Family:	Leadership and Management	REF: ARCST001
Statement title	Modern Slavery Statement	
Version:	2.7	
Statement owner:	Managing Director	
Policy author:	Quality Manager	
Date of Review	14/07/2026	
Next review date	July 2027 The Modern Slavery Statement and Policy will be reviewed yearly in accordance with clause 6 of the Modern Slavery Act 2015	
Applies to:	All staff	
Related Policies & Procedures	Public Interest Disclosure (Whistleblowing) Safeguarding Policy	

Statement Aim

This statement sets out ARC Group's actions to understand all potential modern slavery risks related to its business, and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our business and supply chains. This statement demonstrates our commitment to legal compliance, ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles.

This statement relates to actions and activities during the year June 2024 to July 2025

Arc Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking. ARC Group is absolutely committed to preventing slavery and human trafficking in our activities, and to ensuring that our supply chains are free from slavery and human trafficking

Organisation structure

ARC provides education to a wide range of learners from age 14 to adult.

Relevant Policies

ARC Group has a number of policies that assist in preventing slavery and human trafficking in its operations, including:

Public Interest Disclosure (whistleblowing)

- Arc Group encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. The Public Interest Procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Safeguarding Policy

- Arc Group provides advice and guidance to staff that includes references to modern slavery and trafficking

Recruitment & Selection Policy

- Arc Group uses reputable employment agencies to source staffing requirements. It verifies the practices of any new agency used before accepting workers from that agency. ARC Group ensures that all approved recruitment agencies conduct all relevant pre-recruitment checks and provide evidence that all such checks have been conducted.

Due diligence processes for slavery and human trafficking

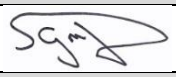
- All employees and persons employed within ARC are asked to familiarise themselves with our policies at the start of their employment or association and are contractually obligated to adhere to the ARC's policies.
- We are satisfied from our own due diligence measures that there is no evidence of any act of modern-day slavery or human trafficking within our own organisation.
- ARC will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.
- ARC has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.
- Most ARC's sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

Responsibility for the statement

Ultimate responsibility for the prevention and prevention of modern slavery within the organisation rests with ARC's Managing Director. Managers, at all levels, are responsible for ensuring those reporting to them understand and comply with this statement.

Communication and awareness of this statement

This statement is displayed on throughout the organisation and a is conveyed to all staff members at their induction. This policy is also communicated with our supply chain where necessary. ARC Group also ensures that staff undertake training on modern slavery and engages with external training providers, as appropriate.

Signed		Dated	17/7/2025
Managing Director			
Signed		Dated	17/7/2025
Operations Director			