

Academic Choice Limited

Modern Slavery Statement

This statement is made as part of Academic Choice's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Academic Choice operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year August 2021 to July 2022. It was approved by The Director on 1st September 2022

Richard Thomas
Director

1 Our Business

Academic Choice is a limited company operating in the recruitment sector. We supply temporary workers in the education sectors.

Academic Choice is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff [We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are in Dudley, Sandwell, Wolverhampton, Worcestershire & East Sussex. The work-seekers we supply live in the Dudley, Sandwell, Wolverhampton, Worcestershire & East Sussex areas.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- sector-specific professional and regulatory bodies
- the Recruitment and Employment Confederation (www.rec.uk.com)

2 Our Policies

Academic Choice has a modern slavery policy available at <https://academicchoice.co.uk/wp-content/uploads/2021/11/Modern-Slavery-Policy.pdf>

In addition, Academic Choice has the following policies which incorporate ethical standards for our staff .

Equal Opportunities and Diversity Policy available at <https://academicchoice.co.uk/wp-content/uploads/2021/11/Equal-Opportunities-and-Diversity-Policy.pdf>

Anti-Bribery and Corruption Policy, Customer Service, Disciplinary, Dismissal and Grievance Policy, Whistleblowing Policy, all available on request.

2.1 Policy development and review

Academic Choice's policies are established by our Office Manager and Director based on advice from HR professionals, industry best practice and legal advice, and in consultation with other staff. We review our policies annually or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

As part of monitoring the performance of Academic Choice we track the following general key performance indicators:

- The level of compliance and transparency during the recruitment of work Seekers processes

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our director

- the level of modern slavery training and awareness amongst our staff

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.