



David Ross Education Trust
Broadening Horizons

Modern Slavery Statement

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps The David Ross Education Trust has taken and is committing to take to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

Our Structure, our business and our supply chains

Established in 2007, The David Ross Education Trust is a Multi-Academy Trust, sponsored by The David Ross Foundation. At August 2018, it comprised 34 academy schools across the country. Our schools range from smaller rural primaries with around 50 children, to much larger secondary schools in the centre of urban areas.

As part of the education sector, the Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is committed to acting ethically and with integrity when acquiring goods and services.

Policies

The Trust reviews policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The following policies and procedures are considered to be key in meeting the requirements of the Modern Slavery Act.

Safeguarding and Child Protection Policy

The Trust embraces its responsibility to develop, implement and monitor policies and procedures to safeguard the welfare of children. The Trust has a comprehensive Safeguarding and Child Protection Policy which all Trustees, Governors and staff are expected to read and comply with. The policy which is reviewed annually is compliant with statutory guidance 'Keeping Children Safe in Education'.

HR / Employment Policies and Practices

The Trust is highly committed to advancing equality, eradicating unfair treatment, and promoting good relations across and between all our communities.

We have clear and rigorous HR policies and procedures and high standards for employees that minimise the risk of any form of modern slavery existing within the organisation.

The Trust has procedures and policies in place on all major employment issue, for example, disciplinary, grievance, harassment and bullying, Code of Conduct, Whistleblowing Procedures, as well as other policies that support fair treatment of employees including attendance management and ill health capability, performance capability, performance management, recruitment and selection.



Recruitment

The Trust's recruitment processes are transparent and reviewed regularly. They include robust procedures for vetting new employees, which ensures they are able to confirm their identities and qualifications, and they are paid directly into an appropriate, personal bank account. All Trustees, Governors and Staff are required to have an Enhanced Disclosure and Barring Service check which details all criminal history; cautions, warnings, reprimands and convictions held on the Police National Computer. To comply with the Asylum, Immigration and Nationality Act 2006, all prospective employees are asked to supply evidence of their eligibility to work in the UK. References are also requested and followed up writing and verbally.

Agency Workers

The Trust uses only reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency. These agencies are audited to ensure they meet all legislative requirements.

Codes of Conduct

The Trust's Code of Conduct for Employees, and for Trustees and Governors makes clear the actions and behaviours expected of them when representing the Trust. The Trust strives to maintain the highest standards of employee conduct and ethical behaviour and breaches are investigated.

Whistleblowing

The Trust encourages all its employees to report any concerns relating to activity that is deemed illegal, unethical, or not correct within the organisation. The Trust's procedure is designed to make it easy for employees to make disclosures, without fear of harassment or victimisation.

Procurement Contractors and Service Providers

The Trust uses a range of suppliers for a wide variety of supplies and services which can make it challenging to effectively review and challenge all suppliers. At present the Trust does not conduct audits of its suppliers and their business activities nor does it investigate working conditions in its supply chains in any other way.

We have identified that some of our procurement takes place within sectors where modern slavery offences are more likely to occur, such as within our cleaning and catering supply chains and within the construction industry.

The David Ross Education Trust is committed to better understanding its supply chains and will work towards achieving greater transparency in the processes that go into providing our services.



Equality and Diversity

As a major employer and provider of education we are committed to advancing equality of opportunity and providing fair access and treatment in employment and when delivering education. To support our commitment to equality, we embed equality and diversity into our everyday business. We expect all our Trustees, Governors and staff to treat everyone with dignity and respect and provide the best possible standards of education to all of our pupils.

Training and Awareness

The Trust has a programme of induction and ongoing mandatory training that all employees must complete, including Safeguarding Training which is undertaken annually. This enables individuals know how to recognise and report incidents of abuse and neglect, including modern slavery and human trafficking.

Further Actions

Following the production of this statement, The David Ross Education Trust commits to undertaking the following steps over the next academic year:

- Circulate this statement to all staff to raise awareness of the policy.
- Circulate information and training to make staff aware of the key signs of modern slavery and what to do if they suspect that someone might be in slavery.
- Put processes in place to assess, for material procurement projects (new contracts and renewals), the risk exposure relating to modern slavery, and for those projects identified as high risk,
- Seek to obtain assurance that potential suppliers have appropriate controls in place to mitigate the risk of modern slavery within their organisation.

This statement was approved by the Trust Board on 21 March 2019 and will be reviewed annually.

Rowena Hackwood
Chief Executive Officer
The David Ross Education Trust