

JARE Airline Training Partnership Limited

Anti-slavery and Human Trafficking Statement

1. Introduction

- 1.1 This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JARE ATP's slavery and human trafficking statement from our 2018-19 Session onwards and is reviewed annually in our ISO 9001:2015 QMS in September each year.
- 1.2 JARE ATP is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its services. This statement sets out the preventative steps that JARE ATP is taking (and intends to take) to avoid the risk of modern slavery occurring within JARE ATP services.

2. Organisational structure

- 2.1 JARE ATP is a private aviation education provider operating in the United Kingdom & Overseas. Its core business is teaching Aviation, Airport, Travel, Tourism and Uniformed Public Services and related programmes to a wide range of students

3. Due diligence processes

- 3.1 As part of our initiative to identify and mitigate the risks of modern slavery occurring in any part of our services, JARE ATP will adopt due diligence processes that are proportionate to any risk areas identified (dependent on the severity of the risk and other relevant factors). These processes will be subject to on-going assessment and review.
- 3.2 JARE ATP has in place systems to:
- Identify and assess the potential risk areas in our supply chains.
 - Mitigate the risk of slavery and human trafficking occurring in our supply chains.
 - Monitor potential risk areas in our supply chains.
 - Protect whistle blowers.
- 3.3 JARE ATP identifies the following as the principal areas of potential risk:
- Supply chains, outsourced activities, recruitment practices and recruitment agencies, aviation suppliers, cleaning and catering suppliers.

4. Supply chains

- 4.1 In its supply chains, JARE ATP has identified the following business areas as carrying material risks of modern slavery occurring:
- Estates/procurement
 - Catering services
 - Cleaning services
 - Security services
 - Recruitment agencies
 - I.T, office equipment
 - Training and development procured

- 4.2 When procuring any types of goods or services, JARE ATP requires any potential third party suppliers to evidence that they operate a high level of corporate social responsibility during any tendering and selection process.
- 4.3 Any supplier or potential supplier that does not comply with the Modern Slavery Act 2015, or JARE ATP's own policies and procedures, will be removed from JARE ATP's list of suppliers and will not be considered for future supply to JARE ATP unless they can demonstrate that these compliance requirements are met.
- 4.4 In terms of future steps, JARE ATP will review the viability of introducing other due diligence processes for monitoring and managing identified risks, including risks associated with particular countries and products

5. Training

- 5.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

6. Recruitment practices

- 6.1 Temporary staff and staff recruited indirectly by JARE ATP are recruited through agreed, reputable recruitment agencies. To mitigate the risk of any potential occurrences of modern slavery, JARE ATP conducts checks on such agencies before they are approved.
- 6.2 Through its recruitment processes, JARE ATP ensures that all approved recruitment agencies conduct all relevant pre-recruitment checks and provide evidence that all such checks have been conducted.

7. JARE ATP policies

- 7.1 JARE ATP already implements the following policies, which embed good practice and providing remedies for individuals concerned about any potential instances of modern slavery in any part of our business. JARE ATP operates the following policies:

Grievance and Whistleblowing policies – these policies allow employees, students and others to raise concerns, which would include circumstances giving rise to a risk of modern slavery, without fear of retaliation.

Employee Code of Conduct – this code sets out the actions and behaviour expected of them whilst employed by JARE ATP. JARE ATP strives to maintain the highest standards of employee conduct and ethical behaviour when managing its supply chain

Anti-bribery and corruption policy – JARE ATP is committed to the highest standards of ethical conduct and integrity in its business activities. JARE ATP will not tolerate any form of bribery or corruption by its employees or any person or body acting on its behalf

Procurement policy – this policy reflects JARE ATP's commitment to acting ethically and with integrity in its business relationships, as well as implementing and enforcing effective and proportionate safeguards and controls.

Recruitment policy – this policy ensures that JARE ATP follows transparent recruitment processes, including measures to prevent illegal working and compliance with other relevant statutory requirements.

8. Performance indicators

- 8.1 Where JARE ATP has identified risks of modern slavery occurring in any part of its services, it will aim to introduce performance indicators (KPIs) to measure progress against reducing such risks. JARE ATP will consider setting and reviewing KPIs in the following contexts:
- use of grievance and whistleblowing procedures by staff to raise concerns about instances of modern slavery
 - training and awareness-raising amongst staff including risk management; appropriate decision-making and timely remedial action
 - oversight of third party suppliers of relevant goods and services supply chains
- 8.2 This statement will be made available to all staff members, stakeholders and the general public by publication on our website. We will also seek to raise awareness of the risks of modern slavery amongst staff by other measures, including discussion of this statement during the induction process for new employees.
- 8.3 Having assessed the training needs for staff operating in different parts of JARE ATP, JARE ATP will look at devising and implementing training and awareness raising methods attuned to relevant staffing groups. Training courses may be devised in cooperation with external, specialist training providers.

This statement has been approved by JARE ATP's senior management team and will be reviewed at least annually.



Julie A. Rushton.
Chief Executive,
JARE Airline Training Partnership Limited

Date: 1.9.2018.