



Modern slavery and human trafficking statement

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Introduction

Modern slavery and human trafficking are heinous crimes and morally reprehensible acts that deprive a person of liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We all have a responsibility to be alert to the risks, and all our staff are expected to report concerns and management are expected to act on them.

Organisation Structure

The White Horse Federation is a non-profit organisation set up to provide education and support for schools.

Our Business

We provide education to our pupils through our family of schools and our functional operational model, we provide a human resources service, school finance and budgetary services, property and compliance support for schools, a recruitment platform for schools, compliance management for schools and pastoral and general support and advice for Principals and counselling and support service for children delivered through schools.

Our Supply Chains

The Trust pursues its values in all aspects of its operations, meaning we are committed to ensuring that business operations are entirely free from modern slavery and human trafficking. We procure goods and services from third-party providers solely based within the UK.

The Trust is currently reviewing its procurement processes concerning supplier onboarding, and this document will be updated accordingly.

Our Policies

The White Horse Federation is committed to ensuring that there is no modern slavery or human trafficking in any part of our business and operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- **Disclosure ('Whistleblowing') Policy** - we encourage all employees, customer and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- **TWHF Employee Handbook** - our handbook encourages employees to do the right thing by clearly stating their expected actions and behaviour when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain. We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Our effectiveness in combatting Modern Slavery and Human Trafficking

- Completion of rigorous employment checks on all staff on commencement of employment with our company.
- Completion of Right to Work in the UK checks on all self-employed staff the company engages to deliver services on our behalf.

Dr. Dan Nicholls

Chief Executive Officer, The White Horse Federation