



U-Educate Modern Slavery Statement- Sept 2025

U-educate
www.u-educate.co.uk
24, The Courtyard, Gorsey Lane, Coleshill, Birmingham, B46 1JA
Itchen 1, Wallops Wood, Sheardley Lane, Droxford, Southampton, SO32 3QY



Organisation Structure, Business, and Supply Chains

U-educate Ltd is a UK-based education recruitment company specialising in the placement of teaching and support staff across schools, academies, and educational institutions.

- **Headquarters:** Birmingham, UK
- **Core Services:** Recruitment, compliance vetting, and workforce management for the education sector
- **Supply Chains:** Our supply chains primarily include recruitment partners, background-check providers, training organisations, IT and software suppliers, and office service providers.

Policies in Relation to Slavery and Human Trafficking

U-educate Ltd is committed to conducting business ethically and with integrity. We have adopted the following policies:

- **Anti-Slavery and Human Trafficking Policy** – explicitly prohibiting forced labour, child labour, and exploitation.
- **Whistleblowing Policy** – enabling staff to report concerns confidentially.
- **Supplier Code of Conduct** – requiring suppliers to comply with UK labour laws and international human rights standards.

Due Diligence Processes

We apply rigorous due diligence across our operations and supply chains:

- Vetting all recruitment partners and suppliers for compliance with labour standards.
- Conducting background checks on candidates to ensure lawful right to work.
- Reviewing supplier contracts to include anti-slavery clauses.
- Annual audits of high-risk suppliers and service providers.

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Risk Assessment and Management

We recognise that risks of modern slavery and human trafficking may exist in:

- Temporary staffing supply chains – where subcontracting or overseas recruitment is involved.
- Third-party service providers – particularly in cleaning, catering, and IT support.

Steps taken to mitigate these risks include:

- Enhanced supplier onboarding checks.
- Regular monitoring of recruitment agencies and subcontractors.
- Immediate termination of contracts with suppliers found to be in breach of anti-slavery commitments.

Effectiveness and Performance Indicators

We measure our effectiveness through:

- Zero tolerance outcomes – no reported cases of slavery or trafficking in our operations or supply chains.
- Supplier compliance rate – 100% of suppliers required to sign our Code of Conduct.
- Audit completion – annual audits conducted on all high-risk suppliers.
- Reporting mechanisms – monitoring whistleblowing reports and ensuring timely investigation.

Training and Capacity Building

We provide ongoing training to staff to raise awareness of modern slavery risks:

- Induction training – covering ethical recruitment practices and compliance obligations.
- Annual refresher courses – focusing on recognising signs of exploitation.
- Specialist HR workshops – equipping managers with tools to identify and respond to risks.
- Supplier engagement sessions – reinforcing expectations and responsibilities.

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Completed by: Adam Gray

Signature:

A handwritten signature in black ink, appearing to read 'Adam Gray', is positioned below the 'Signature:' label.

Role/Position: Director

Date Completed: 02/09/2025

Review Date: 31/08/2026