

Aurora

Modern Slavery Act 2015

Slavery and Human Trafficking Statement:

This statement is made under section 54 (1) of the Modern Slavery Act 2015. It is made on behalf of Aurora Care and Education Holdings Limited (“The Aurora Group”) and signed by its Interim Chairman. It constitutes a Modern Slavery and Human Trafficking Statement for the financial year ending 30 April 2020.

About us:

Aurora Care and Education Holdings Limited was established in October 2015 and is an investment holding company for the Aurora Group.

We are an innovative provider of education, care and support for children, young people and adults with special educational needs and disabilities and have a growing number of schools, colleges and homes across the UK.

Our shared commitment across the group is to maximise opportunities for each individual to fulfil their potential, by making the most of their talents and creating outcomes that suit their unique set of skills and abilities.

We work in partnership with each child, young person and adult to deliver personalised education, care and support which meets each individual’s needs and aspirations.

The services of the Aurora Group are subject to statutory regulation with compliance measured and audited by Ofsted, Independent Schools Inspectorate and the Care Quality Commission.

Policy Statement:

We are committed to ensuring that there is no slavery and human trafficking within any part of the Aurora Group or in our supply chains. We operate employment policies and procedures that are designed to treat all individuals who work within the Aurora Group with dignity and respect, to reward them fairly for their work and not to exploit them. We comply with all applicable employment legislation, including laws relating to minimum wages and the working time directive.

Our Supply Chains:

The Aurora Group is committed to understanding its supply chains better and seeks to achieve greater transparency throughout its supply chains, with the aim of ensuring the risk of modern slavery and human trafficking is minimised through a combination of supplier due diligence questionnaires, warranty and commitment from its supplier base that it will comply, and supplier audits.

The Aurora Group is based in the UK and procures goods and services largely from a UK supplier base. The Aurora Group recognises that there is a potentially higher level of risk through the procurement of office & educational supplies, ICT equipment, building materials & consumables, and soft facilities like catering and cleaning.

Suppliers who tender for our contracts will be required to sign our Supplier Code of Conduct, Purchase Order Terms & Conditions and General Contract Terms & Conditions that include clauses requiring suppliers to comply with the Modern Slavery Act 2015.

Employees:

The Aurora Group recognises the potential for slavery and human trafficking to affect employees working within its business.

To ensure its employees are not subject to undue influence and are treated with dignity and respect, The Aurora Group has robust HR policies and procedures in place across all its operations. The Aurora Group is committed to ensuring that all staff receive fair remuneration for the job they perform and offers its staff a range of benefits including a healthcare cash plan.

The Aurora Group also has robust recruitment processes, which includes full DBS checks, verifying the identity of each employee and their right to work in the United Kingdom before commencing employment. All temporary workers are supplied through reputable recruitment agencies, who are expected to undertake the same verification processes, which are subject to periodic auditing.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all employees complete a mandatory CPD accredited modern slavery training course.

Employees, workers, business partners and customers are encouraged to report any concerns that may give rise to a risk of modern slavery or human trafficking. The Aurora Group expects its staff to report concerns of non-compliance, no matter how trivial, in line with established policies and procedures and the group's Whistleblowing Policy is designed to make it easy for disclosure to be made without fear of retaliation.



Shay Ramalingam
Interim Chairman