



Modern Slavery Statement (year ending 31 August 2023)

1. Introduction

Modern Slavery and Human Trafficking Statement.

This Modern Slavery and human trafficking statement is a response to section 54(1), part 6 of the Modern Slavery Act 2015 and the Modern Slavery Act 2024 and relates to activities to the financial year ending August 2024.

Education and Family Wellbeing Service is committed to preventing slavery and human trafficking violations in its own operations, its supply chain and its products. We have zero tolerance towards slavery and require our supply chains to comply with our values.

Organisational Structure and supply chains:

Education and Family Wellbeing Service has business operations in the United Kingdom. We operate within the Education Sector. The nature of our supply chains is as follows; staff recruitment and educational resources and materials. EFWS proprietor and board of governors have the ultimate legal responsibility for all services

EFWS will ensure that all suppliers are almost exclusively located in the United Kingdom.

2. Policies on modern slavery

1.a EFWS recognises that slavery, servitude, forced labour and human trafficking (modern slavery) are a global and growing issue given the rapid rise in global migration, existing in every region of the world and in every type of economy, whether industrialised, developing or in transition. No sector or industry can be considered immune or untainted.

2.b EFWS has a zero-tolerance approach to modern slavery of any kind within our operations. We all have a responsibility to be alert to the risks, however small, in EFWS services and suppliers.

2.c EFWS have a number of policies and procedures in place which seek to ensure that modern slavery is not taking place within EFWS's business or supply chains, and to mitigate the risk of committing an offence under the MSA.

These include:

- (1) A Modern Slavery Act policy
- (2) Contracts of employment for all employees and contracts of service for volunteers
- (3) Safer recruitment procedures
- (4) Child protection and safeguarding training for staff, Board members
- (5) Whistleblowing policies
- (6) Complaints procedures



- (7) Grievance procedures
- (8) Employee codes of conduct
- (9) Awareness raising among students through PSHE programmes of study
- (10) Health and Safety statements.

3. Due diligence and risk assessment processes

3.a Given the profile of the third-party suppliers to EFWS and the policies and checks in and across the EFWS, we considers that the risk of it, being involved in modern slavery is low.

The following situations listed below include some example risks to which the EFWS (may be exposed

- (1) Using local supply chains for lunches, educational equipment.

We will ensure the following:

- (2) Requiring assurance from local suppliers of services that their labour practices are ethical and fair and do not contravene the MSA
- (3) Requiring suppliers to provide assurances about sources of such supplies and the ethical standards insisted upon by these suppliers at each stage of the supply chain.

4. Measuring effectiveness

4a) Each year, we will complete “Governance Assurance Report” that requires a specific statement that they have ensured that policies and activities at EFWS have due regard to the modern slavery requirements. Any actions or queries in relation to EFWS’s approach to modern slavery can be described on that form and are then reviewed by EFWS.

4b) EFWS is regularly asked to provide a brief report to the Board to specifically update their known risks to modern slavery and confirm the mitigations put in place at all levels of the service.

4c) EFWS is responsible for checking that suppliers are acting in accordance with the requirements of the MSA.

5. Training and communication

5a) EFWS has primary and day-to-day responsibility for implementing the modern slavery policy, providing training to staff, monitoring implementation and reporting to EFWS Board that they have done so.

5b) Information on this policy, and on the risk EFWS faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for EFWS, and regular information will be provided as necessary.

5c) EFWS’s zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of business relationships with them and reinforced as appropriate thereafter.



6. Statement of compliance

6.a This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 & 2024

6.b EFWS publishes this statement on its website). www.efws.co.uk

6.c The statement is reviewed annually by Board and proprietor.