

Environmental and Ethical Practice Policy (Including Modern Slavery)

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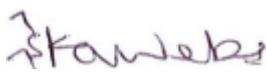
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Environmental and Ethical Practice Policy (Including Modern Slavery)

Effective from: 01/08/2025

Last Updated: 01/08/2025

Review date: 31/07/2026

Signed: 

Position: Director

1. Policy Statement and Purpose

Rapid Improvement Training Ltd is committed to operating in a responsible, ethical, and sustainable manner across all areas of its work. The organisation recognises its duty not only to safeguard learners and staff but also to minimise environmental impact and uphold the highest standards of ethical conduct, including the prevention of modern slavery and exploitation.

This policy sets out how the organisation integrates environmental responsibility with ethical practice. It establishes a framework for identifying and managing risks, ensuring legal compliance, and promoting a culture of integrity, sustainability, and respect for human rights.

The organisation is committed to continuous improvement in both environmental performance and ethical standards, recognising that these responsibilities are integral to delivering high-quality education and training.

2. Scope

This policy applies to all individuals working for or on behalf of Rapid Improvement Training Ltd, including employees, agency staff, contractors, and volunteers. It also applies to the organisation's interactions with suppliers, employer partners, and other external stakeholders.

The policy covers all organisational activities, including delivery in training centres, workplaces, and online environments, as well as operational functions such as procurement, administration, and resource management.

3. Definitions

Environmental responsibility refers to actions taken to reduce negative impacts on the environment, including reducing waste, conserving resources, and lowering carbon emissions.

Ethical practice refers to conducting business with integrity, fairness, and respect for individuals, including upholding human rights and preventing exploitation.

Modern slavery is a serious criminal offence that includes slavery, servitude, forced or compulsory labour, and human trafficking. Human trafficking involves the movement or recruitment of individuals for the purpose of exploitation. Exploitation may include forced labour, sexual exploitation, domestic servitude, or other forms of abuse.

Children cannot consent to exploitation, and any concerns relating to children are managed through safeguarding procedures.

4. Legislative and Regulatory Framework

This policy aligns with relevant UK legislation and guidance, including:

- Modern Slavery Act 2015
- Care Act 2014
- Equality Act 2010
- Employment Rights Act 1996
- National Minimum Wage Act 1998
- Data Protection Act 2018 and UK GDPR

The organisation also operates in line with safeguarding expectations set by Ofsted and expectations linked to public funding, including those of the Greater London Authority (GLA).

5. Organisational Commitment

Rapid Improvement Training Ltd is committed to:

- Acting ethically and with integrity in all business relationships
- Preventing modern slavery and exploitation within its operations
- Promoting fair treatment, equality, and respect for all individuals
- Reducing environmental impact and promoting sustainable practices
- Embedding awareness of environmental and ethical responsibilities across the organisation

These commitments are reflected in day-to-day practice, strategic decision-making, and organisational culture.

6. Roles and Responsibilities

Responsibility for environmental and ethical practice is shared across the organisation. Senior leaders provide strategic direction and ensure that appropriate systems and resources are in place to meet environmental and ethical commitments. They are responsible for monitoring performance and ensuring accountability.

The Designated Safeguarding Lead (DSL) holds responsibility for matters relating to modern slavery and exploitation, including managing concerns, coordinating responses, and liaising with external agencies where necessary.

Managers are responsible for embedding this policy within their areas of responsibility. This includes promoting sustainable practices, ensuring ethical conduct, and identifying and addressing risks.

All staff are expected to act in accordance with this policy, complete required training, and report any concerns relating to environmental impact or unethical behaviour.

7. Environmental Responsibility

The organisation is committed to reducing its environmental footprint and promoting sustainability in its operations.

This includes taking reasonable steps to minimise waste, reduce energy consumption, and promote efficient use of resources. Digital solutions are used where appropriate to reduce paper usage, and staff are encouraged to adopt environmentally responsible behaviours in their daily work.

Procurement decisions take account of environmental considerations where possible, including the sustainability of products and services.

The organisation recognises that environmental responsibility is an on-going process and will continue to review and improve its practices.

8. Ethical Practice and Modern Slavery Prevention

Rapid Improvement Training Ltd maintains a zero-tolerance approach to modern slavery and exploitation.

The organisation ensures that recruitment and employment practices are fair, transparent, and compliant with legal requirements. All staff are subject to identity and right-to-work checks, receive appropriate contracts, and are paid in accordance with statutory requirements. The organisation does not charge recruitment fees or retain personal documentation.

Staff working with learners are trained to recognise signs of exploitation and are expected to remain vigilant. Safeguarding processes are used to identify and respond to concerns, particularly where learners may be vulnerable.

The organisation expects all external partners and suppliers to operate ethically and in compliance with relevant legislation. Concerns about unethical practices are taken seriously and addressed appropriately.

9. Risk Management

The organisation takes a structured approach to identifying and managing environmental and ethical risks.

Risks are considered across operational activities, workforce practices, and interactions with external partners. Particular attention is given to areas where individuals may be vulnerable or where there is a higher risk of exploitation.

Risk assessments are reviewed regularly and updated in response to changes in activity, legislation, or emerging concerns. Where risks are identified, appropriate controls are implemented and monitored.

10. Indicators of Concern

Indicators of modern slavery or unethical practice may include individuals appearing to be under the control of others, showing signs of fear or distress, lacking access to personal documentation, or being unable to communicate freely.

Other indicators may include poor working or living conditions, restricted movement, unusual financial arrangements, or signs of coercion.

Within a learning environment, concerns may arise where learners show signs of disengagement, distress, or undue influence from others.

Staff are expected to remain alert to such indicators and act in accordance with reporting procedures.

11. Reporting and Responding to Concerns

Any concerns relating to environmental harm, unethical practice, or modern slavery must be reported promptly.

Where there is an immediate risk to safety, emergency services should be contacted. In all other cases, concerns should be reported to the Designated Safeguarding Lead or an appropriate manager.

Staff should record factual information and avoid making assumptions or conducting their own investigations.

The organisation will respond in line with safeguarding and organisational procedures, working with external agencies where necessary. This may include referral through appropriate mechanisms such as the National Referral Mechanism for victims of modern slavery.

The safety and wellbeing of individuals will always be the primary consideration, and appropriate support will be provided where concerns are identified.

12. Training and Awareness

All staff receive training to support their understanding of environmental responsibility and ethical practice, including awareness of modern slavery.

Training is provided at induction and refreshed regularly. Additional guidance is provided to staff in roles where there may be increased exposure to risk.

The organisation promotes a culture in which concerns can be raised openly and without fear of reprisal.

13. Monitoring and Continuous Improvement

The organisation monitors the effectiveness of this policy through regular review, internal processes, and feedback from staff and stakeholders.

Performance in relation to environmental impact and ethical practice is considered as part of organisational improvement. Where issues are identified, appropriate action is taken to address them and prevent recurrence.

14. Related Policies

This policy should be read alongside:

- Safeguarding Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy
- Data Protection Policy

15. Review

This policy will be reviewed annually, or sooner where required due to changes in legislation, guidance, or organisational practice.