

## Supporting Education Group and Subsidiaries Modern Slavery Statement

**Financial year:** 1 December 2024 – 30 November 2025

Approved by the SEG Board on 23 May 2025

### 1. Group Structure, Business and Supply Chains

Supporting Education Group (“SEG”) is the parent company of a network of education services businesses incorporated under Hood Topco Limited.

SEG operates primarily in the UK education sector, providing a range of services, including staffing, professional qualifications, apprenticeships, HR, payroll, finance support and compliance to multi-academy trusts, schools, nurseries, and local authorities.

#### Our supply chains include:

- Direct educators (employed or engaged via agencies);
- Secondary labour suppliers introducing educators and apprentices.
- Corporate suppliers (e.g. software, office supplies, facilities, strategy consultants);
- Service providers (e.g. payroll, training, IT, catering).

### 2. Policies on Slavery, Human Trafficking

SEG maintains a zero-tolerance approach to modern slavery, embedded in policies covering:

- Modern slavery and human trafficking;
- Whistleblowing;
- Ethical conduct and anti-bribery;
- Safeguarding (critical for education staff).

### 3. Due Diligence Processes

We deploy systematic due diligence across the group:

1. Staff vetting: identity, DBS checks, interviews for all educators – face to face where practicable.
2. Desk and on-site audits with service and goods suppliers flagged as higher risk.
3. Internal quality audits, including adherence to SEG standards and risk flagged to senior management.

#### **4. Risk Assessment and Management**

**SEG assesses risk in:**

- Labour supply chains – especially indirect supplier arrangements;
- Corporate and facilities procurement chains (e.g. cleaning, catering, transport);
- Overseas-sourced goods and services.
- We conduct risk reviews annually, audit where needed, and require supplier attestation or corrective action. To date, we have not identified any significant modern slavery risks, but we remain vigilant.

#### **5. Effectiveness and Key Performance Indicators**

**SEG monitors effectiveness using:**

- Staff completion of mandatory modern slavery training;
- Supplier confirmation of adherence to our policies;
- Reported or alleged incidents of modern slavery.

**During FY2024, we achieved:**

- 100% staff compliance with annual training;
- No confirmed incidents of modern slavery

#### **6. Training and Capacity Building**

All staff, including new hires, receive modern slavery training in induction and annually.

**Training covers:**

- Definition and indicators of slavery and human trafficking;
- Policy obligations, escalation channels and safeguarding;
- Specific modules tailored for recruiters, procurement, and senior leaders. We set clear internal targets for training uptake and monitor progress.

## **7. Scope and Publication**

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015. It applies to Hood Topco Limited and all UK subsidiaries meeting the turnover threshold—including Teaching Personnel Limited.

It will be published prominently on the UK websites of Supporting Education Group and each subsidiary covered, ensuring transparency across the group.

## **Signatory**

Caroline Cheale

Group Chief Executive Officer

Supporting Education Group