



# **Modern Slavery Statement 2021**

## Modern Slavery Statement 2021

Inspiring Learning takes a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our business.

At Inspiring Learning, we believe that our guests and employees should grow, learn and have fun together. We endeavour to raise awareness among all employees of the identification, prevention and eradication of modern slavery and human trafficking, and have policies and procedures in place to ensure we do so. The information below demonstrates our responsibilities to our employees, customers, contractors, suppliers and partners in working to achieve this.

### Our Policies

The following policies are in place and form a part of Inspiring Learning's approach to the identification of modern slavery risks and describes the steps we will take to prevent slavery and human trafficking:

- **Whistleblowing policy**  
We actively encourage all employees, customers and other business partners to report any concerns related to the direct activities or supply chains of Inspiring Learning. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of being victimised for doing so.
- **Safeguarding Policy**  
Inspiring Learning's Safeguarding Policy and Procedures acknowledges modern slavery as a form of abuse and, where there is a concern about a child (under 18 years) or an adult (18 or over) who needs care and support, this Policy takes effect.
- **Attraction, Recruitment and Selection Policy**  
Ensures that right to work checks are thorough and complete prior to engaging with any potential new recruits.
- **Purchasing Policy**  
Our purchasing policy requires all high risk suppliers, for example those sourcing their products from outside of the EU, to demonstrate that they use a Factory Auditing process.
- **Code Of Conduct**  
Our Code of conduct demonstrates a zero tolerance approach to modern slavery. It ensures that respect for human rights, including children's rights, are built into contracts and represented in dialogue, self-assessment, audits, training and capacity building opportunities for suppliers, subcontractors, customers, and other business partners.
- **Diversity and Inclusion**  
Our Diversity and Inclusion Policy highlights our commitment to ensuring that all employees, former employees, clients, suppliers and other members of the public with whom the Company comes into contact, are treated fairly and with dignity and respect at all times and are not subject to any form of discrimination.

We are regularly reviewing and updating relevant policies and have processes in place to monitor and maintain our policies at regular intervals.

## Communication & awareness of this policy

We continue to raise awareness amongst all our employees, in respect of our policies. Our policies are communicated to all new starters and are available at all times to all employees. Any updates to these policies are communicated through our agreed communication channels.

In addition, training on specific topics such as whistleblowing, safeguarding and diversity and inclusion are included as mandatory elements of the induction programme for all employees.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship and it is mandated that supplier contracts (goods and services) include specific reference to the prevention of modern slavery and human trafficking.

## Board Approval

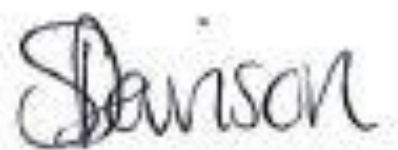
This statement has been approved by the Company's Board of Directors, who will review and update it annually.

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking at Inspiring Learning.

We are committed to reviewing our policies and processes to ensure that they have appropriate and relevant references to modern slavery, and include modern slavery conditions in our tender documents, new supplier forms and other procurement documentation.

Our Senior Management and Trustees take seriously their responsibility in fulfilling these aims and are committed to ensuring that the organisation achieves them.

## People Director's signature



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