**Modern Slavery Statement**

This statement constitutes Glow Education Projects modern slavery and human trafficking transparency statement as at September 2020.    
   
This statement explains the steps that have been taken by Glow Education Project to date to prevent modern slavery from occurring within the provision and our supply chains. The statement also sets out how we plan to develop enhanced policies and procedures to improve our processes going forward, to ensure that we are taking a proactive approach to the prevention of modern slavery.

**Organisational Structure & Supply Chain**

Glow Education Project is an alternative education provision working with secondary age learners. Glow Education Project works collaboratively with schools and other education provisions from Nottinghamshire. All staff report to the Director’s who are responsible for ensuring we are compliant with all legislation including the Modern Slavery Act 2015 (the Act).

Glow Education Project uses a number of suppliers to support our operations and activities and we ask that they are fully compliant with all employment, equality and environmental legislation and that, where applicable, they are compliant with the annual reporting requirements contained within section 54 of the Modern Slavery Act. These suppliers mostly supply services to us relating to recruitment, IT delivery and support, agency workers, consultants and professional services. We also procure a limited amount of goods in the form of office supplies, furniture, IT hardware and other materials used in our day to day operations.    
   
Glow Education Project has conducted a review of its supply base to assess if any major suppliers represented a risk to the Charity’s compliance with the Act.    
   
**Temporary Recruitment**  
We have reviewed our processes for recruitment of temporary workers. We utilise the services of a reputable agency and with whom we have a signed contract.

* **Policies and Processes**  
  Glow Education Project is committed to continued policy development to ensure that we keep up to date with all changes in legislation, including full compliance with the Modern Slavery Act. To aid this Glow Education Project has promoted a culture of awareness by using organisation-wide briefings to relay any significant changes to key employment legislation.   
     
  **Culture and Training**  
  Glow Education Project has fostered a culture of striving to achieve the best quality of service, goods and supplier available and this culture permeates the organisation and acts as a vital safeguard ensuring that goods or services purchased are provided by suppliers who respect and adhere to the Act. The charity does not look primarily to source the cheapest goods or suppliers and has communicated this to staff.   
     
  The ethical and moral culture that Glow Education Project fosters is part of staff training from their initial induction until they leave the organisation. All staff undertake mandatory mandatory child safeguarding training. We encourage staff to identify any failings that they may come across while working for the organisation and this includes the Modern Slavery Act.

**Approval**  
This statement has been approved and signed by Martin Mendez, Head of Provision, Glow Education Project and Support Services Limited.

Signed: