



# Peak Accountancy Training Modern Slavery Policy

**Maintaining this document is the responsibility of** Caroline Pauling

**This document will next be reviewed on:** 31/01/2023

**Copies of this document can be found:**  
Peak Accountancy Training SharePoint

## Contents

[Policy Overview](#)

[Scope](#)

[Policy](#)

[Responsibilities and promotion](#)

## Policy Overview

Peak Accountancy Training (herein Peak) is committed to delivering high quality commercial and apprenticeship training in accountancy.

We are an independent training provider based in the Northwest. Annually we service up to 150 learners and work alongside key stakeholders to deliver our courses. Our Anti-slavery and human trafficking policy is organisation wide and applies to anyone working for us, with us or on our behalf in any capacity. The policy set out below is our commitment to ensure that modern slavery or human trafficking is prevented, detected and reported.

## Scope

The policy applies to all Peak Accountancy Training employees at all levels of the organisational structure.

## Policy

We understand that modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

Human trafficking is where a person arranges or facilitates the travel of another person with the person being exploited. Modern slavery is a crime and violation of fundamental human rights.

- We have a zero-tolerance approach to modern slavery within our organisation and our supply Networks.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply network is the responsibility of all those working for us or on our behalf.
- Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply network.
- We take a risk-based approach to our contracting processes and keep them under review.
- We will assess whether the circumstances warrant the inclusion of specific prohibitions against the use of Modern slavery and trafficked labour in our contracts with third parties.
- We will promote our to all stakeholders asking them to comply with our policy, which sets out the standards required to combat modern slavery and trafficking.

### **Consistent with our risk-based approach we may require:**

- Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our policy.
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the policy.

As part of our risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our policy.

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take action by informing the appropriate authorities and terminating the relationships.

This policy will be published on our website, staff and student handbook and displayed on our notice board.

The owners will be responsible for implementing the policy.

## Responsibilities and Promotion

Overall responsibility for implementation and overseeing this Policy rests with the Peak Accountancy Training Managers.

The Managers will also ensure that staff have timely and well-planned appraisal and performance review discussions each year and that planned development is identified at this point. It should be noted that development should not be exclusively agreed during the appraisal cycle and that it can happen at any point and ideally should be discussed through ongoing supervision / one to one arrangement.

This policy is promoted to all employees through the induction process and through the appraisal system

DOCUMENT CONTROL			
VERSION	DATE OF ISSUE	DATE OF REVIEW	DATE OF NEXT REVIEW
1	January 2022	January 2023	January 2023