

Modern Slavery Statement

Date of Review	14/09/2026
Next Review Date	14/09/2027
Review Cycle	At least annually
Policy Author	Roger Blundell

Statement

educationRnR Ltd ("educationRnR") voluntarily publishes this Modern Slavery Statement in support of the principles and objectives of the Modern Slavery Act 2015 and as part of our commitment to preventing modern slavery, human trafficking, forced labour and exploitation within our business and supply chains.

This statement outlines the steps educationRnR has taken to minimise the risk of modern slavery occurring within our business, our recruitment activities and our supply chain. It explains the policies, procedures and controls we have implemented, the risks we have identified and how we seek to prevent, identify and respond to any concerns.

About Us

educationRnR is a specialist education recruitment business providing recruitment services to schools, academies, multi-academy trusts and other education organisations across England.

We are committed to conducting our business ethically, professionally and with integrity. We recognise that recruitment businesses have an important role in preventing worker exploitation and protecting vulnerable individuals from modern slavery, forced labour and human trafficking.

educationRnR is committed to ensuring that our employees, temporary workers, candidates, clients and suppliers are treated fairly, respectfully and lawfully at all times.

Our Commitment

educationRnR operates a zero-tolerance approach to modern slavery and human trafficking.

We are committed to:

- complying with all applicable legislation relating to modern slavery and human trafficking;
- promoting ethical recruitment practices throughout our business;
- identifying and responding appropriately to indicators of exploitation or forced labour;
- encouraging openness and reporting of concerns without fear of retaliation;
- working only with organisations that share our commitment to ethical employment practices.

Policies and Procedures

Our policies support our commitment to preventing modern slavery and include:

- Modern Slavery Policy;
- Safeguarding Policy;
- Whistleblowing Policy;
- Equality, Diversity and Inclusion Policy;
- Recruitment Policies and Procedures;
- Data Protection Policy.

These policies are reviewed regularly to ensure they remain effective, up to date and appropriate to the nature of our business.

Recruitment and Candidate Due Diligence

As an education recruitment business, we recognise that safeguarding and ethical recruitment are fundamental to preventing exploitation.

Our recruitment processes include appropriate pre-engagement checks, verification procedures and suitability assessments to ensure candidates are who they claim to be and are suitable to work within educational settings.

During registration and compliance checks we remain alert to indicators of exploitation or coercion, including situations where an individual may not be acting independently, appears to be under the control of another person or may be at risk of labour exploitation.

Where concerns are identified, these will be investigated promptly and, where appropriate, reported to the relevant authorities or safeguarding agencies.

Supplier Due Diligence

educationRnR seeks to work with suppliers and business partners who share our commitment to ethical business practices.

Where appropriate, we undertake proportionate due diligence on existing and prospective suppliers, taking into account the nature of the services provided and any associated risks.

We expect our suppliers to:

- prohibit all forms of modern slavery, servitude, forced or compulsory labour and human trafficking;
- comply with all applicable employment and human rights legislation;
- provide safe and healthy working environments;
- pay workers lawfully and fairly;
- operate ethical business practices throughout their own supply chains.

Where serious concerns arise regarding a supplier's practices, educationRnR reserves the right to terminate the relationship and report concerns to the appropriate authorities where necessary.

Reporting Concerns

educationRnR encourages all employees, candidates, clients and business partners to report any concerns relating to modern slavery or exploitation.

We operate a Whistleblowing Policy which enables concerns to be raised confidentially and without fear of detrimental treatment.

All reports are taken seriously and investigated appropriately. Where necessary, educationRnR will work with law enforcement agencies, safeguarding partners and other relevant organisations to protect individuals and address identified risks.

Training and Awareness

educationRnR is committed to ensuring that those involved in recruitment and compliance understand the risks associated with modern slavery and human trafficking.

Relevant members of staff receive appropriate training and guidance to help them:

- recognise indicators of modern slavery and exploitation;
- understand their safeguarding and reporting responsibilities;
- identify potential concerns during recruitment and compliance processes;
- respond appropriately where concerns arise.

Training is reviewed periodically to ensure it remains current and effective.

Monitoring Effectiveness

educationRnR regularly reviews the effectiveness of its approach to preventing modern slavery through:

- ongoing review of recruitment and compliance procedures;
- candidate and supplier due diligence;
- monitoring and investigation of any reported concerns;
- regular policy reviews;
- staff awareness and training.

Any lessons identified through internal review or external guidance are incorporated into our policies and procedures to support continuous improvement.

Responsibility

Overall responsibility for this statement and for educationRnR's approach to preventing modern slavery rests with the Director.

Responsibility for implementing our policies and procedures is shared across the business, supported where appropriate by external legal, HR and professional advisers.

educationRnR will continue to review and strengthen its processes to ensure that ethical recruitment, safeguarding and the prevention of modern slavery remain at the heart of everything we do.