

Modern Slavery Voluntary Statement

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Amendment Register

Date Amended	
Amendments	

Policy overview

This statement and policy has been written as part of SENSational Tutors Ltd.'s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how SENSational Tutors operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

We oppose slavery and human trafficking in all its forms. This statement sets out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.



“As part of the educational services industry, SENSational Tutors Ltd. recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The company is absolutely committed to preventing slavery and human trafficking in its activities and operates a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our dealings and relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our services.”

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, SENSational Tutors Ltd. is making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

Relevant policies

In addition, SENSational Tutors Ltd. operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing Policy
- Employee Code of Conduct Policy
- Safer Recruitment Policy

Examples of Modern Slavery

The International Labour Organization (ILO) list of the most common signs of forced labour include:

- Restriction of movement
- Abuse of vulnerability
- Deception
- Isolation
- Intimidation and threats
- Withholding wages
- Abusive working and living conditions
- Physical and sexual violence
- Retention of identity documents
- Excessive overtime
- Debt bondage

Communication and awareness of this policy

Our zero-tolerance approach to modern slavery must be communicated to all referral partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

The policy will be communicated to all employees, teachers and tutors (staff) across the company. Staff will be expected to familiarise themselves with the policy.

The Company statement will be communicated on our company website.

Our Training

All of our staff receive training and support that is appropriate to their role.

Our Processes for Managing Risk

Our staff are encouraged to bring any concerns they have to the attention of the Central team.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our services. However, we continue to be alert to the potential for problems.

Our Performance

As a business, we are committed to continuous improvement and strive to identify new methods, processes and practices that can be incorporated into our operations, ensuring the health and safety and welfare of our workforce.