

Modern Slavery Policy

Policy Statement

Conexus Tuition Franchising modern slavery and human trafficking statement 2021 to 2022

Here are the steps Conexus Tuition Franchising has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Conexus Tuition Franchising

Conexus Tuition Franchising operates within the tuition sector in the UK, with a team of Principal Directors who oversee their own franchise territory.

Conexus Tuition Franchising onboards franchisees who then run their own franchise territory within the UK. Franchisees operate within the parameters of the company's Operation Manuals, which include all policies and processes to ensure that the delivery of services across the organisation is consistently of the highest standard, providing the best possible experience for students, their families, our tutors and our other employees.

Our commitment to the principles of the Modern Slavery Act 2015

Conexus Tuition Franchising (and all of its franchises) is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK suppliers.

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Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the Conexus Tuition Franchising operations manuals:

- Code of conduct
- Complaints policy
- Whistleblowing policy
- Bullying and harassment policy
- Equality and Diversity policy
- Safer Recruitment Policy
- Safeguarding Policy suite

Embedding the principles

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring that consideration of the modern slavery risks and prevention are added to Conexus Tuition Franchising's policy review process as an employer and procurer of goods and services
- making sure Conexus Tuition Franchising's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

This statement has been approved by Sharon Cawley, Conexus Tuition Franchising Chief Executive Officer, for the financial year ending 31 March 2023.

This statement will be reviewed and updated annually.

Policy reviewed on 20/12/2022

Next review date: 20/12/2023

Reviewed by: Sarah Dunwood

Position: Chief Operations Officer