



*Creating Safe Connections &
Environments that Promote
Development*

Policy 22

Modern Slavery & Human Trafficking Policy 2024-2025

22.1 Introduction

22.1.1 REACH Alternative Education SW (Ltd) is committed to the highest standards of ethical conduct and integrity. We take a zero-tolerance approach to modern slavery and human trafficking in all of its forms. This statement outlines the actions we take to prevent modern slavery within our operations and supply chains, in line with the Modern Slavery Act 2015.

22.2 Our Business

22.2.1 We primarily provide an alternative education provision to students aged 8 – 18 years old across the South West. Provision can also occasionally be tailored to students of a lower age and to young adults up to the age of 21 should the need/additional support be required. Reach is about being different. We are flexible, student focussed, fun & creative. We need to be different to schools, teachers and social workers.

22.2.2 This is delivered using a youth work model, addressing social and emotional needs through group work & 1:1 support sessions which use life skills and outdoor education activities as a tool for engagement. A curricular focus is delivered using the personal attachment objectives which link to the Department for Education Guidelines to Schools.

22.2.3 Our aim is to help our students with social and emotional development.

22.3 Our Commitment

22.3.1 We are committed to;

- Acting ethically and with integrity in all our business relationships
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within our organisation and our supply chains
- Ensuring transparency in our approach, in accordance with the Modern Slavery Act 2015

22.4 Steps We Take

22.4.1 Policies and Governance - We maintain and enforce the following internal policies to support our zero-tolerance stance.

- Safeguarding Policy
- Whistleblowing Policy
- Code of Conduct
- Safer Recruitment Policy

These policies are reviewed annually and communicated to all staff.

22.4.2 Supplier Due Diligence - We perform appropriate due diligence on all suppliers and third-party providers. This includes.

- Requesting confirmation of compliance with the Modern Slavery Act 2015
- Preference for suppliers who provide transparency in their supply chains
- Termination of contracts where modern slavery risks are identified and not addressed.

22.4.3 Training and Awareness - We provide mandatory training for all staff on.

- Recognising the signs of modern slavery
- Reporting mechanisms for concerns
- Our internal policies and their responsibilities under the Modern Slavery Act 2015

22.4.4 Safeguarding and Reporting - Our safeguarding framework includes procedures to identify and respond to concerns related to exploitation or abuse. Staff are trained to report potential issues promptly and confidentially.

22.4.5 Ongoing Monitoring and Improvement - We commit to reviewing and improving our practices each year. This includes.

- Annual review of our policies and procedures
- Gathering feedback from stakeholders
- Monitoring changes in legislation and best practices

22.5 Approval and Review

This statement is approved by the leadership team at REACH Alternative Education and for any questions you have regarding this statement then please contact one of the leadership team.

To ensure the effectiveness of this document our Modern Slavery and Human Trafficking Statement will be reviewed annually.

Signed: _____

Date: _____