



Lumen Academy

Embrace

Educate

Empower

Modern Slavery Statement

Policy Date: September 2025

Review Date: September 2027

Document History

Version	Status		Date	Author	Summary Changes
V1			Sep 24	M Sethi	

INTRODUCTION

Lumen Academy is committed to improving our practices to combat slavery and human trafficking in our business activities, by taking steps to ensure, as far as we are able, that our supply chains are free from slavery and human trafficking. The academy is totally committed to ensuring that the organisation acts as a good global citizen. This statement sets out the steps the academy will take during the financial year ending 31st August 2025 to understand potential modern slavery risks within our business structure, and our supply chain, and to identify steps that the academy could take to eradicate these risks, wherever possible.

ORGANISATIONAL STRUCTURE

Lumen Academy is an alternative provision for children aged 8 years to 18 years. It was incorporated as a private limited company on 2nd August 2024 and registered company number is 15872356.

Further information about the academy can be found on the academy's website.

Our values are:

- Inclusivity
- Empathy
- Resilience
- Personalization
- Respect

At Lumen Academy by embracing these core values, we pledge to provide an educational experience that is not just academically enriching, but also life-affirming, equipping our SEMH pupils with the necessary tools to succeed both within and beyond the classroom. addresses the educational needs of students with Social, Emotional and Mental Health (SEMH) issues while adhering to a set of core values that are foundational to our mission.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

In line with our core values, the academy is committed to conducting its activities fairly and with the highest levels of honesty and integrity. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our various policies clearly set out our approach to procurement including our tender processes and we will always ensure that we comply with all regulatory requirements.

We are continually reviewing all our policies to ensure that we reflect the Academy's approach to modern slavery and human trafficking. In particular, this policy sits beside our Whistleblowing and Recruitment Policies. Lumen Academy is confident that, together, these policies will be effective in mitigating the risk of slavery and human trafficking from within our supply chain, and that they will

provide sufficient guidance and support to our staff should they have any concerns.

OUR SUPPLY CHAINS

We have identified our supply chains to be the highest risk to the academy. As we have a number of safeguarding checks in place when we recruit staff, we assess the risks associated with staff recruitment to be low.

The academy's supply chain includes suppliers of educational materials, catering, maintenance of various assets, cleaning, furniture, equipment, stationery, ICT hardware and construction.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have considered our current supply chains in order to identify those that could be at a high risk of slavery or human trafficking. When doing so, we have given due regard to all supply chains and have committed ourselves to work with all suppliers that originate within the UK and are low-risk areas of industry.

We ensure that our suppliers are aware of our policies and procedures and ensure that they adhere to the same high standards as our own staff in relation to preventing slavery and trafficking. We will continue to identify, assess and mitigate potential risk areas in our supply chains.

OUR EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

We will monitor our effectiveness by reviewing reports from employees and law enforcement agencies that indicate that a modern slavery or human trafficking practice has been identified within our supply chain. Lumen Academy is committed to continually evaluating the supply chain and work with suppliers which are low risk. The principal will continue to monitor and review the effectiveness of our due diligence processes to identify any areas where additional work may be required.

Reviewed By:

Summer Clark

September 2026

Next Review Date:

September 2027

Approved by Director:

1st September 2026

Signed:

A handwritten signature in black ink, appearing to be 'Monika Sethi', written in a cursive style.

Monika Sethi
Principal and Director