



**Shaw
Education
Trust**

Modern Slavery Statement

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Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This statement sets out the actions taken by Shaw Education Trust (SET) to understand all potential modern slavery risks related to our organisation and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own operations and our supply chains.

Risk Management

Trustees and Senior Executives have formally identified and documented the major risks to which SET is exposed. Those risks have been reviewed by the Audit Committee and risk management strategies have been implemented. Risk management is embedded in our day to day processes.

Our internal auditor carries out regular testing of internal procedures and controls including adherence to policies and procedures. Any non-compliances are included in internal audit reports, which are communicated to senior management and the Audit Committee. As part of the whistleblowing policy the internal auditor will investigate any allegations of impropriety.

Child Protection and Safeguarding Policy

SET has Safeguarding and Child Protection policies in place which focus on the need to ensure that its pupils are safe, feel safe and are fully supported in this respect by their School. These policies provide a framework for our schools to develop secure processes for identifying and supporting pupils at risk of abuse. The SET Safeguarding Policy identifies modern slavery and trafficking as forms of harm and provides guidance for staff who believe a child is at risk of harm.

Headteachers, together with Designated Safeguarding Leads, are required to ensure that staff and governors have at least annual safeguarding training and access to up to date relevant information in relation to forms of neglect and abuse. Safeguarding children who may have been trafficked forms a part of this training. Our schools have processes in place to ensure that the voice of the child is heard and that pupils are able to disclose any

concerns they may have. If children are persistently absent from school the reasons for this will be investigated.

HR Policies

SET wishes at all times to act and be seen to be act with the utmost integrity and expects all colleagues to act in the same manner. SET is committed to the provision of a working environment for all colleagues, prospective colleagues, and others working in or visiting its premises, which promotes an open, honest and transparent working environment. We are committed to ensuring all colleagues are treated with dignity and respect and are able to carry out their job role free from conflict, risk, harassment or any other behaviour perceived to be compromising, demeaning or demoralizing.

It is a statutory requirement for all schools and academies to undertake certain recruitment and vetting checks on individuals working within their establishment and to maintain a live Single Central Record of these checks. Therefore, all our schools and the central office are able to demonstrate that that vetting checks, including proof of right to work in the UK, have been carried out for all staff.

Whistleblowing Policy

The SET Whistleblowing Policy places a duty on all employees to report instances of impropriety, including but not limited to criminal activity and improper conduct. The policy sets out a clear process for reporting such concerns and provides protection for individuals who do so. SET is committed to ensuring that any concerns of this nature are taken seriously and investigated. Our Whistleblowing Policy will be amended to specifically mention the risk of modern slavery and to stress that a report of concern in relation to those matters can be made under the protection of the policy.

Procurement

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry. Tenders for supply of services and or goods will include a requirement for the supplier to report on their ethical trading including ensuring they also comply with Modern Slavery Act 2015. When one of our schools is selecting a new school uniform supplier we will consider potential suppliers' ethical trading policies and review their code of conduct for

suppliers as part of the selection process. When engaging contractors for construction projects our contracts require the contractors to comply with the Modern Slavery Act 2015 and ensure compliance by all sub-contractors.

We will continue to seek assurances seek from suppliers as to their avoidance of modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2020.





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