

The Percy Hedley Foundation statement about modern slavery 2024-25

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the Act) and sets out the steps The Percy Hedley Foundation (the Charity) has taken to ensure modern slavery, human trafficking or similar human rights violations are not occurring in its own operations or those of its supply chains.

Introduction

The Percy Hedley Foundation (The Foundation) is a charitable organisation based in the North-East of England dedicated to providing quality education, residential care, independent supported living and adult day services. Our services support hundreds of young people and adults with complex disabilities and learning difficulties every year from across the UK, predominantly from the North-East of England.

The Foundation is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We have made an organisational commitment within our People Strategy to focus on improving ways to incorporate equality, diversity and inclusion into every facet of our organisation so the people we support, their families, our Trustees and other supporters, and our entire workforce feel safe and that they belong.

We are doing this to help create a society where people thrive because they are valued within their communities, and the children, young people and adults we support can lead the happy, fulfilled lives that they deserve.

Our Organisation Structure and Supply Chains

The Foundation is a company limited by guarantee and a charity registered in England and Wales. The organisation was established in 1953 and is dedicated to providing quality education and care services for people with complex disabilities and learning difficulties.

The Board of Trustees is responsible for the governance and strategy of the Charity, and responsibility for the operational management of the Charity is delegated by the Trustees to the Executive Team.

The Foundation operates in two broad categories of service provision – Social Care & Education Services, integrating therapy support.

The Charity employs over 978 staff along with a pool of bank relief staff to deliver its services.

While the workforce is the main directly employed resource utilised for service provision, the Charity's supply chain also includes staffing and recruitment agencies, cleaning service providers, maintenance providers for our estate, IT suppliers, occupational health and advisory support for employment, data protection, environmental and health & safety matters.

Our policies in relation to slavery and human trafficking

All employees, suppliers and supporters have a responsibility to ensure requirements are met in all their activities on behalf of the Foundation - workforce policies and procedures applicable are accessible both digitally on our intranet and as a paper copy if required, and include:

- Code of conduct
- Anti-Fraud & Bribery, Detection & Response Policy
- Conflict of Interest Policy



- Gifts & Hospitality Policy
- Whistleblowing Policy
- Bullying and harassment policy
- Equity, diversity and inclusion policy
- Safer Recruitment policy
- Procurement policy

The Foundation is committed to fairness, transparency and the principle of equal pay in employment. The Charity has been an accredited Real Living Wage employer since 2024 and remains committed to ensuring all employees and bank relief staff are paid at least the Real Living Wage for the work that they do.

The Foundation's procurement policy has been developed to help us achieve best value in the use of limited resources and ensure we are contributing to the local economy. It also emphasises the responsibility of all staff involved to conduct procurement legally and ethically as well as securing value for money.

A suite of safeguarding policies that support our objectives are also in place.

Due diligence, risk assessment and management processes

Protecting our people

Our recruitment and people management processes are focused on making sure that all our potential employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion regardless of its form.

Our safeguarding processes are focused on ensuring the safety and wellbeing of all the people we support and providing appropriate ongoing care and education to ensure that they do not experience abuse or coercion in any form.

The Foundation's supply chain

Due to the nature of our business, we view the risk of our supply chains being involved with modern slavery as a low risk.

We do not purchase goods or services for onward resale or manufacture, but like all education and social care sector employers, we do need to procure goods and services in the delivery of our activities. We always try to do this from within the UK and use local suppliers wherever possible.

We aim to always procure goods and services from suppliers who do not knowingly support or have no record of being involved in slavery or forced labour.

Measuring effectiveness

It is important to the Foundation that it knows that it is being effective in this area of our operations. To safeguard that this is the case we ensure that our HR systems and processes are effective in identifying and reporting on any potential breach of legislation. We also maintain good and open communication within our supply chain to ensure that there is a clear understanding of our expectation to their commitment to modern slavery legislation.

Actions taken

Training and education on modern slavery and trafficking - We have discussed the Act, its purpose and The Percy Hedley Foundation's attitude to it at a Board of Trustees meeting. We have alerted the Executive & Leadership Team to it and challenged them to continue to consider where the risk of



modern slavery or human trafficking may arise within our organisation. We have provided guidance to our finance team and those involved in procurement of the need to avoid those risks and on possible indicators of them during the procurement of goods and services. We will continue to enhance the assurances we seek from suppliers as to their avoidance of modern slavery and human trafficking.

Oversight and monitoring - We have established incident review and safeguarding groups to review patterns and trends that indicate areas of concern to establish the Foundation has the right controls and measures in place & reviewed our existing linked policies to ensure they fully reflect the requirements and implications regarding modern slavery and human trafficking, and where needed, have been updated to represent our commitment to this;

Review of processes – We have updated our induction programme and designed a specific section on modern slavery for launch in 2025/26; implemented changes to ensure our new supplier on-boarding process includes due diligence around adherence to the Modern Slavery Act 2015.

Our Future Plans

We are continuously working as an organisation to learn and improve our policies, processes and procedures so that everyone working for the Charity or any of its suppliers is treated fairly and respectfully. The actions we are taking this year towards this are:

- Launching the newly designed induction programme for new starters that includes a section on modern slavery and the risks of modern slavery occurring within our supply chains; existing staff are also being encouraged to review the programme which is available on our Learning Management System;
- Engaging with existing suppliers to establish assurance around their compliance with the Modern Slavery Act and Living Wage Accreditation;
- Launching an improved procurement checklist as part of tendering processes that focuses on areas such as modern slavery and real living wage;
- Working with our recognised Trade Unions as part of our measures to help raise awareness and education of modern slavery amongst all our employees.

This statement constitutes the Charity's statement for the financial year ended 31 August 2025. It will be reviewed and updated at least annually or earlier should changes in legislation require it to be done.

The Board of Trustees of The Percy Hedley Foundation authorised approval of this statement on 24 November 2025.

Janet Donnelly
Chair of Trustees

Dated: 24 November 2025

John Preston
Chief Executive

Dated: 24 November 2025