academiesfinance

Modern Slavery Assessment and Statement

Academies Finance (Trading Name of RNS Business Services Ltd)

Document Owner: Director
Review Frequency: Annual
Policy Version: 1.0
Next Review Date: November 2027

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1. Commitment

Academies Finance (RNS Business Services Ltd) is committed to preventing modern slavery, forced labour, servitude, human trafficking and all forms of exploitation within our business operations and supply chain.

We recognise our responsibility under the **Modern Slavery Act 2015** and support the Government's objective of eradicating modern slavery in all forms. We are committed to acting ethically, with integrity and transparency in all business relationships and to implementing effective systems and controls to safeguard against modern slavery.

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2. Organisation Structure and Business Activities

Academies Finance is a UK-based consultancy and professional services provider specialising in:

- Financial management and advisory services.
- Academy trust and education consultancy.
- Governance and compliance support.
- Internal scrutiny and assurance services.
- Strategic planning and transformation support.
- Procurement and project management consultancy.

Our operations are predominantly professional services delivered by directly engaged employees, directors and professional associates operating within the United Kingdom.

As a knowledge-based consultancy organisation, our exposure to modern slavery risks is generally lower than organisations operating extensive manufacturing, logistics or international supply chains. However, we remain committed to identifying and

mitigating any risks that may arise through subcontracting, supplier relationships and business operations.

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3. Risk Assessment

Academies Finance undertakes periodic assessments of its modern slavery exposure across business activities and supply chains.

Risk Areas Considered

Area	Risk Assessment
Direct employees	Low
Professional associates and consultants	Low
UK professional services suppliers	Low
Facilities and support services	Low to Medium
Technology and software providers	Low
Recruitment and temporary staff providers	Medium
Overseas suppliers (where applicable)	Medium

While the overall risk profile is assessed as low, particular attention is given to labour-intensive service providers and any supplier operating in higher-risk sectors or jurisdictions.

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4. Policies and Controls

To minimise the risk of modern slavery, Academies Finance has implemented the following controls:

Recruitment and Employment

- Verification of identity and right-to-work documentation.
- Compliance with UK employment legislation.
- Fair recruitment and employment practices.
- Equal opportunities and non-discrimination policies.
- Transparent contractual arrangements.

- Fair pay and working conditions.

Supplier Due Diligence

- Selection of reputable suppliers and contractors.
- Assessment of supplier compliance with applicable legislation.
- Review of supplier policies where appropriate.
- Preference for suppliers demonstrating ethical employment practices.
- Escalation procedures where concerns are identified.

Governance

- Director-level responsibility for ethical business conduct.
- Periodic review of modern slavery risks.
- Investigation of concerns raised by employees, clients or suppliers.
- Corrective action where non-compliance is identified.

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5. Supply Chain Assessment

As a consultancy business, our supply chain is comparatively short and consists primarily of:

- Professional consultancy associates.
- ICT and software providers.
- Office and administrative service providers.
- Professional advisers.
- Recruitment agencies.
- Training providers.

The majority of suppliers operate within the United Kingdom and are subject to UK employment legislation and regulatory requirements.

Where material suppliers fall within the scope of the Modern Slavery Act 2015, we may request evidence of their own Modern Slavery Statements or ethical sourcing arrangements as part of supplier due diligence.

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6. Reporting and Escalation

Employees, consultants, suppliers and stakeholders are encouraged to report any concerns relating to modern slavery or unethical labour practices.

Where concerns are raised:

1. Reports will be investigated promptly.
2. Appropriate management oversight will be applied.
3. Evidence will be reviewed objectively.
4. Corrective action will be implemented where required.
5. Authorities will be notified where unlawful activity is suspected.

Retaliation against any person who raises a genuine concern in good faith will not be tolerated.

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7. Training and Awareness

Academies Finance is committed to maintaining awareness of modern slavery risks.

Personnel involved in recruitment, procurement and supplier engagement will be made aware of:

- The indicators of modern slavery.
- Obligations under the Modern Slavery Act 2015.
- Reporting and escalation procedures.
- Supplier risk assessment requirements.

This ensures that potential concerns can be identified and addressed at an early stage.

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8. Continuous Improvement

We are committed to strengthening our approach to modern slavery prevention through:

- Annual review of this assessment.
- Periodic review of supplier risks.
- Continuous improvement of procurement processes.
- Monitoring legislative and regulatory developments.

- Updating policies and procedures where necessary.

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9. Assessment Conclusion

Following assessment of our operations and supply chain, Academies Finance considers the risk of modern slavery within its direct business activities to be **low**. Nevertheless, we recognise that modern slavery can occur in any sector and remain committed to maintaining appropriate controls, undertaking proportionate due diligence and promoting ethical business practices throughout our operations and supply chain.

We will continue to review and enhance our approach to ensure that modern slavery and human trafficking have no place within our organisation or the services we provide.

Declaration

Academies Finance confirms its commitment to preventing modern slavery and human trafficking in all aspects of its business and supply chain and will continue to take reasonable and proportionate steps to identify, assess and mitigate related risks.

Signed: Rose Nelson FFA FAIA

Position: Director

Date: 01 November 2026

For Tender Evaluation Purposes

Self-Assessment Outcome: Low Risk

Overall Modern Slavery Maturity Assessment: Compliant

Board-Level Oversight: Yes

Supply Chain Due Diligence Process: Yes

Modern Slavery Reporting Mechanism: Yes

Annual Review Commitment: Yes

Status: Suitable for inclusion within, CCS, NHS SBS, ESPO, YPO and wider UK Public Sector procurement submissions.