MAZE
RECRUITMENT GROUP
SPECIALIST RECRUITMENT

Modern Slavery and Human Trafficking Statement

Financial Year Ended 31 March 2027

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Maze Recruitment Group Ltd during the financial year ended 31 March 2027 to prevent modern slavery, forced labour, servitude and human trafficking within our business and supply chains.

Maze Recruitment Group Ltd is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery and are committed to ensuring that our business practices protect the rights and dignity of all individuals.

Our Business

Maze Recruitment Group Ltd is a UK education recruitment agency providing high-quality teaching, leadership and support staff to schools, academies, colleges and other educational establishments across the United Kingdom. We recruit for temporary, permanent and fixed-term positions across primary, secondary, special educational needs and alternative provision settings.

As a recruitment business operating within the education sector, safeguarding and protecting vulnerable people is at the heart of everything we do. We recognise our responsibility to identify and reduce the risk of labour exploitation and modern slavery within our own business and throughout our supply chain.

Our Supply Chains

Our supply chain is relatively limited and consists primarily of professional service providers, IT and software suppliers, office service providers, payroll providers and other business support services.

Whilst the education recruitment sector is generally considered to present a lower risk of modern slavery than many industries, we recognise that recruitment businesses can still be exposed to risks associated with labour exploitation, identity fraud, illegal working and human trafficking. We remain vigilant and continually review our procedures to identify and mitigate these risks.

Policies and Procedures

Maze Recruitment Group Ltd maintains a number of policies and procedures that support our commitment to preventing modern slavery, including:

- Modern Slavery and Human Trafficking Statement.
- Safeguarding Policy.
- Safer Recruitment Policy.
- Whistleblowing Policy.
- Equal Opportunities Policy
- Diversity & Inclusion Statement.
- Code of Conduct.
- Anti-Bribery & Corruption Policy.
- Data Protection & Processing Policy.

These policies are reviewed periodically to ensure they remain effective and reflect current legislation and best practice.

Recruitment and Due Diligence

We operate robust recruitment and compliance procedures to ensure all candidates have the legal right to work in the United Kingdom and are recruited fairly and ethically.

Our recruitment processes can be found in our Safer Recruitment Policy.

Candidates are provided with clear contractual terms, transparent pay arrangements and information regarding their employment rights before commencing work.

Managing Risk

Although we consider the overall risk of modern slavery within our business to be low, we recognise that risks can arise within recruitment activities.

To reduce these risks we:

- Remain alert to indicators of labour exploitation, coercion and human trafficking.
- Investigate any concerns raised by employees, candidates or clients.
- Encourage staff and workers to report concerns confidentially through our Whistleblowing Policy.
- Work only with reputable clients, suppliers and business partners.
- Review our compliance processes regularly to ensure they remain effective.
- Training and Awareness

Our recruitment and compliance teams receive training appropriate to their roles to ensure they understand:

- the signs of modern slavery and labour exploitation;
- their responsibilities for identifying and reporting concerns;
- safeguarding responsibilities;
- legal obligations relating to recruitment and Right to Work compliance.

Training is reviewed periodically as legislation and best practice evolve.

Measuring Effectiveness

Maze Recruitment Group Ltd monitors the effectiveness of its approach through:

- regular reviews of recruitment and compliance procedures;
- internal compliance audits;
- monitoring concerns raised through whistleblowing or safeguarding procedures;
- periodic reviews of policies and staff training.

Where opportunities for improvement are identified, appropriate action plans are implemented.

Our Commitment

Maze Recruitment Group Ltd is committed to maintaining the highest standards of ethical conduct and to preventing modern slavery in all aspects of our business. We will continue to review and strengthen our policies, procedures and training to ensure we meet our legal obligations and uphold the principles of fairness, dignity and respect for all.

This statement was approved by the Board of Directors of Maze Recruitment Group Ltd and will be reviewed annually.