



FIN03 Modern Slavery Statement

Change Control

Policy Name and Reference	Modern Slavery Statement (FIN03)
Version	V1.1
Name of Responsible Committee	Audit Committee
Job Title of Responsible Author	Head of Purchasing
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Date of next Planned Review	February 2026

Revision History

Version	Date	Type of Amendment	Amendment Details
V1	March 2024	Review	Annual review
V1.1	Feb 2025	Minor Amendment	Addition including organisational structure and supply chain sections

Modern Slavery Statement for TEC Partnership

Introduction

The TEC Partnership is one of England's largest providers of further and higher education, committed to preventing modern slavery and human trafficking in all aspects of our operations. We are dedicated to maintaining the highest ethical standards across our diverse educational institutions, including Grimsby Institute, University Centre Grimsby, Scarborough TEC, East Riding College, Skegness TEC, The Academy Grimsby, Little Stars Nursery, Modal, and NET.

Organisational Structure

The TEC Partnership encompasses a wide range of educational and training institutions, supporting over 4,300 young learners and 1,350 adult learners. We offer programs from T levels to vocational pathways and apprenticeships, with a workforce of over 1,200 staff members. Our mission is to provide innovative education solutions while ensuring a safe and ethical learning environment.

Our Supply Chains

We maintain a zero-tolerance approach to modern slavery and are committed to ethical business practices. Our procurement processes ensure that third-party suppliers adhere to high corporate social responsibility standards. We actively monitor compliance with the Modern Slavery Act 2015 and require corrective actions from any supplier found lacking.

Key Actions and Measures

1. **Policies and Procedures:** We have established robust policies and procedures that reflect our commitment to combating modern slavery and human trafficking.
2. **Supply Chain Due Diligence:** We conduct thorough due diligence on our suppliers to assess their compliance with the Modern Slavery Act 2015. This includes evaluating their policies, practices, and efforts to prevent modern slavery and human trafficking.
3. **Employee Training:** We provide comprehensive training to our employees to raise awareness of modern slavery and human trafficking issues. This training equips our employees with the knowledge and skills necessary to identify and report any concerns effectively. Training is available through our Educare training portal under "Raising Awareness of Trafficking and Modern Slavery."
4. **Reporting Mechanisms:** We have established clear reporting mechanisms for employees, suppliers, and other stakeholders to report any suspicions or incidents of modern slavery or human trafficking. We take all reports seriously and ensure that they are promptly and thoroughly investigated.
5. **Collaboration and Engagement:** We actively engage with stakeholders to share best practices and collaborate on initiatives aimed at preventing modern slavery and human trafficking. We support transparency and accountability throughout our supply chains.
6. **Continuous Improvement:** We are committed to continuously improving our efforts to prevent modern slavery and human trafficking. We regularly review our practices and procedures, seek feedback from stakeholders, and implement necessary changes to strengthen our approach.

Responsibility

The TEC Partnership's executive leadership management team is responsible for implementing this statement. All employees, contractors, and suppliers are expected to comply with our policies and procedures and support our efforts to combat modern slavery and human trafficking.

Review and Approval

The governors have approved this statement, which will be reviewed annually to ensure its ongoing relevance and effectiveness.

[Name]

[Position]

[Date]

