



Learner Identity and Eligibility Policy
1st June 2021 to June 2022

Learner Identity and Eligibility Policy

Introduction

This policy covers the arrangements for identifying the learner's identity and eligibility to be enrolled on CWLC's programmes and to establish if they qualify for funding where applicable and available.

Policy Statement

Every student taking a programme of learning at CWLC must provide proof of identity to the CWLC representative carrying out enrolment; this must be an approved photo ID and the procedure is as follows;

- The learner completes CWLC enrolment form to allow CWLC to register for EDRS eligibility checks to be carried out. This is undertaken with support in the form of IAG from the CWLC representative.
- At this point the enrolling officer checks that the learner speaks sufficient English or Welsh to be able to access the programme. It is difficult to ascertain a level of sufficiency in this, as the level of English or Welsh speaking required is not written down in any regulatory documents. However, it is a reasonable assumption that the learner can communicate at the level required to complete the documentation and the WRAT initial assessment documents.
- When Eligibility is confirmed, the enrolment pack for the funding partner is completed and the Learner's ID is checked and confirmed by the CWLC representative, Copies of Learners ID are not taken but the ID reference number is logged on the form. Appropriate forms of identification are a Passport or a UK Driving license.
- The Enrolment pack is processed and forwarded to the funding partner to register for funding.
- With all these checks in place the learners are then registered with the relevant awarding organisation and proof of registration is provided to the Learner and Tutor/Assessor and placed within the learner's portfolio to inform all parties (including I/EQA that the learner is correctly registered).

Purpose of Identification

Learners must be able to speak English Welsh or Gaeilge in order to undertake any qualification in the UK.

It is also a requirement to identify people to provide a counter balance and check against money laundering, other types of fraud and in extreme circumstances, human exploitation.

Many of the products and routes we offer are CSCS card driven and due to this, we must ensure positively, who the individual is, we are working with.

Human Exploitation:

We also have an awareness at CWLC that human beings are being exploited, even within the UK and for this reason we also attempt to identify that each potential learner is safe. We include more on human exploitation below.

Human Exploitation & Types of Slavery in the Modern age

Forced Labour:

Forced labour includes all types of enslavement that involve coercion against a person's will and a threat of punishment. The practice is typically found in [industries with little regulation](#) and many workers. It is commonly used in global supply chains by the private economy to make products. This form of slavery, can also be used by governments, for instance, in state prisons. If the work is not voluntary and involves a threat of penalty, it could be considered forced labour. Forced labour can occur even without the presence of physical violence because it is highly ingrained in some cultures.

Bonded Labour:

Debt bondage occurs when an individual is forced to work to repay a debt. As the worker labours to repay their debt, the employer can add other expenses making repayment impossible and enslavement permanent. This type of slavery is often used to make consumer products. It particularly targets migrant workers looking for an economic opportunity who incur debt for travel or housing expenses. The debt involved can also be generational, so children can be born into a situation where they must work to repay a debt incurred by their parents. This is the area where Evolution Training and Consultancy Services, must be particularly vigilant, as this type of Slavery can occur within the Construction Sector.

Domestic Servitude:

This type of slavery consists of live-in domestic workers who cannot leave of their own free will. Since authorities are unable to easily inspect homes, this type of [modern day slavery](#) is therefore easy to hide. It is extremely difficult to detect because enslaved individuals can appear to be employed nannies or other types of domestic workers. As a form of bonded labour, domestic servitude often affects migrant workers who incur a debt to their employer for travel or recruitment that they are unable to pay back.

Sex Trafficking:

Sex trafficking occurs when women, men, or children are forced to engage in commercial sex acts. Commercial sex involving children under age eighteen is often considered sex trafficking. Those living in extreme poverty are particularly vulnerable to this practice because of their economic marginalisation and lack of education. They can be lured overseas through promises of false employment opportunities. Victims often suffer physical and psychological trauma and potential legal charges against them by the enslaver.

Forced Marriage:

This type of slavery occurs when an individual lacks the option to refuse marriage or is [married to someone else](#) by their own family or close relatives. Forced marriage can happen when a wife is married in exchange for payment. This practice is characterised by a lack of consent by at least one party. A major motivation and enabler of this type of slavery is cultural tradition or threats. Forced marriage of a child under the age of eighteen is called early marriage. Girls are more common targets for this because they can be controlled through sexual violence.

Child Labour:

Any form of modern day [slavery](#) that involves children under 18 is considered child labour. More than a quarter of slaves today are children, and many are involved in occupations that are harmful mentally or physically. The demand for cheap labour and specific physical characteristics increases the use of child workers. Children are also easier to control and usually do not demand better working conditions or wages. Those living in poverty are especially vulnerable because of the desire or need to support their families due to a lack of education and employment opportunities.

Information, Advice & Guidance (IAG)

The flip side of the ID process is that many individuals may not be accepted by CWLC on to our programmes. Some may even be at risk of exploitation.

This is why many of CWLC's policies contain a strong thread of Information, Advice & Guidance. At CWLC we believe that IAG is a vital part of the learner's journey. IAG is fundamental to a learner's progress as they strive to access and then achieve their particular qualification or course completion.

It is pertinent to this policy, as it may be that due to issues around legality, people may not be able to access the course or qualification they need. At this point the CWLC representative must signpost the individual to where they need to go in order to access the progression they have sought in a safe environment.

IAG is something that is applied through all the Construction NVQs and our other programmes, it is taken seriously by all conscientious employers and CWLC staff provide training, in the form of IAG throughout the learner's programme of learning in order to ensure they progress quickly and can be a responsible member of any workforce.

Signature:	
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