

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2026-27

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and sets out steps Bright Futures Care Ltd has taken to prevent modern slavery and human trafficking in our organisation and supply chains.

Our Commitment

Bright Futures has a zero-tolerance approach to modern slavery, human trafficking, forced labour, servitude and exploitation. We are committed to acting ethically and with integrity in our business dealings, employment practices and supplier relationships.

We recognise that modern slavery can affect adults and children through control, coercion, exploitation or loss of freedom. As a care provider supporting people with learning disabilities and autism, we must remain alert to risks affecting colleagues, people we support, students, agency workers, contractors and suppliers.

About Bright Futures

Bright Futures provides specialist care, support and education services for adults and children with learning disabilities and autism. Our services rely on all employees, workers, suppliers and contractors working safely, ethically and in line with our values and safeguarding responsibilities.

Governance and Accountability

The Board of Directors has overall responsibility for ensuring that Bright Futures meets its legal and ethical responsibilities in relation to modern slavery and human trafficking. All employees are expected to act in line with our policies and report any concerns about suspected exploitation, abuse or unsafe working practices.

Our Policies and Controls

Our approach is supported by policies covering safer recruitment, safeguarding, whistleblowing, disciplinary and grievance processes, contractor arrangements and ethical working practices. These help us prevent, identify and respond to modern slavery or human trafficking concerns.

We apply proportionate, risk-based due diligence to recruitment agencies, contractors and suppliers. This includes considering the nature of the service, workforce model, geographical and product risks, use of subcontractors, recruitment

practices and the supplier's controls for preventing exploitation. Higher-risk arrangements may be subject to further assurance, including additional information requests, contract monitoring, worker feedback, site visits or improvement plans. Concerns are recorded, investigated and escalated, and relationships may be ended where risks are serious or remain unresolved.

Actions Undertaken During 2025-26

During the reporting period, Bright Futures continued to strengthen its approach to preventing modern slavery and human trafficking through:

- Application of safer recruitment procedures and employment verification checks – such as right-to-work and DBS checks for all new employees;
- Ongoing safeguarding, whistleblowing and compliance training;
- Oversight of agency workers, contractors and third-party providers;
- Review of relevant workforce, safeguarding and employment policies;
- Supplier and contractor engagement processes designed to identify and mitigate potential risks of exploitation.

Modern slavery considerations continue to form part of our safeguarding, recruitment and supplier oversight arrangements, helping us maintain awareness of potential risks across our organisation and supply chain.

Our People and Recruitment Practices

We reduce the risk of modern slavery through safer recruitment and employment checks, including right to work, identity and DBS checks where required. We do not tolerate forced labour, hidden exploitation, illegal working or improper recruitment fees.

We expect all employees, workers, agency staff and contractors to be treated with dignity and respect. Any concerns about exploitation, coercion, intimidation, unsafe working conditions or restriction of freedom must be reported immediately through line management, HR, safeguarding or whistleblowing channels.

Safeguarding the People we Support and Students

Modern slavery is considered within our safeguarding arrangements because we support adults and children who may be vulnerable to abuse or exploitation. Colleagues receive training to recognise and respond to concerns, including signs of exploitation, coercion, trafficking or forced labour.

Any safeguarding concern is expected to be reported and escalated in line with our safeguarding policies, local procedures and statutory responsibilities.

Our Supply Chains and Contractors

We work with suppliers, contractors and business partners that support the delivery and maintenance of our services. This may include contractors linked to property, assets, facilities, maintenance and other operational support services.

Before working with contractors or subcontractors, Bright Futures expects appropriate risk assessment. This includes the nature of the work, supplier relationship, possible geographical or product risks, supplier controls and any indicators of modern slavery or human trafficking risk.

Where concerns are identified, we will take appropriate action. This may include seeking further assurance, supporting improvement where proportionate, escalating concerns, or ending the relationship where the risk is unacceptable or unresolved.

Training and Awareness

Colleagues receive role-relevant training and guidance, including safeguarding, safer recruitment, whistleblowing and reporting concerns. Managers must reinforce awareness of modern slavery risks and ensure concerns are escalated promptly.

Reporting concerns

We encourage openness and will support anyone who raises a genuine concern in good faith. Concerns can be raised through a line manager, HR, safeguarding procedures or whistleblowing routes. We will not tolerate victimisation or detrimental treatment.

Effectiveness and Review

Bright Futures reviews the effectiveness of its approach to preventing modern slavery and human trafficking through Board oversight and senior leadership review.

Information from safeguarding activity, recruitment processes, supplier engagement, whistleblowing reports, audits, investigations and workforce practices may be considered to help identify emerging risks and opportunities for improvement.

We are committed to continuous improvement and review this statement annually to ensure that it remains appropriate to our operations, legal obligations and organisational values.

Approval

This statement was approved by the Board of Directors on [date] and signed on its behalf by Rachelle Russell, CEO.

Signed:



Statement Review Date: October 2027