

Modern Slavery Policy and Statement

Financial Year: 1 September 2025 – 31 August 2026

Approved by: Darren Forde, Founder & Director

Date Approved: 1st September 2025

This statement is made as part of First Class Teachers' commitment to preventing modern slavery and human trafficking in all areas of our operations, in line with the **Modern Slavery Act 2015** (the Act).

It outlines the steps we have taken, and continue to take, to ensure that slavery and human trafficking are not occurring in our business or supply chains. This statement is made pursuant to section 54(1) of the Act and covers the financial year from **1st September 2025 to 31st August 2026**

1. Our Business

First Class Teachers (FCT) is a recruitment agency operating within the education sector. We supply temporary and long-term teaching and support staff to schools across the UK, with a strong focus on safeguarding, professional standards, and fair treatment.

FCT is an independent business, founded on the belief that education staffing should be values-led, ethical, and focused on long-term impact.

1.1 Who We Work With

All education professionals we work with are personally interviewed and vetted by our internal team. We verify the identity, right to work, references, and DBS status of every candidate we represent.

All client schools are known to us and undergo due diligence checks to ensure compliance and alignment with our safeguarding and ethical expectations.

1.2 Partner Organisations

As part of our wider operations, we work with the following organisations that share our commitment to ethical recruitment:

- Aaron's Department (for referencing and compliance)
- Collegia (for PAYE payroll services)
- DBS Update Service and relevant vetting bodies

Registered in England & Wales No. 15755277

www.firstclassteachers.com



www.firstclassteachers.com



hello@firstclassteachers.com

2. Our Policies

At FCT, we promote a culture of transparency, accountability, and integrity. We maintain a range of internal policies and procedures designed to guard against the risk of modern slavery, including:

- Modern Slavery Policy
- Whistle-blowing Policy
- Recruitment & Vetting Policy
- Equality, Diversity & Inclusion Policy

All policies are available to staff and contractors and are regularly reviewed and updated by the senior leadership team.

2.1 Policy Review and Development

Our policies are developed by the senior team, in line with legal advice, sector guidance, and recruitment best practice. Reviews take place annually or sooner if legislation changes.

3. Risk Assessment & Supply Chain Management

We assess modern slavery risk in our operations and supply chain by:

- Regularly reviewing suppliers and partners for ethical compliance.
- Ensuring all partners provide evidence of their own modern slavery and anti-exploitation policies.
- Embedding contractual terms that prohibit modern slavery and require whistle-blowing protocols.

To date, we have not identified any high-risk areas of concern regarding modern slavery, forced labour, or human trafficking in our supply chain. However, we remain vigilant and committed to proactive risk management.



4. Monitoring Performance

To measure our effectiveness in combatting modern slavery, we have established some key performance indicators:

- Staff training and awareness levels.
- Reporting of concerns or suspected cases.
- Compliance checks for all candidates and suppliers.

5. Training and Awareness

We believe education and awareness are key to prevention. All staff at FCT receive training appropriate to their roles, including:

- Annual safeguarding training that includes modern slavery awareness.
- Specialist training for those involved in candidate vetting and supply chain management.
- Awareness-raising guidance on how to identify and report concerns.

We encourage a speak-up culture where all concerns are taken seriously and escalated swiftly.

Final Statement

First Class Teachers is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or supply chain. We believe that everyone deserves to work in a safe, fair, and respectful environment. This statement reflects our ongoing dedication to ethical recruitment and responsible business practices.

Approved by:
Darren Forde
Founder & Director
First Class Teachers
01/09/2025