



THE LINK TRAINING ACADEMY

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

2026-2027

Document Control

Document Title: Modern Slavery and Human Trafficking Statement

Version: V1 2026-2027

Policy Owner: Board of Directors

Responsible Lead: Safeguarding Lead / Directors

Approved By: Board of Directors

Review Date: August 2027

1. Our Commitment

The Link Training Academy has a zero-tolerance approach to modern slavery, human trafficking, forced labour and exploitation.

We are committed to conducting all business activities ethically, transparently and with integrity. We take appropriate steps to prevent modern slavery within:

- Our organisation
- Our apprenticeship provision
- Employer partnerships
- Supply chains
- Contractor arrangements
- Third-party relationships

We are committed to protecting learners, apprentices, adults at risk, employees, employers and other stakeholders from exploitation, abuse and harm.

2. About The Link Training Academy

The Link Training Academy is an independent training provider operating within England.

We deliver:

- Apprenticeships
- Regulated qualifications
- Professional development programmes
- Workforce development activities

Most provision is delivered through:

- Employer premises
- Remote learning
- Online learning environments
- Workplace-based learning

The Academy operates primarily within the United Kingdom.

3. Understanding Modern Slavery

Modern slavery can take many forms, including:

- Human trafficking
- Forced or compulsory labour
- Debt bondage
- Domestic servitude
- Labour exploitation
- Criminal exploitation
- Sexual exploitation
- Modern slavery linked to organised crime

Modern slavery is both a serious criminal offence and a significant safeguarding concern.

The Link Training Academy recognises that vulnerable individuals may be at increased risk of exploitation and abuse.

4. Safeguarding and Modern Slavery

The Academy recognises that modern slavery and trafficking are safeguarding issues.

Modern slavery concerns may affect:

- Learners
- Apprentices
- Adults at risk
- Young people
- Employees
- Employer staff

Indicators may include:

- Unexplained absence
- Fearfulness or anxiety
- Poor living conditions
- Control by another individual
- Limited freedom of movement
- Financial exploitation
- Excessive working hours
- Restricted access to identification documents

Any concerns will be managed through the Academy's safeguarding procedures and referred to appropriate agencies where required.

Safeguarding responsibilities will always take precedence where an individual may be at risk of harm.

5. Apprenticeship Provision

The Academy recognises that apprentices may be particularly vulnerable to:

- Labour exploitation
- Financial exploitation
- Coercion
- Human trafficking
- Modern slavery
- Criminal exploitation

Staff remain vigilant to indicators of exploitation and are trained to identify and report concerns promptly.

Apprentices will be provided with information regarding:

- Safeguarding
- Prevent
- Reporting concerns
- Workplace welfare
- Modern slavery awareness

6. Supply Chains and Employer Partnerships

The organisation seeks to ensure that suppliers, contractors, employers and business partners operate ethically and in accordance with relevant legislation.

Due diligence activities may include:

- Supplier checks
- Employer reviews
- Safeguarding discussions
- Contractual requirements
- Reputational checks
- Compliance monitoring

The organisation will not knowingly enter into or maintain business relationships with organisations involved in modern slavery or human trafficking.

7. Recruitment and Employment Practices

The Academy is committed to fair, lawful and transparent recruitment practices.

We seek to ensure:

- Right to work checks are completed.
- Employment terms are clearly communicated.
- Recruitment practices are fair and lawful.
- Employees are treated with dignity and respect.

The Academy opposes all forms of forced labour, exploitative employment practices and unlawful discrimination.

8. Training and Awareness

All staff receive safeguarding training as part of induction and ongoing professional development.

Training may include:

- Modern slavery awareness
- Human trafficking indicators
- County lines and criminal exploitation
- Adults at risk
- Safeguarding procedures
- Reporting arrangements

Additional guidance will be provided where required.

9. Reporting Concerns

Any individual who suspects modern slavery, trafficking or exploitation should:

- Report concerns to a Designated Safeguarding Lead.
- Report concerns to their manager.
- Use the Whistleblowing process where appropriate.

Reports will be taken seriously and investigated promptly.

No individual will suffer detriment for raising a genuine concern in good faith.

10. Whistleblowing

The organisation encourages an open culture where concerns can be raised safely.

Concerns relating to:

- Modern slavery
- Human trafficking
- Exploitation
- Unethical practices

may be reported through the Academy's:

Whistleblowing, Fraud Prevention and Anti-Bribery Policy

All concerns will be handled confidentially and appropriately.

11. Monitoring and Review

The organisation will monitor:

- Safeguarding concerns
- Employer feedback
- Learner feedback
- Supplier arrangements
- Training completion
- Risk assessments
- Regulatory developments

Learning from concerns and investigations will be used to strengthen safeguarding and organisational practice.

12. Related Documents

- Safeguarding and Child Protection Policy and Procedures
 - Health, Safety, Wellbeing and Welfare Policy
 - Whistleblowing, Fraud Prevention and Anti-Bribery Policy
 - Equality, Diversity, Inclusion and Belonging Policy
 - Complaints Policy and Procedure
 - Data Protection and Information Governance Policy
 - Safer Recruitment Policy
 - Staff Handbook and Professional Standards Manual
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Approval

The Board of Directors confirms its commitment to preventing modern slavery and human trafficking and to promoting ethical, lawful and safeguarding-led practices throughout The Link Training Academy.

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