



The de Ferrers Trust

Work **hard**, Be **kind**, Choose **wisely**

Modern Slavery Statement 2024

This statement is designed to satisfy the requirements of Section 54 of the Modern Slavery Act 2015.

Introduction

The de Ferrers Trust is a company limited by guarantee and an exempt charity. We are a multi-academy trust that operates 3 secondary and 4 primary academies in Burton upon Trent and South Derbyshire. We provide education to approximately 5,500 students and employ around 600 members of staff.

We have an annual turnover which exceeds £36m and procure goods and services from third party suppliers who are predominantly based in the United Kingdom.

The de Ferrers Trust is committed to the highest standards of ethical conduct in all of our activities and is committed to ensuring that there is no modern slavery or human trafficking within any part of our business or supply chains.

Policies

Safeguarding

The de Ferrers Trust is committed to providing a safe and secure environment for all of our students, staff and visitors and promoting a climate where staff and students feel confident about sharing any concerns that they have about their own safety or the wellbeing of others.

As a Trust we have a cross-trust Safeguarding Policy which is compliant with the Department for Education publication: Keeping Children Safe in Education and all staff, Directors and Governors are required to read and confirm that they understand this document.

Each academy contributes to inter-agency working in line with the statutory guidance 'Working Together to Safeguard Children'.

The cross-trust policy is published on the de Ferrers Trust website and each of the academy websites.

We employ a Trust Safeguarding Manager who has strategic responsibility for safeguarding within the trust and oversight of the safeguarding arrangements across the trust. Each academy has a Designated Safeguarding Lead (DSL) to oversee

safeguarding arrangements for their academy. The DSL meets with a governor from their Local Governing Body on a termly basis to provide assurances to the Trust Board that effective safeguarding arrangements are in place.

Recruitment

The de Ferrers Trust is committed to safer recruitment processes and key members of staff who are responsible for recruitment undertake safer recruitment training. The importance of safeguarding is promoted as much as possible throughout the recruitment process. In addition, we conduct relevant statutory vetting checks including DBS checks, barred list checks and prohibition checks. We ensure that all of our employees have the right to work in the UK.

Whistleblowing Policy

The de Ferrers Trust has in place a Whistleblowing Policy that encourages the reporting of any wrongdoing which extends to human rights violations such as modern slavery. The Trust is committed to ensuring that all concerns raised under the Whistleblowing Policy are fully investigated and appropriate action is taken if required. A copy of the policy is available on our website.

Due Diligence Processes and Risk Management

As part of our initiative to identify and mitigate the risks of modern slavery occurring in any part of our services, the Trust will adopt due diligence processes that are proportionate to any risk areas identified.

A considerable proportion of our procurement is with suppliers from the United Kingdom. Many of our suppliers are appointed having been through a tender process.

We are aware that some of our procurement takes place within sectors where modern slavery offences could occur, such as within our catering supply chains and the construction industry and enhancing our due diligence processes is something that we intend to work on in the forthcoming years.

Our internal audit programme covers Risk Management and there is an ongoing process in place to ensure that risk management is embedded in the day to day operations of the Trust. Training is in place for key members of staff in regard to risk management, and Risk Registers are maintained at academy and Trust level. Risk Management is overseen by the Finance, Audit and Risk Committee who report to the Trust Board.

Due to the nature of our organisation, the safety of all of our students is of paramount importance. The Trust ensures that robust policies are in place to minimise any potential risks. We are committed to continuous review and improvement in this area and as such, during this financial year, each academy was subject to an external audit in regard to their safeguarding arrangements.

Raising Awareness

The Trust aims to ensure all of our staff and students are aware of the risks of modern slavery and human trafficking, both in regard to safeguarding our students but also in regard to ensuring it doesn't take place within our business or supply chains.

Regular briefings take place with all colleagues in regard to their responsibilities to safeguard the children in our care. All staff and Directors/Governors undertake Level 1 Safeguarding training at least every 3 years but usually on an annual basis.

When policies are reviewed and relaunched, all staff are briefed and given access to the relevant policy.

Many activities take place within our academies to raise awareness of the issues of modern slavery and child trafficking with both staff and students. Through Religious Education (RE), History, Geography and Drama, students explore themes around modern slavery. The Humanities curriculum educates students on slavery from its origins, through to its abolition. Through their learning about Human Rights and ethical trading, students are encouraged to consider the impact of our individual choices and actions. We aim to build resilience as well as encouraging young people to make the right choices, giving them the tools to make them less vulnerable to exploitation, through our Spiritual, Moral, Social and Cultural work (SMSC) and Personal, Social and Health Education (PSHE).

Further Steps and Key Performance Indicators

The de Ferrers Trust is committed to improving its practices to ensure that its business and supply chains are free from modern slavery and human trafficking. Some of the additional steps that the Trust would like to consider in the future are:-

- All staff and Directors to declare annually that they have read the Trust Whistleblowing Policy.
- Due diligence checks for new suppliers to be amended to include specific questions around modern slavery practices for all new suppliers.
- A sample of 10 key suppliers per term to be contacted to confirm their modern slavery practices by way of ongoing due diligence checks on suppliers
- All front facing Finance and HR staff to receive training every 2 years in relation to modern slavery and implications for procurement and employment.
- Safeguarding training for all staff to be reviewed annually to include awareness of modern slavery risks.
- All Directors to have undertaken the new Home Office Modern Slavery's eLearning course by 31 August 2024 and this to be revisited annually.
- Specific modern slavery risk assessments to be carried out on any contracts over £1m.

Review and Approval

The de Ferrers Trust makes this statement pursuant to section 54(1) of the Modern Slavery Act 2015, for its financial year ending 31st August 2024. This statement has been approved by the Trust Board for The de Ferrers Trust who will review and update this statement on an annual basis.

Signed:



Chair of the Trust Board: Fiona Stagg

Date: 19th March 2024