

Our 2018-19ⁱ Modern Slavery Statement.

At NFA Group we are very clear in our belief and practice against the unacceptable face of forced and compulsory labour, child labour and human trafficking. We are committed to implementing policies that aim to prevent this within our business and, to the best of our ability, within any supply chains that support us.

What we do as an organisation:

NFA Group, through its Fostering, Education and Residential division, provides children's services for:

- Fostering placements for Looked After Children throughout the UK
- Special Needs Schools in England and Scotland
- Specialist residential homes for children and young people in residential schools or individual homes.
- Care and support in a residential setting for a limited number of adults with special needs.

All NFA Group services are subject to rigorous operational statutory regulation with compliance measured and audited by Ofsted (England), Care Quality Commission (England), Care Inspectorate (Scotland), Care Inspectorate (Wales) and Regulation and Quality Improvement Authority (Northern Ireland).

To maintain a focus on quality, our Group directly employs an extensive internal quality assurance and compliance team. In addition, the Group retains an externally chaired Quality Committee reporting directly to its Main Board.

The key component in all our businesses are the people employed to support our operations and as such, in terms of employment practices, over 95% of permanent employees are recruited directly by our own in-house recruitment resources. Due to the nature of children's services our recruitment processes are strict and comply fully with regulatory guidelines and safer recruitment for those working with children. Our teams are encouraged to speak up about unethical behaviour, wrong doing or behaviours they think go against our policies and values. Direct access to our Group CEO and whistle blowing procedure supports this communication. Every employee is given membership of the UK charity, NWG Network, who provide a network of projects, access resources and policy for those organisations concerned with child sexual exploitation (CSE) and/or modern slavery of children and young people.

Due to the nature of our businesses, we have only a modest supply chain to ensure our needs in terms of our administration, IT and management of our facilities and buildings are properly met. Our supply chain is rationalised where possible and our procurement manager and property team have oversight where appropriate. It is expected that our suppliers are able to provide details of their own policies supporting their statements and, as a minimum, meet national laws and include human rights principles regarding child labour or bonded or forced labour where documents are withheld, payment of fair wages and payment in money, not kind.

We look for our supply chains to provide products that meet, where possible, ethical standards of supply (for example: Rain Forest Alliance accredited, PEFC or FSC) and sustainably certified food ingredient products that are principally UK or EU sourced). We are of the opinion our supply chain is compliant in these matters.

Group staff are also advised of the resources available on www.modernslaveryhelpline.org and the supporting helpline number: 08000 121 700.



David Leatherbarrow
Group Chief Executive

ⁱ This Statement covers the Group's financial year September 1st 2018 to 31st August 2019