Company Name:	VES Recruitment Ltd
Policy Name:	Modern Slavery and Human Trafficking Statement
Date:	September 2026-September 2027

Organisation

VES Recruitment is committed to preventing modern slavery and human trafficking in our business and supply chains. We recognise that recruitment agencies have a responsibility to be alert to exploitation, particularly when introducing people to work.

Our business

VES Recruitment provides temporary recruitment services to schools and care settings across South Wales. Our work includes recruiting, onboarding and placing education and care professionals. Our suppliers include providers of recruitment technology, screening and training services, and other business services.

Identifying and managing risk

We recognise that risks may arise during recruitment, onboarding and placement, as well as within our supply chains. We aim to identify concerns through direct contact with candidates, checks on identity and eligibility to work, and ongoing communication with workers and clients.
We do not tolerate forced labour, human trafficking, debt bondage or any other form of exploitation. Candidates must be able to speak with us directly about their work and raise concerns without fear of retaliation.

Our approach

VES Recruitment seeks to:

- verify candidates' identity and right to work before placement;
- explain assignments and pay arrangements clearly to workers;
- remain alert to signs that someone may be controlled, coerced or exploited by another person;
- respond promptly to concerns raised by workers, clients or staff; and
- consider modern slavery risks when working with suppliers and other third parties.

Where a concern is identified, we will take appropriate steps to protect the person affected, investigate the issue and refer it to the relevant authorities where necessary.

Our policies

All VES Recruitment employees are required to familiarise themselves with our policies and procedures, which support the identification and prevention of modern slavery. Employees are expected to conduct business responsibly and comply with these policies as part of their contractual obligations.

Our relevant policies include:

- Anti-Bribery Policy
- Anti-Slavery Policy
- Equal Opportunities Policy
- Grievance Policy
- Safer Recruitment Policy
- Whistleblowing Policy

Training and review

We will make staff involved in recruitment and placement aware of potential signs of exploitation and how to report concerns. We will review our approach as our education and care services develop and identify any improvements needed.

This statement has been approved by Molly Elliott, Director.
28th September 2026