



Modern Slavery & Human Trafficking Policy

Version: 1.0

Review Date: June 2027

Directors: Alex Alton & Heather Beevers

1. Policy Statement

Enlightenment Education Ltd is committed to acting ethically and with integrity in all aspects of its business operations and relationships.

We have a zero-tolerance approach to modern slavery and human trafficking in any form. We are committed to ensuring that slavery, servitude, forced labour, and human trafficking do not take place within our business or within any part of our supply chain.

2. Scope

This policy applies to:

- All employees, directors, and consultants of Enlightenment Education Ltd
 - All candidates registered with the agency
 - All clients, partner organisations, and education settings
 - Any third-party suppliers or service providers engaged by the company
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3. Our Business and Risk Profile

As an education recruitment agency supplying temporary staff to schools and education settings, we recognise that the recruitment sector carries an inherent risk of exploitation if robust safeguarding and vetting processes are not in place.

We mitigate these risks through strict compliance procedures, including identity verification, right-to-work checks, DBS clearance, and employment history verification.

4. Our Commitment

Enlightenment Education Ltd is committed to:

- Acting ethically, transparently, and responsibly in all business dealings
- Preventing modern slavery and human trafficking within our operations
- Ensuring all candidates are recruited and placed in a fair and lawful manner
- Maintaining robust safeguarding and vetting procedures

- Working only with reputable clients and suppliers
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5. Recruitment Practices and Safeguarding Controls

We operate strict recruitment controls designed to prevent exploitation and ensure ethical hiring practices, including:

- Verification of identity for all candidates
- Confirmation of legal right to work in the United Kingdom
- Enhanced DBS checks where required
- Full employment history checks, including explanation of gaps
- Verification of references from reputable sources
- Assessment of candidate suitability and safeguarding awareness

We do not charge candidates any fees for registration or placement services.

6. Supply Chain Due Diligence

Although our supply chain is limited, we expect all third-party suppliers to operate in full compliance with applicable laws and ethical standards.

We reserve the right to terminate relationships with any organisation found to be involved in, or linked to, modern slavery or unethical labour practices.

7. Reporting Concerns

We encourage all staff, candidates, and stakeholders to report any concerns relating to modern slavery or human trafficking.

Concerns may include:

- Suspected exploitation or coercion
- Unsafe or unethical working conditions
- Unusual recruitment practices
- Indicators of forced or controlled labour

All concerns will be treated seriously, investigated promptly, and escalated to appropriate authorities where necessary.

8. Whistleblowing Protection

Individuals who raise concerns in good faith will be protected from any form of retaliation or detriment.

Reports may be made confidentially and will be handled sensitively and in accordance with internal procedures.

9. Training and Awareness

All staff involved in recruitment and placement activities are expected to:

- Understand the indicators of modern slavery and human trafficking
- Be aware of safeguarding and ethical recruitment responsibilities
- Follow internal compliance procedures at all times

We promote ongoing awareness of ethical recruitment standards within the organisation.

10. Continuous Improvement

We are committed to continually reviewing and improving our processes to ensure that modern slavery risks are identified and mitigated effectively.

This includes regular review of:

- Recruitment and vetting procedures
 - Supplier relationships
 - Safeguarding and compliance controls
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11. Policy Review

This policy will be reviewed annually, or sooner if required due to changes in legislation or operational requirements.

Signed on behalf of Enlightenment Education Ltd

Alex Alton – Director

Heather Beevers – Director