

## 4myschools Modern Slavery Statement

This statement is made as part of 4myschools commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how 4myschools operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year May 2021 to April 2022. It was approved by the board of directors on 5<sup>th</sup> May 2021.

Signed: Simone Payne CEO 1<sup>st</sup> May 2021

### 1. Our Business

4myschools is a Limited Company operating in the education recruitment sector. We provide introduction services and supply temporary workers to schools, colleges in the UK.

4myschools is an independent business.

#### ***Who we work with***

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

The schools that we work with are in the UK and the workers we supply live in the UK.

As part of our business, we also work with the following organisations:

- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) and the Institute of Recruitment Professionals ([www.rec-irp.uk.com](http://www.rec-irp.uk.com))

### 2. Our Policies

4myschools has a modern slavery policy found below.

In addition, 4myschools has the following publicly available policies on our company website which incorporate ethical standards for our staff and our suppliers.

- Corporate social responsibility policy,
- Ethical procurement policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy.

### ***Policy development and review***

4myschools policies are established by our board directors and senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with The REC. We review our policies annually or as needed to adapt to changes.

### **3. Our Processes for Managing Risk**

To assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, to investigate any complaints.

Our staff are encouraged to bring any concerns they have to the attention of management.

### **4. Our Performance**

As part of monitoring the performance of 4myschools, we track the following general key performance indicators:

- the level of modern slavery training and awareness amongst our staff who receive annual training

### **5. Our Training**

Our staff receive training and support that is appropriate to their role. In particular:

- All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have with senior leadership team or directly with our board director

Training is refreshed annually

## 4myschools Modern Slavery Policy

1. 4myschools is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. 4myschools is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

4myschools provides appropriate training and awareness information for all its staff.

- Our recruiters, HR personnel, and staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
3. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to identify an appropriate contact(s), by name or by role.
  4. Reports surrounding these issues are taken extremely seriously by our board of directors and senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
    - Removing that organisation from our preferred supplier list,
    - Passing details to appropriate law enforcement bodies.
  5. We regularly monitor our risks in this area using relevant key performance indicators, including:
    - The level of modern slavery training and awareness amongst our staff.
  6. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
  7. We would also recommend reading this in conjunction with our other policies, including our:
    - Corporate social responsibility policy,
    - Ethical procurement policy,
    - Anti-bribery / corruption policy, and
    - Whistle-blowing policy.



This policy was adopted on 1<sup>st</sup> September 2021 after being agreed by our board of directors. It is reviewed annually.

