

Modern Slavery

1. 4Public Sector Limited is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. We are committed to ensuring that staff and any workers we supply (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. We provide appropriate training and awareness information for all our staff. In particular:
 - Our management and leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - Our recruiters, undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - 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.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the management and leadership team.
5. Reports surrounding these issues are taken extremely seriously by the management and leadership team who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies where appropriate.
6. As a business within the recruitment sector, we have processes in place recommended for best practice. We therefore regularly monitor our risks in this area which include:
 - Undertaking ID checks;
 - Obtaining references;
 - Checking right to work in the UK;
 - Working only with approved and verified suppliers;
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

This policy was adopted on 08/04/2021 after being agreed by our managing directors and it is reviewed annually.

Modern Slavery Statement

This statement is made as part of 4Public Sector Limited's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how 4Public Sector Limited 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 April 2021 to March 2022.

1 Our Business:

4Public Sector is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the public sector. 4Public Sector Limited is an independent business.

1.1 Who we work with:

All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. The hiring companies we work with are located nationwide within the United Kingdom, and the work-seekers / workers we supply are nationwide within the United Kingdom.

1.2 Other relationships:

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

- Job boards such as CV-Library, REED, Monster
- Local government/ local authorities
- The Recruitment and Employment Confederation www.rec.uk.com and the Institute of Recruitment Professionals www.rec-irp.uk.com

2 Our Policies:

4Public Sector Limited has a modern slavery policy available at: <https://www.4publicsector.co.uk/legislation-and-policies/>. In addition, we have the following policies which incorporate ethical standards for our staff and our suppliers.

- Anti-bribery and corruption policy
- Equal opportunities and diversity policy
- Whistleblowing policy
- Health and safety policy
- Customer service
- Complaints policy
- Environmental policy

2.1 Policy development and review:

4Public Sector Limited's policies are established by our management and senior leadership team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to current changes published by the [Home Office guidance](#).

3 Our Processes for Managing Risk:

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

When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list especially where we work in the recruitment sector.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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 problems and continue to ensure robust compliance in order to minimise the risk of modern slavery taking place within our company and supply chain by ensuring we:

- undertake ID checks
- obtain references
- check and verify right to work in the UK
- working only with approved and verified suppliers

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

- We reserve the right to conduct spot-checks of the businesses we work with, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

- 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 4Public Sector Limited we track the following general key performance indicators:

- percentage of suppliers on approved supplier list
- percentage of suppliers with published modern slavery statements
- reports of occurrence or potential occurrences of modern slavery
- commitment to, and completion of training

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

- the percentage of suppliers who provide their own modern slavery statements
- the percentage of suppliers on our preferred supplier list
- the amount of time spent on spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice and 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:

- Our management and leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- 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 regularly as and when new guidance is published by the [Home Office guidance](#).

Signed for and on behalf of 4Public Sector Ltd.

Annah Bhebe 

Managing Director

08/04/2021