Educ8academy

MODERN SLAVERY STATEMENT

Modern Slavery and Human Trafficking Statement
Educ8academy Ltd
Reporting period: October 2024 – October 2025
Organisation: Educ8academy Ltd
Registered address: 51 Regent Road, Lostock, Bolton, BL6 4DG
Turnover: Below £36 million
Statement approved by: Kirandeep Peart, Head of Service
Date of statement: September 2026

1. Introduction
Educ8academy Ltd ("Educ8academy", "we", "our" or "the organisation") is committed to preventing modern slavery and human trafficking within our organisation, our activities and our supply chains.
Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. We recognise that modern slavery can affect individuals of all ages and backgrounds and that children and young people, particularly those experiencing vulnerability or disadvantage, may be at increased risk of exploitation.
As an alternative education provider, Educ8academy recognises its responsibility to safeguard the children and young people with whom we work and to maintain appropriate standards across our organisation, workforce, contractors and suppliers.
We operate a zero-tolerance approach to modern slavery, human trafficking, forced labour and exploitation.
This statement sets out the steps Educ8academy takes to understand, prevent and respond to modern slavery risks.

2. Application of Section 54
Educ8academy Ltd has an annual turnover below the £36 million threshold specified in Section 54 of the Modern Slavery Act 2015.
Accordingly, Educ8academy is not currently subject to the mandatory annual reporting requirement under Section 54.
Nevertheless, we recognise the importance of transparency and responsible business practices and have voluntarily adopted this statement to demonstrate our commitment to preventing modern slavery and human trafficking.
We will continue to monitor our turnover, business activities and applicable legislation and will review our reporting obligations if our circumstances change.

3. Our Organisation and Activities
Educ8academy provides alternative education provision for children and young people.
Our activities may include:

- alternative education and learning;
- teaching and educational support;
- pastoral and wellbeing support;
- safeguarding and child protection;
- individualised educational interventions;
- engagement with parents and carers;
- liaison with schools, local authorities and other professionals; and
- procurement of goods and services necessary to deliver our provision.

We recognise that our responsibility extends beyond our direct employees to contractors, agency workers, suppliers and other organisations with which we work.

4. Our Supply Chain

Our supply chain may include providers of:

- educational resources and equipment;
- IT equipment and software;
- professional and specialist services;
- facilities and maintenance;
- cleaning services;
- catering and food products, where applicable;
- transport services;
- recruitment and temporary staffing;
- training;
- professional advice; and
- other goods and services required for the operation of our provision.

We recognise that risks of modern slavery may exist further down a supply chain, particularly where labour-intensive services, temporary labour or overseas manufacturing are involved.

We therefore seek to take a proportionate and risk-based approach to supplier selection and oversight.

5. Policies and Procedures

Our commitment to preventing modern slavery is supported by our wider policies and procedures, including, where applicable:

- Safeguarding and Child Protection Policy;
- Safer Recruitment procedures;
- Staff Code of Conduct;
- Whistleblowing arrangements;
- Equality, Diversity and Inclusion arrangements;
- Health and Safety procedures;
- Recruitment and Employment procedures;
- Procurement procedures;
- Complaints procedures; and
- relevant disciplinary and employment policies.

These policies provide mechanisms for identifying concerns, protecting individuals and ensuring that concerns are appropriately escalated.

6. Safeguarding Children and Young People

Safeguarding is central to Educ8academy's approach to preventing exploitation.

Children and young people attending alternative provision may be vulnerable to a range of forms of exploitation, including:

- criminal exploitation;
- sexual exploitation;
- trafficking;
- forced labour;
- coercion and control; and
- exploitation by individuals or organised criminal groups.

Our staff are expected to remain alert to indicators of exploitation and to follow our safeguarding procedures when concerns arise.

Potential indicators may include unexplained changes in behaviour, unexplained absences, association with potentially exploitative individuals, unexplained possessions or money, signs of coercion or control, involvement in criminal activity or other safeguarding concerns.

Any concern relating to a child or young person's safety will be managed through our safeguarding procedures and escalated to the appropriate safeguarding professionals or statutory agencies where necessary.

7. Recruitment and Employment

Educ8academy is committed to fair, lawful and ethical employment practices.
We do not tolerate:

- forced labour;
- bonded labour;
- human trafficking;
- coercion;
- withholding of wages or identity documents;
- unlawful deductions;
- exploitation; or
- any other form of modern slavery.

Our recruitment processes are designed to establish the identity, suitability and eligibility of individuals working for the organisation.
Where employees or workers are engaged in regulated activity involving children, appropriate safer recruitment and safeguarding checks are undertaken in accordance with applicable requirements.
Employees are expected to be treated fairly and with dignity and respect.

8. Risk Assessment

Educ8academy recognises that modern slavery risks can arise both within our organisation and within our supply chain.
We consider risks associated with:

- recruitment and employment;
- temporary and agency labour;
- contractors and subcontractors;
- cleaning and facilities services;
- transport providers;
- procurement of goods and equipment;
- labour-intensive services;
- overseas supply chains where applicable; and
- risks affecting children and young people accessing our provision.

Our approach is proportionate to the size and nature of our organisation.
Where a particular supplier, service or activity presents an increased risk, we may undertake additional due diligence or seek further assurances.

9. Due Diligence

Where appropriate and proportionate, Educ8academy undertakes due diligence when appointing employees, contractors and suppliers.
This may include:

- confirming supplier identity and legitimacy;
- reviewing relevant business information;
- considering the supplier's policies and procedures;
- assessing the nature of the services being provided;
- considering the potential use of subcontractors;
- including appropriate contractual requirements;
- monitoring supplier performance; and
- responding appropriately to concerns or allegations.

Where appropriate, suppliers may be expected to comply with all applicable employment, safeguarding and anti-slavery legislation.
We reserve the right to review or terminate relationships where serious concerns regarding modern slavery or exploitation are identified.

10. Training and Awareness

Educ8academy recognises that staff awareness is an important element of preventing modern slavery.
Employees receive appropriate safeguarding information and training relevant to their roles.
This includes awareness of the risks of exploitation affecting children and young people and the importance of reporting safeguarding concerns.

Where appropriate, additional awareness of modern slavery and human trafficking may be provided to staff whose roles or responsibilities expose them to particular risks.
We will review our training requirements periodically to ensure they remain appropriate to our organisation and risk profile.

11. Reporting Concerns
Educ8academy encourages employees, contractors and other stakeholders to raise concerns where they suspect modern slavery, trafficking or exploitation.
Concerns should be reported through the appropriate management, safeguarding or whistleblowing arrangements.
Where a concern relates to a child or young person, our safeguarding procedures will be followed.
We will not tolerate retaliation against an individual who raises a genuine concern in good faith.
Where appropriate, concerns will be referred to relevant safeguarding partners, statutory authorities or other appropriate organisations.

12. Remediation
Where modern slavery or a significant risk of exploitation is identified, Educ8academy will take appropriate action.
Depending upon the circumstances, this may include:

- protecting and supporting affected individuals;
- escalating safeguarding concerns;
- referring concerns to relevant authorities;
- undertaking additional investigation or due diligence;
- requiring corrective action from a supplier or contractor;
- suspending or terminating a supplier relationship;
- reviewing relevant policies and procedures;
- providing additional staff training; and
- monitoring remedial actions.

The safety and wellbeing of affected children, young people and adults will remain a primary consideration.

13. Monitoring and Continuous Improvement
Educ8academy will continue to review the effectiveness of its approach to modern slavery.
Where appropriate, we will monitor:

- staff completion of relevant safeguarding and awareness training;
- safer recruitment compliance;
- safeguarding concerns relating to exploitation;
- supplier and contractor due diligence;
- concerns raised through whistleblowing arrangements;
- relevant contractual safeguards; and
- actions arising from identified risks.

Our approach will be reviewed annually and updated where necessary.
During the next reporting period, we will seek to:

1. maintain effective safeguarding arrangements;
2. strengthen staff awareness of modern slavery and exploitation;
3. review modern slavery risks within our supply chain;
4. ensure appropriate due diligence is undertaken for higher-risk suppliers;
5. maintain appropriate contractual safeguards;
6. review relevant policies and procedures; and
7. monitor changes to legislation and Government guidance.

14. Commitment
Educ8academy Ltd is committed to operating responsibly and ethically and to protecting children, young people, employees and others from exploitation.
Although Educ8academy is currently below the statutory £36 million turnover threshold for mandatory Section 54 reporting, we recognise the importance of transparency and have voluntarily published this statement to

demonstrate our commitment to preventing modern slavery and human trafficking.
We will continue to review and strengthen our approach as our organisation develops and as legal and regulatory expectations evolve.

15. Approval and Sign-Off
This Modern Slavery and Human Trafficking Statement has been approved on behalf of Educ8academy Ltd.
Name: Kirandeep Peart
Position: Head of Service
Date: 25/08/ 2026
Signature: _____*K Peart*_____
Date: ____25/08/2026_____

Next review: September 2027