

Company Name:	Jackson Hayes Recruitment
Policy Name:	Modern Slavery Policy
Date:	1 December 2024

Our Policy

Jackson Hayes Recruitment is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

Jackson Hayes Recruitment is committed to ensuring that its staff and any workers it supplies (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.

Jackson Hayes Recruitment provides appropriate training and awareness information for all of its staff.

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. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Nicole Jackson, HR Manager.

We 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:

Removing that organisation from our preferred supplier list,
 Passing details to appropriate law enforcement bodies.
 We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 The level of modern slavery training and awareness amongst our staff.
 As part of our efforts in this area, we publish a modern slavery statement on an annual basis. We would also recommend reading this in conjunction with our other policies, including our:

Recruitment & Selection policy
 Recruitment & Selection of Agency Workers policy
 Whistle-blowing policy.

Modern Slavery Statement

This statement is made as part of Jackson Hayes Recruitment' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Jackson Hayes Recruitment 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 24 to April 25. It was approved by the Managing Director on 01/12/2024.

1 Our Business

Jackson Hayes Recruitment is a limited company operating in the recruitment sector. We provide supply temporary workers in the education sector. Jackson Hayes Recruitment 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 located in Cornwall and London.

1.2 Other relationships

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

The Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

2 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 whistle-blowing.

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 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.

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 Jackson Hayes Recruitment we track the following general key performance indicators:

The level of training amongst our staff

The speed with which we investigate related complaints, and the effectiveness of any whistle-blowing procedures.

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

the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements

the effectiveness of enforcement against suppliers who breach policies

the amount of time spent on audits, re-audits, 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 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.