



G-SIT Ltd Ethics and Compliance Statement & Policy

Contents

1. 1. Ethics & Compliance Statement
2. 2. Ethics & Compliance Policy
3. 2.1 Purpose
4. 2.2 Scope
5. 2.3 Core Ethical Principles
6. 2.4 Compliance Requirements
7. 2.5 Anti-Bribery, Anti-Corruption & Conflict of Interest
8. 2.6 Safeguarding and Duty of Care
9. 2.7 Modern Slavery & Ethical Supply Chains
10. 2.8 Whistleblowing & Raising Concerns
11. 2.9 Training & Awareness
12. 2.10 Monitoring & Review

1. Ethics & Compliance Statement

At G-SIT Ltd, we are committed to operating with integrity, transparency, and accountability. Our values guide all interactions with learners, employers, colleagues, and partners. We are committed to preventing discrimination, harassment, bribery, corruption, or malpractice. We comply fully with UK legislation including safeguarding, data protection, awarding body regulations, and construction industry standards. G-SIT aims to model the highest ethical standards across the sector.

2. Ethics & Compliance Policy

This policy outlines the expected ethical standards for staff, tutors, assessors, IQAs, contractors, and partners. It ensures compliance with legislation, promotes responsible behaviour, and protects learners and stakeholders from unethical conduct.

2.1 Purpose

The purpose of this policy is to define the ethical expectations and compliance responsibilities of all staff and stakeholders engaged with G-SIT Ltd. It ensures activities are conducted lawfully, transparently, and in line with sector expectations.

2.2 Scope

This policy applies to all G-SIT staff, tutors, assessors, IQAs, contractors, partners, and anyone representing G-SIT Ltd in training delivery, assessment, administration, or stakeholder engagement.

2.3 Core Ethical Principles

- Integrity – always act honestly and professionally.
- Fairness & Equality – comply with the Equality Act 2010.
- Respect – treat all individuals with dignity.
- Transparency – communicate clearly and ensure decisions are documented.
- Professional Boundaries – maintain appropriate relationships.
- Accountability – take responsibility for actions and decisions.

2.4 Compliance Requirements

All staff must comply with:

- Health & Safety at Work Act 1974
- CDM Regulations
- UK GDPR / Data Protection Act 2018
- Prevent Duty and safeguarding laws
- Modern Slavery Act 2015
- Competition Act 1998
- Awarding organisation regulations

Failure to comply may lead to disciplinary action.

2.5 Anti-Bribery, Anti-Corruption & Conflict of Interest

G-SIT Ltd has zero tolerance for bribery, fraud, or corruption. Staff must not offer or accept gifts that influence decision-making and must declare potential conflicts of interest immediately.

2.6 Safeguarding and Duty of Care

All staff must maintain a safe learning environment, complete safeguarding training, and report concerns to the Designated Safeguarding Lead immediately. safeguarding responsibilities apply to all staff.

2.7 Modern Slavery & Ethical Supply Chains

G-SIT Ltd is committed to ethical procurement. We require suppliers to confirm they do not use forced labour, trafficking, or exploitation and maintain transparency in supply chains.

2.8 Whistleblowing & Raising Concerns

Staff are encouraged to report concerns including malpractice, safeguarding issues, illegal activity, or breaches of this policy. Reports can be made anonymously and will be investigated without prejudice.

2.9 Training & Awareness

All staff must complete induction and annual training related to ethics, safeguarding, data protection, and awarding-body compliance. Additional updates will be provided when regulations change.

2.10 Monitoring & Review

G-SIT will conduct internal audits, review ethical risks annually, and update procedures accordingly. This policy is reviewed by the Director every 12 months or sooner when legislation changes.