

Modern Slavery and Human Trafficking Statement

1. Introduction

Sensory Creative Lab is a small UK community interest company committed to acting ethically, transparently, and with integrity. Although our size and supply chains are limited, we recognise that modern slavery and human trafficking can occur in any sector. This statement explains the proportionate steps we take to reduce risk in our own activities and in the relationships we manage.

This statement has been prepared with reference to section 54 of the Modern Slavery Act 2015. Sensory Creative Lab is not expected to meet the statutory turnover threshold requiring publication of a modern slavery statement, but we have chosen to adopt this statement voluntarily as a matter of good governance and public accountability.

2. About our organisation

Sensory Creative Lab is a small UK community interest company (CIC) established to deliver social benefit to children, young people, and those with special educational needs and disabilities (SEND). We provide creative, sensory workshops for schools, community groups, and organisations, while also offering professional development and training for educators and group leaders.

We operate on a modest scale, primarily in the North of England, and usually work with a limited number of freelance staff, delivery partners, and funders.

Our directors have overall responsibility for this statement and for ensuring that our approach remains proportionate to our activities. Day-to-day responsibility sits with Evonne Bixter (Director), who will raise any significant concerns with the board of directors.

3. Our policies and standards

We take a zero-tolerance approach to modern slavery, forced labour, servitude, and human trafficking. As a small CIC, we keep our policies practical and proportionate, focusing on clear responsibilities, safe recruitment, safeguarding, and prompt reporting of concerns.

Our commitment is put into practice by:

- Checking identity and right to work before appointing employees, workers, or regular volunteers where applicable.
- Using clear role descriptions, fair recruitment practices, and appropriate supervision.
- Maintaining safeguarding arrangements where our work involves children, young people, or adults at risk.
- Providing a clear route for staff, volunteers, beneficiaries, and partners to raise concerns.
- Asking partners to confirm that they follow lawful and ethical working practices where proportionate.

4. Due diligence and supplier management

Because we are a small organisation, our procurement is usually low value and local. We nevertheless take reasonable steps to understand who we work with, especially where a supplier or partner provides regular services, works directly with our beneficiaries, or operates in an area that may carry higher labour-rights risk.

Our due diligence may include routine checks, reviewing supplier terms, asking basic questions about employment practices, keeping records of key supplier relationships, and escalating any concerns to the board of directors. If we identify credible evidence of modern slavery, we will take prompt action, which may include pausing work with the supplier or seeking specialist advice.

5. Risk assessment

Our current risk of modern slavery is considered low because we operate on a small scale, have limited procurement, and do not rely on complex labour supply chains. However, we recognise that risk can increase where services are outsourced, goods are sourced through long supply chains, or vulnerable people are involved in service delivery.

We will review our risk annually and whenever there is a significant change to our activities, staffing, locations, services, partner arrangements, or supplier relationships.

6. Training and awareness

We provide proportionate awareness for directors and freelance staff so they know what modern slavery is, what warning signs may look like, and who to contact if they have a concern. This may be included in inductions, safeguarding briefings, or periodic board discussions.

7. Reporting concerns and remediation

Anyone who has a concern about modern slavery connected to our organisation should report it to Evonne Bixter. We will treat concerns seriously and respond in a way that is appropriate to the risk and circumstances. If a concern suggests that someone may be at immediate risk of harm, we will follow our safeguarding and escalation procedures and contact the relevant statutory authorities or specialist support services as appropriate.

8. Measuring effectiveness

We will assess whether our approach is working by reviewing simple, proportionate indicators such as completion of recruitment checks, safeguarding or induction records, supplier concerns raised, incidents reported, actions taken, and any lessons learned during the year.

9. Approval and review

This statement was approved by the board of directors of Sensory Creative Lab on 21st September 2026. It will be reviewed annually, or sooner if there is a material change in our activities, staffing, partnerships, or suppliers.

Reviewed by:

Name: Evonne Bixter

Position: Director

Date: 21/09/26