additionally, we will track progress in implementing the measures outlined in this policy and adapt strategies accordingly.

CONCLUSION

Modern slavery is a serious issue, and MEPA Training is committed to taking all necessary steps to prevent it from occurring within our institution and supply chains. We are dedicated to fostering a safe and ethical environment for everyone involved in the College and its operations.