

The Power Team

Membership Criteria

Becoming a Power Team Member is subject to compliance with the following criteria, along with our Power Team Member Terms and Conditions, our Ethical Trading Policy, and our Code of Conduct.

We keep these documents under review and may make amendments to them. We will give Power Team Members notice of any changes before we implement them.

Compliance with applicable Legislation and Codes of Practice

It is your responsibility to comply with all legislation, statutory codes of practice or the requirements of any statutory regulator applicable to your business activities including any need to register either your business or individual members of staff with a regulatory body.

We want to be assured that you have procedures in place so that you operate within the law and do not engage in detrimental practices.

We also expect you to have a way of keeping up to date with changes in legislation and for demonstrating that you are exercising all due diligence and taking reasonable precautions to prevent infringements of the law.

Ethical Trading Practices

In addition to your commitment to agree to our Ethical Trading Policy, we want to ensure that you operate ethically.

In particular, we want to know that you do not engage in practices which are less than honest market practice or good faith.

We also want to know how you deal with such things as compliance with the Bribery Act, and the payment of suppliers, etc. For example, we would not want to see the business engage in any practices which mean that you deliberately pay suppliers late.

You need to have adequate procedures, including training for staff, to ensure their health and safety, together with the safety and wellbeing of customers and clients. Customers and clients must also not be treated in a discriminatory way and procedures should encompass this.

We would want to know that the business has given consideration to business continuity planning.

We would want to know how the business:

- avoids infringing other people's copyright,
- makes sure that is not using trademarks inappropriately in any way
- ensures its compliance with any software license requirements.

Data Protection

If you process personal data then we expect you to understand and meet your obligations under the Data Protection Act.

Credit and Hire

If the business offers credit to sole traders or partnerships of under 5 people, (other than payment cards or a fixed amount for a maximum of 1 year, with no interest and collected in no more than 12 instalments), then we would expect it to be licensed by the Financial Conduct Authority and using appropriate agreements.

If the business hires goods to sole traders or partnerships of under 5 people and the hire period is capable of lasting for more than 3 months then we would expect it to be licensed by the Financial Conduct Authority and using appropriate agreements.

Insurance

It is your responsibility to have appropriate insurance cover in place to cover the activities you engage in, and, where appropriate, your liability in respect of customers and others entering your business premises. If you employ staff you may also require employer's liability insurance. We are unable to advise on specific insurance requirements.

Complaints

We expect you to have a suitable complaints process in place. This should at least record details of complaints and actions taken and, if applicable, meet legal or regulatory requirements.

History and Other Factors

We will not accept applications from businesses owned or influenced by a disqualified director unless a good reason is given for us to do so. We will want to know of any outstanding County Court Judgements against the business and whether it has been involved in any civil or criminal proceedings, including tribunal decisions or had any regulatory actions or sanctions imposed.