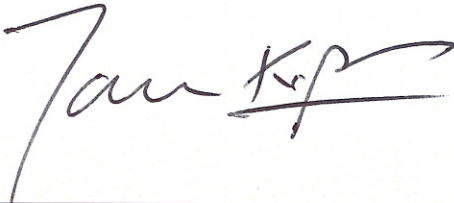



SLAVERY AND HUMAN TRAFFICKING

STATUTORY CENTRAL STATEMENT – REQUIRED ON THE WEBSITE

Version and Date	Action/Notes
1.0 October 2016	Policy suggested
2.0 April 2017	Policy updated ready for approval by Trustees
3.0 February 2018	Updates and advice received from Stone King to review the policy for renewal

Policy Reviewed:	April 2018
Policy Review Frequency:	Annually
Next Review:	April 2019
Signature of CEO:	Signature of Chairman of Trustees:
	

INTRODUCTION FROM THE CHIEF EXECUTIVE AND GROUP ACADEMY PRINCIPAL

The Dean Trust is committed to improving its practices to combat modern slavery and human trafficking in line with the Modern Slavery Act 2015.

The Organisation's Structure, Business and Supply Chains

The Dean Trust currently encompasses five secondary schools and four primary schools across four local authorities in the North West of England. This provides a rich cultural mix as well as an opportunity to learn from the best in each area. Within its schools the Trust out-sources cleaning and catering; engages supply teachers and other agency staff; uses casual staff and volunteers from time to time.

The Dean Trust's Policy in Relation to Slavery and Human Trafficking

The Dean Trust is committed to ensuring that there is no modern slavery or human trafficking in any of its schools or any aspect of its business. The Dean Trust is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its business. Please follow this link to the Trust's 'Slavery and Human Trafficking Policy' : <http://thedeantrust.co.uk/policies>. This policy is reviewed on a regular basis as indicated on, but not limited to, the tracking section at the top of the document.

To identify and mitigate risk in its schools, the Trust has put in place initiatives to identify and assess risk areas. Initiatives are also in place to mitigate the risk of slavery and human trafficking occurring in its schools and to protect whistle blowers.

Due Diligence Processes in Relation to Slavery and Human Trafficking in its business and supply chains

The Dean Trust regularly reviews its new supplier processes and never knowingly issues contracts to suppliers who do not adhere to the Modern Slavery Act, 2015. Though there has never been any instance to date of any supplier falling short of demonstrating high enough standards in their robust anti slavery policies, if found, their contract with the Trust would be terminated immediately.

The Dean Trust takes all reasonable steps to assess and manage the risk around supply chains which may be at risk of breaching the Modern Slavery Act, 2015. These include catering, construction and cleaning agencies which employ overseas staff to work long hours on low salaries. Language barriers, for example, may inhibit workers from understanding their right to employment rights including minimum wage.

Our Effectiveness in Combating Slavery and Human Trafficking

The Dean Trust has link governors for safeguarding in every school to ensure all pupils in its care are protected as far as possible from harm in line with the Keeping Children Safe in Education 2016 guidance (KCSIE).

The Trust is committed to the **national minimum wage** throughout its business, not the **living wage**, and never knowingly enters into contracts with suppliers who contravene employee rights. Regular reviews of supply chains are undertaken to gain assurances that contracted employees are protected.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in the Trust's schools and across its business, regular training and updates are provided to staff and governors. New employees and governors are provided with this training when they first join The Dean Trust.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Dean Trust's slavery and human trafficking statement for the financial year ending 2016-2017.