

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



Statement of policy

1. Our Commitment

Endeavour is committed to preventing modern slavery, human trafficking, forced labour and exploitation in all aspects of its operations and supply chains. We recognise our responsibility to promote ethical working practices, protect vulnerable individuals and ensure that everyone involved in our organisation is treated with dignity, fairness and respect.

We have a zero-tolerance approach to modern slavery and are committed to acting with integrity, transparency and accountability in accordance with the Modern Slavery Act 2015.

2. Our Organisation

Endeavour is a Sheffield-based charity providing alternative education provision, youth work, after-school activities, short breaks and community programmes for children and young people, including those who may experience additional vulnerabilities or barriers to participation.

Our activities are delivered by employees, casual workers, volunteers and external partners. We also engage suppliers and contractors for goods and services required to support our operations.

We recognise that modern slavery can affect people of all ages and backgrounds and that children and young people experiencing vulnerability may be particularly at risk of exploitation.

3. Safeguarding and Preventing Exploitation

Safeguarding is central to Endeavour's work. We recognise that modern slavery may involve child criminal exploitation, child sexual exploitation, trafficking, forced labour, domestic servitude and other forms of coercion or abuse.

Our safeguarding arrangements provide a framework for identifying and responding to concerns about exploitation. Staff are expected to remain alert to potential indicators of abuse and exploitation and to report concerns promptly in accordance with Endeavour's safeguarding procedures.

Where concerns arise, Endeavour will take appropriate action, including working with relevant safeguarding partners, local authorities and statutory agencies.

4. Recruitment and Employment Practices

Endeavour is committed to fair, transparent and lawful recruitment and employment practices.

Our recruitment and employment arrangements are intended to ensure that individuals are employed voluntarily, have the legal right to work in the UK and understand the terms and conditions of their engagement.

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Appropriate pre-employment checks are undertaken in accordance with safer recruitment requirements, including identity verification, right-to-work checks, references and Disclosure and Barring Service (DBS) checks where applicable.

We do not tolerate forced labour, coercion, unlawful withholding of wages or recruitment practices that place individuals at risk of exploitation.

5. Suppliers, Contractors and Partners

Endeavour expects suppliers, contractors and delivery partners to operate lawfully and ethically, including complying with relevant employment, safeguarding and modern slavery legislation.

We recognise that exploitation risks may arise within supply chains, particularly where subcontracting, temporary labour or other potentially vulnerable working arrangements are involved.

We aim to take a proportionate, risk-based approach when engaging suppliers and partners. Where concerns about unethical or exploitative practices are identified, we will investigate and take appropriate action, which may include seeking assurances, escalating concerns to relevant authorities or reviewing contractual arrangements.

6. Policies, Awareness and Reporting

Endeavour's approach to preventing modern slavery is supported by its organisational policies and procedures, including:

- Safeguarding Policy
- Child Criminal Exploitation Policy
- Safer Recruitment Policy
- Whistleblowing Procedure
- Endeavour Equality Diversity and Inclusion Policy Statement
- Staff Code of Conduct

Staff are expected to understand their safeguarding responsibilities and raise concerns about suspected exploitation, whether involving children, young people, colleagues, contractors or other individuals.

Concerns can be reported through Endeavour's safeguarding and management arrangements or whistleblowing procedures, as appropriate.

Reports will be taken seriously, handled sensitively and referred to external agencies where necessary.

7. Monitoring and Review

Endeavour recognises that preventing modern slavery requires ongoing awareness and vigilance.

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We will continue to review our safeguarding, recruitment and procurement arrangements to identify opportunities to strengthen our approach and respond to emerging risks.

This statement will be reviewed annually, or sooner where changes in legislation, guidance or organisational circumstances make this necessary.

Signature: 

Date: 01.09.2026

Position: CEO

Review: September 2027