Modern Slavery & Human Trafficking Statement

Voluntary statement for the financial year ending 31 January 2026

The Teachers' Hub Limited

Independent education recruitment specialists

Document Owner	Director & COO, The Teachers' Hub Limited
Approved By	Board of Directors, The Teachers' Hub Limited
Financial Year Covered	Year ending 31 January 2026
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Purpose	To set out the steps The Teachers' Hub Limited takes to prevent modern slavery and human trafficking in its operations and supply chains, published voluntarily in line with the spirit of the Modern Slavery Act 2015.

About this statement

The Teachers' Hub Limited is below the £36 million annual turnover threshold at which Section 54 of the Modern Slavery Act 2015 requires a statement to be published. We are therefore not legally obliged to publish one. We do so voluntarily because preventing modern slavery and human trafficking is consistent with our values and with the standards our public sector and education clients rightly expect of us. This statement has been approved by the Board of Directors and is published on our website.

1. Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Teachers' Hub Limited ("The Teachers' Hub", "we", "us" or "our") has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships.

This statement sets out the steps we have taken during the financial year ending 31 January 2026 to understand and minimise the risk of modern slavery and human trafficking occurring within our own business and our supply chains. It is published voluntarily, in the spirit of Section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015, as part of our commitment to responsible and ethical business.

2. Our Organisation, Business and Structure

The Teachers' Hub Limited is an independent education recruitment agency founded in 2019 and based in South Derbyshire. We supply vetted supply staff — including qualified teachers, instructors, cover supervisors and teaching assistants — to schools, academies and multi-academy trusts, principally across Derbyshire, Staffordshire and the wider East and West Midlands.

We are a small, owner-managed business. Our operations are conducted entirely within the United Kingdom, and the workers we place are engaged to work in UK educational settings. Our registered office is 2 Cheapside, Derby, DE1 1BR, and we are registered in England and Wales under company number 11840743.

As an organisation operating in the education recruitment sector, we hold full APSCo Compliance+ (Education) accreditation, independently audited, and we are an approved supplier on GCA Service framework RM6376. Both require us to maintain high standards of vetting, safeguarding and ethical operation.

3. Our Supply Chains

Our supply chains are relatively short and low in complexity compared with those of manufacturing or goods-based organisations. They consist principally of:

- The supply staff (workers and candidates) we recruit, vet and place into educational settings;
- The schools, academies and trusts to whom we supply staff (our clients);
- A small number of UK-based professional service providers, including payroll, accountancy, IT and software, insurance, background-checking and professional membership bodies;
- Umbrella companies, where a worker elects to be engaged through one.

Because our workforce is UK-based, directly recruited and individually vetted, and because our wider supplier base is small and UK-based, we assess our overall exposure to modern slavery risk as low. We nevertheless remain alert to risk and do not treat a low risk assessment as a reason for complacency.

4. Our Policies in Relation to Modern Slavery

This statement should be read alongside the wider policy framework that governs how we operate. The following policies are relevant to our approach to modern slavery and human trafficking:

- Safer Recruitment Policy — governing how we vet and verify every candidate's identity, right to work and suitability;
- Safeguarding Children Policy and Allegations and Misconduct Policy — governing our duty to protect children and to act on concerns;
- Right to Work Procedure — ensuring every worker has a verified, lawful right to work in the UK;
- Information Security and Data Protection Policy — governing how we handle personal data lawfully;
- Complaints Policy and our whistleblowing arrangements — giving workers, clients and staff a route to raise concerns.

Together these policies reflect our commitment to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business.

5. Due Diligence and Risk Management

We manage the risk of modern slavery through the controls already embedded in our recruitment and compliance processes:

1. Right to work verification. We verify the identity and right to work of every candidate by sighting original physical documentation (or using a certified Identity Service Provider), in line with Home Office requirements. This is a primary control against forced labour and trafficking.
2. Face-to-face registration. Every candidate completes a registration interview, allowing us to meet the individual, verify that they are engaging with us freely, and identify any indicators of coercion or exploitation.
3. Direct payment to workers. Workers engaged on our PAYE payroll are paid directly into a bank account in their own name. We are alert to indicators such as multiple workers sharing a single bank account or address, which can signal exploitation.
4. National Minimum / Living Wage compliance. We ensure that all workers are paid at least the statutory minimum for their age and circumstances, and that lawful deductions only are made.
5. Umbrella and intermediary oversight. Where a worker is engaged through an umbrella company, we use reputable, accredited providers and remain alert to arrangements that could disadvantage or exploit the worker.
6. Supplier selection. We engage UK-based, reputable professional service providers and expect them to share our commitment to lawful and ethical practice.

6. Identifying and Reporting Concerns

We encourage anyone — worker, candidate, member of staff, client or member of the public — who has a concern that modern slavery or human trafficking may be occurring in connection with our business to raise it with us. Concerns can be raised in confidence with the Director & COO at the contact details on our website.

Where we identify a credible concern, we will act on it promptly and proportionately, which may include making a referral to the Modern Slavery and Exploitation Helpline (08000 121 700), the police, or the relevant statutory authority. We recognise that potential victims of modern slavery should be treated as victims, not offenders.

7. Training and Awareness

Given our size, awareness of modern slavery risk is maintained directly by the Director & COO, who holds responsibility for compliance, and is reflected in the safer recruitment training that underpins our vetting work. We keep our awareness current through our APSCo membership and the statutory and sector guidance we follow. As the business grows, we will formalise modern slavery awareness within our staff induction and training arrangements.

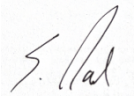
8. Our Position on the Legal Threshold

Statement of position for public sector buyers

The Teachers' Hub Limited does not meet the £36 million annual turnover threshold set out in Section 54 of the Modern Slavery Act 2015 and is therefore not legally required to publish a Modern Slavery Statement. We publish this statement voluntarily as evidence of our commitment to anti-slavery and ethical business practices, and so that our clients and framework buyers may complete their own supply chain due diligence. Should our turnover reach the statutory threshold, we will publish a statement in full compliance with Section 54.

9. Approval

This statement was approved by the Board of Directors of The Teachers' Hub Limited and is signed on its behalf. It will be reviewed and, where appropriate, updated and re-approved annually.

Signed: 

Name: Stuart Padfield

Position: Director and COO, for and on behalf of the Board of The Teachers' Hub Limited

Date: 1 Jan 2026