Education Placement Group Limited and subsidiary companies (the "Education Placement Group")

Modern Slavery and Human Trafficking Statement

Introduction from the Chief Executive Officer

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. Employees are expected to report concerns and management are expected to act upon them.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains, business partners or any part of our business. Our Anti-slavery Policy reflects this commitment.

Organisation's structure

Supply Desk Limited, Teach In Limited, Qualified Schools Limited and Just Teachers Limited are providers of recruitment and consultancy services to the education sector. The ultimate parent company is Education Placement Group Limited. Education Placement Group Limited has its head office in England. Education Placement Group has over 200 employees and operates mainly in the UK, with an office in Australia.

The Education Placement Group has a global annual turnover of around £46 million.

Our business

Our core business is sourcing, vetting and introducing to schools qualified teachers and support staff, both for temporary and permanent positions. We also provide consultancy services for schools in relation to apprenticeships. We consider that the risk of modern slavery and human trafficking in the education recruitment sector is limited due to:

- The level of qualification of the candidates supplied; and
- The strict vetting checks required in relation to all candidates supplied; and
- Other sector regulation (including the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (as amended) and the Agency Worker Regulations 2010).

Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

OUR SUPPLY CHAINS

Our supply chains include:

- sourcing appropriately qualified and experienced teachers and support staff in the UK and globally (including teachers qualified and trained across Europe and in Canada and Australia); and
- Placing teaching staff in temporary and permanent positions, mainly in the UK.

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. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains;
- Carry out strict identity, right to work, qualifications, referencing and other vetting checks in relation to all candidates who register with the Education Placement Group in order to find teaching work, and in relation to all internal employees;
- Ensure that the educational establishments to which we supply staff (mainly schools and academies in the UK) have in place suitable anti-slavery and human trafficking policies and processes.
- Monitor the working conditions, hours of work and pay of our temporary worker candidates; and
- Encourage the reporting of concerns and the protection of whistle blowers.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

SUPPLIER ADHERENCE TO OUR VALUES

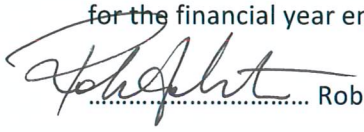
We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values.

Our supply chain compliance is monitored with involvement from the Legal, Compliance and Sales Departments.

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 training to the relevant members of our staff. All Directors have been briefed on the subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Education Placement Group's slavery and human trafficking statement for the financial year ending 31 December 2017.



..... Robyn Johnstone, Chief Executive Officer