Ethical Employment Policy

Company name:	The Edwin Group Vision for Education / ABC Teachers / Smart Teachers
Document	Ethical Employment Policy
Topic:	The Welsh Government's Code of Practice Ethical Employment and Code of Practice Ethical Employment in Supply Chains
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Ethical Employment Policy

Introduction

In November 2023, The Edwin Group signed up to the Welsh Government's Code of Practice Ethical Employment and Code of Practice Ethical Employment in Supply Chains.

Anti Slavery and Ethical Employment Champion

We have appointed Karen Moss as our Anti-Slavery and Ethical Employment Champion.

Ethical Employment Code of Practice

The code covers the following employment issues:

- Modern Slavery and Human Rights issues
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero hours contracts
- Paying the National Living Wage

Our policies ensure that this code is upheld at all times within Vision for Education.

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Employment Practices

We confirm that our staff are paid in line with the National Living Wage.

We confirm that our staff are not self-employed.

Zero hours contracts and umbrella schemes are not used in our business.

We do not place any restrictions on compliant candidates working for us.

Our suppliers are required to sign our Supplier Code of Conduct to ensure their practices match our expectations.