

MODERN SLAVERY STATEMENT

Recommended by: Chief Operating Officer
Ratified by: Trust Board

Signed:



Chair to Trust Board

Position on the Board:

Ratification Date: 29th September 2023

Next Review: Autumn Term 2025

Policy Tier (Central/Hub/School): Central

1. Introduction

1.1 The Central Region Schools Trust is an academy trust, comprising of first, primary, secondary and sixth form education, located in Birmingham, Worcestershire, and surrounding geographical boroughs. The Trust has an annual turnover in excess of £36 million. We are passionate and committed to the highest standards of ethical conduct, tackling the growing problem of modern slavery, and are looking to increase transparency in our operations with regards to implementing practices against modern slavery and ensuring there is no modern slavery within our own establishment, or in our supply chains.

1.2 The Trust strongly values:

1.2.1 The ethical treatment of all individuals recognising the aims of the public sector equality duty to eliminate unlawful discrimination, harassment and victimisation.

1.2.2 The safeguarding and welfare promotion of children, young people and vulnerable adults, recognising indicators which identify the risk of modern slavery practices.

1.2.3 The responsible, accountable and compliant spending of public and charitable funds.

2. Business and supply chains

2.1 The Trust pursues the above values in all aspects of its operations and is committed to ensuring that business operations are completely free from modern slavery and human trafficking. Goods and services are procured from third-party providers based mainly within the UK and who are appointed through means of robust tender and procurement processes. Supply chains include: catering services and supplies, cleaning services and supplies, supply and/or agency staff, resource supplies including education equipment and school uniform, estate management supplies and services.

3. Recruitment

3.1 The Trust conducts recruitment processes in line with its Safer Recruitment and Selection Policy which lays out stringent processes for recruiting staff, and thoroughly checking they are legally entitled to work in the UK and ensuring due diligence of safer recruitment practices including the verification of identity, the sourcing of professional references, employment history and the undertaking of enhanced disclosure and barring service (DBS) checks, amongst others as appropriate.

4. Policies and procedures

4.1 The Trust implements Safeguarding and Child Protection policies for all schools and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Policies are regularly monitored and are officially reviewed at least annually. Policies are updated in response to any changes to government regulations or guidelines and uphold the ethos of the Trust's commitment to eradicate malpractice and promote equality and diversity for all.

4.2 Matters of concern can be made under the protection of the Trust's Whistleblowing Policy.

5. Risk assessment and due diligence

- 5.1 The Trust has identified specific supply chains and recruitment channels in which there is a heightened risk of modern slavery, assessed potential risk areas within these and implemented mitigating actions against these risks. These risk assessments are under continual review.
- 5.2 The Trust seeks the highest standards of compliance, ethics and integrity in all areas of the organisation and is committed to ensuring due diligence is always conducted with regard to ensuring modern slavery holds no place in its operations. The Trust ensures all suppliers of goods and service understand and share the same high standards and values and the need to work with transparency, continually promoting non-discrimination and equality.
- 5.3 In order to ensure high standards are continually met, the Trust maintains robust due diligence processes, ensuring all suppliers working with the Trust are compliant with the Modern Slavery Act 2015 in their operations, seeking assurances of anti-slavery practices.

6. Training

- 6.1 The Trust is committed to the education and raising of awareness of modern slavery for all staff members, local governors and trustees, through training. The Trust recognises the need to promote awareness of current legislation and understands its responsibilities to promote the understanding and identification of the risk of modern slavery for all staff, including Trustees and staff responsible for financial management, recruitment and procurement.

7. Goals and key performance indicators

- 7.1 The Trust is committed to continually reviewing and improving its practices and control measures to ensure robust oversight of ethical procurement and recruitment and ensuring there is no engagement with any practices associated with modern slavery. The Trust is committed to managing risk, establishing best practice procedures and processes and responding to changing social, environmental and legislative requirements.

8. Schools

- 8.1 This statement applies to **all** schools within the Trust

9. Declaration

- 9.1 This statement has been approved in full by the Central Region Schools Trust Board of Trustees, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.