

## **Modern Slavery Statement**

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and sets out Aspris' human trafficking and slavery statement for the fiscal year ending 31st August 2024.

### Standards

Aspris proudly values individuals and those organisations with which we work, and we always seek to conduct our business affairs to the highest possible ethical standards and with the utmost integrity. Our operating procedures are kept under regular review, and we seek to consistently improve our practices to prevent human trafficking and slavery.

Aspris is completely committed to operating ethically in all of our commercial arrangements whether in written contracts or relationships more generally. It is against this background that we continue to operate bearing in mind the systems and controls required to ensure that human trafficking and slavery does not have any place in our business.

Aspris expects the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we build open and transparent relationships and make our expectations clear.

### Business and Supply Chain Overview

We have three main groups of services which support the needs of children, young people and adults across the UK and the Middle East. They are: Aspris Children's Services in the UK, Aspris Children's Services Middle East and Aspris Healthcare Middle East. Our specialist schools, colleges and children's homes provide the highest standards of support to children with a range of needs.

Staff for these services are primarily recruited through the Human Resources department located in Leicester, where all checks are processed subject to Safer Recruitment practice within the industry. Staff for our Middle East services are recruited locally in the region to which services are being provided in accordance with our Safer Recruitment and Onboarding Policy. Temporary or in some cases permanent staff may be recruited through recruitment agencies, however, we take our responsibilities very seriously and communicate our expectations to any agency that we use.

With strong governance structures embedded across all levels of the organisation, our teams deliver safe and effective services that consistently achieve the best possible outcomes. Our commitment to delivering the highest standards of education, care and support means that there is a continual focus on quality and improvement across our services.

### Professional Conduct

We have clear standards expected from our staff and managers to ensure a culture of mutual trust and co-operation. All members of staff are sent an update on Modern Slavery every 12 months to ensure sufficient and current understanding and to remind them of how to report any concerns they may have. Moreover, all colleagues during their induction are required to complete Safeguarding Training which covers Modern Slavery. Once colleagues begin their employment, they are also required to complete face-to-face Safeguarding Training ranging from levels 1-5 in which Modern

Slavery is covered. Finally, Aspris offers a specific Modern Slavery e-learning course that colleagues can complete voluntarily.

Aspris also has a clear and rigorous Whistleblowing (Protected Disclosure) policy, and all colleagues are encouraged to report and expose unethical or inappropriate procedures or behaviour. Any issues raised under the Whistleblowing (Protected Disclosure) policy are investigated fully and appropriate action is taken in accordance with Aspris' compliance and assurance standards.

Board approval has been given on 26<sup>th</sup> February 2025

Signed by Trevor Torrington (Director), Charles Coney (Director), Samantha Booth (Director), Nancy O'Regan (Director) and Anne Marie McMahon (Director) on 26<sup>th</sup> February 2025.