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Introduction

Modern Slavery is a crime and a violation of human rights but in the UK and abroad these violations continue to be reported in relation to business. Tutor Train Ltd is committed to eliminating modern slavery and to ensuring that our staff and any workers we supply directly or indirectly are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour or similar human rights abuses.

This statement is made as part of Tutor Train Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Tutor Train Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them.

Definitions

The Tutor Train considers that Modern Slavery Encompasses:

- human trafficking
- forced work through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or having restrictions placed on freedom of movement
- child labour
- confiscating workers original identification documents
- restriction of movement

Overview

This statement is published in accordance with section 54 of the Act and relates to the financial year 2022-23.

As our business has a turnover of less than £36 million, we do not have a legal obligation to produce a modern slavery statement. However:

- We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation.
- We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

Services

The Business:

Tutor Train Ltd is a limited company in the education sector that provides academic tuition to children of school age.

Our business structure comprises:

- 1 Director.
- 20 self-employed Tutors.

We operate in the following countries:

- UK

Our supply chain is as follows:

- No Supply chain.

Who we work with:

The services we provide are provided by self-employed teachers who reside in the UK. They work in their own home or in the home of the client. Tutors work on a self-employed basis. All Tutors have been met through an online interview (with a camera). Vetting checks are of the utmost importance in the education sector, and we have very high standards for our background and identity checks, as evidenced in our Safer Recruitment Policy. We do not work with tutors on the UK side, nor do we provide tuition to students outside of the UK. We believe there is a very low risk of our services being subject to slavery and/or human trafficking practices. Consequently, we have not identified a need to take any additional action with these relationships.

Most services supplied to Tutor Train Ltd are from suppliers based in the UK, and we consider them to be very low-risk areas of activity, such as the provision of IT, distribution and marketing services. Given our assessment of the very low-risk nature of these activities, we take no additional steps other than our usual supplier due diligence.

Further Steps

Tutor Train Ltd has found no instances of modern slavery in our supply chains in 2022-23 and any matters that may be identified in our normal business practices will be addressed. The business will work to further raise awareness of modern slavery and human trafficking among our Tutors.

We will continually monitor modern slavery and human trafficking risks within its business and will publish an updated statement on an annual basis.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: Praema Stelling.

Please ensure that all information is accurate and up-to-date according to your business operations and practices.