



Company Name:	TIB Services Ltd (“the Company”)
Policy Name:	Modern Slavery Policy
Date:	March 2026
Version:	1.0

1. TIB Services Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. TIB Services Ltd 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.
3. TIB Services Ltd provides appropriate training and awareness information for all of its staff.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Kirsty Moss, HR Officer.
5. Reports surrounding these issues are taken extremely seriously by the senior leadership team, who 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:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We would recommend reading this in conjunction with our other policies, including our:
 - Corporate social responsibility policy,
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy is reviewed annually.

Modern Slavery Statement

This statement is made as part of TIB Services Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how TIB Services 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, and how we train our staff.

1 Our Business

TIB Services Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the education estates sector.

TIB Services Ltd 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 and the work-seekers and workers are all located throughout the United Kingdom.

1.2 Other relationships

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

- Multi-academy trusts
- Local authorities
- Diocesan Education Boards
- the Recruitment and Employment Confederation (www.rec.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:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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.

Our staff are encouraged to bring any concerns they have to the attention of management.

3 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our HR personnel undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

As part of this, our staff are encouraged to discuss any concerns that they have.