



# Modern Slavery Statement

## Introduction and Statement from the Directors

Modern Slavery is a crime and a violation of human rights but in the UK and abroad these violations continue to be reported in relation to business.

Evermore Education Ltd takes its responsibilities very seriously with regard to the Modern Slavery Act 2015. This statement sets out the approach taken by the company to understand all potential modern slavery risks related to its business and the actions undertaken to mitigate any such risks. Evermore Education is committed to eliminating modern slavery and to ensuring that our staff and any workers we supply directly or indirectly are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour or similar human rights abuses.

## Our business

Evermore Education is a limited company operating in the education sector, offering tuition primarily in English and Maths, along with other subjects. We engage tutors to support students in a range of different contexts.

## Who we work with

Evermore Education employs tutors as independent contractors. Operating in the education sector, we adhere to rigorous recruitment and onboarding procedures, including comprehensive background and identity checks as mandated by the Department for Education's Keeping Children Safe in Education 2022 guidelines. Our staff and contractors are directly engaged by Evermore Education Ltd and are not sourced through other businesses. We collaborate with families, schools, and local authorities, whom we consider our partners. All partners must comply with relevant laws on modern slavery and human trafficking and, for schools and local authorities, take reasonable measures to prevent modern slavery and human trafficking within their supply chains and operations.

We maintain close relationships with contractors and suppliers of services. Where risks are highlighted, or concerns are raised, the suppliers are assessed remotely and through face to face or online meetings to ensure they are effectively managing the risk of modern slavery in their businesses.

## Our Policies

Evermore Education's policies demonstrate the company's dedication to acting ethically and with integrity. Our policies incorporate ethical standards for our staff with directors setting the tone from the top. Evermore Education wishes to create an open, supportive and safe working environment where everyone feels able to speak up and voice any concerns they may have. All policies are widely available to staff, work seekers and temporary workers through the company's website and policies provided.

The key policies that support this Modern Slavery policy are:

- **Child Protection and Safeguarding Policy:**  
We are committed to creating a safe environment for all children and young people who engage with our services. Our Child Protection and Safeguarding Policy ensures that all staff and partners are vigilant in protecting children from harm, including any form of exploitation or abuse that could be linked to modern slavery.
- **Diversity and Inclusion Policy:**  
At Evermore Education, we believe in the power of diversity and the importance of an inclusive environment. Our Diversity and Inclusion Policy promotes respect and equal opportunities for all, ensuring that no individual is discriminated against or marginalised in a way that could make them vulnerable to exploitation.
- **Safer Recruitment Policy:**  
We have implemented a Safer Recruitment Policy to ensure that all individuals joining Evermore Education are thoroughly vetted. This includes rigorous background checks and verification of the legal right to work. We are committed to recruiting in a manner that prevents any form of exploitation or coercion.
- **Whistleblowing Policy:**  
Our Whistleblowing Policy provides a secure and confidential channel for employees, partners, and stakeholders to report any concerns related to modern slavery, human trafficking, or other unethical practices. We take all reports seriously and are committed to investigating and addressing any issues raised.

We review our policies on a regular basis, or as needed to adapt to changes.

## Reporting and Accountability

We encourage our employees and independent contractors to report any concerns related to modern slavery or human trafficking via email at [evermoreeducationuk@gmail.com](mailto:evermoreeducationuk@gmail.com). All reports will be thoroughly investigated, and appropriate action will be taken in response to any findings of modern slavery within our operations or supply chains.

## Responding to Risks

When potential risks of modern slavery are identified, we have a clear process in place to respond:

- **Investigation:** Any reported or suspected instances of modern slavery are promptly investigated. This may involve working with external experts to ensure a thorough and impartial review.
- **Corrective Action:** If an instance of modern slavery is confirmed, we take immediate corrective action, which may include terminating relationships with suppliers or partners found to be in violation of our standards, and working to support affected individuals.
- **Continuous Improvement:** We understand that combating modern slavery is an ongoing process. We are committed to continuously improving our practices and policies to address the evolving risks associated with modern slavery. We will regularly review and update this statement to reflect our progress and any new developments in this area.

## Approval and Review

This statement has been approved by the Co-Directors of Evermore Education and will be reviewed annually to ensure its effectiveness and alignment with our values.

Signed

Gemma White and Dianne Farrugia

Directors

Evermore Education

September 2024