

Modern Slavery and Human Trafficking Statement

Signed: _____AJHawkins_____

Date: 24/10/24

Date of next review: September 2027

Version Control

Version	Date	Changes
1.1	24/10/24	Original statement, approved by Andy Hawkins, CEO and Director
1.2	12/09/25	Review, no amends to statement, updated review schedule to bi-annual

Review

This statement is reviewed bi-annually to ensure compliance with current regulations.
Approved and reviewed by The Board of Directors.



Modern Slavery and Human Trafficking Statement

Introduction from the CEO

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Our employees are alert to the risks and are expected to report their concerns, and management are expected to act upon them.

Our organisation and structure

Liminal Education Limited offer a range of services for the most vulnerable students, including high quality alternative provision placements and 1-1 tutoring, alongside various staff development opportunities. Our main office is based in Willenhall, West Midlands with an additional site in Lowestoft, Suffolk

Our business

The principal activity of our business is the provision of education and support services to children and young people. We work across a number of local authorities, schools and education trusts across the West Midlands and within East Anglia

Our supply chains

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK suppliers

Our policies on slavery and human trafficking

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.



Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we:

- Continue to take action to embed a zero tolerance policy towards modern slavery
- Ensure that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices
- Build long-standing relationships with local suppliers and make clear our expectations of business behaviour;
- Have a policy of “knowing our customer” to ensure that we are contracting with appropriate businesses;

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Supplier adherence to values and ethics

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.

Embedding good practice We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Ongoing staff training as noted above
- Use of staff monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for our financial year ending 31st August 2025