REACH EDUCATION AND EMPLOYMENT

MODERN SLAVERY AND HUMAN TRAFFICKING ANNUAL STATEMENT

Section 54 Modern Slavery Act Transparency Statement | Reach Education and Employment

1. Organisational Structure & Operations

Reach Education and Employment is an educational and supported employment community interest organisation operating in Harrogate and across North Yorkshire. We provide accredited vocational training, Functional Skills, and supported internships for young people and adults, specifically supporting neurodivergent individuals and learners with Special Educational Needs and Disabilities (SEND). We operate with zero tolerance toward all forms of modern slavery, trafficking, servitude, and forced labour.

2. Policies in Relation to Modern Slavery

Our operational commitments are embedded across a comprehensive policy architecture: Modern Slavery and Human Trafficking Policy; Safeguarding and Child Protection Policy (Version 1.2); Safer Recruitment Policy; Staff Code of Conduct; and Whistleblowing Policy. These policies establish non-negotiable standards of transparency, ethical conduct, and victim protection.

3. Supply Chain Due Diligence & Placement Screening

We assess risk across our procurement streams (facilities management, catering, cleaning, and IT hardware) and our external employer placement network. We ensure: (1) Mandatory modern slavery compliance warranties from commercial suppliers; (2) Rigorous pre-placement vetting of work experience and supported employment hosts; (3) Transparent verification of working hours and conditions; and (4) Ongoing on-site monitoring by dedicated job coaches.

4. Effectiveness & Performance Indicators

To measure our ongoing effectiveness, REACH monitors: 100% completion of right-to-work and safer recruitment vetting prior to staff start dates; 100% pre-placement vetting completion for external employer hosts; annual whole-staff training completion on modern slavery, County Lines, and NRM referral pathways; and zero reported incidents of unmitigated labour abuse across our supply chains.

5. Board Approval & Executive Sign-Off

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Reach Education and Employment's modern slavery and human trafficking statement for the financial and academic year 2026/2027. It was formally approved by the Board of Directors on 22/09/2026.

Executive Director Signature: ____A. E Mallin_____ Date: 22/09/2026
Andrew Mallin, Executive Director

Designated Safeguarding Lead: _____Chris Murray_____ Date: 22/09/2026
Christopher Murray, Designated Safeguarding Lead