



Modern Slavery Statement

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Background

Under the Modern Slavery Act 2015, The Hamwic Education Trust (HET) is committed to preventing slavery and human trafficking in its' corporate activities, and to ensuring that its supply chains and procurement processes support this commitment. This statement sets out the measures taken by HET to understand and mitigate the potential modern slavery risks within the organisation.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Trust's Modern Slavery and Human Trafficking statement for the financial year ending 31 August 2023.

Ethos and Values

The vision for HET is to create communities of schools working together in close geographical areas, where the School Leaders and Governing Bodies take a collective responsibility and are accountable for children's wellbeing and for standards of education provision in their community.

The HET is passionate about the central role of education in improving individual life chances for children and young people. We believe in a local education, with the freedom to collectively support the needs of the community it serves. We promote a 'self-improving community' model, driving up standards in local geographical regions. To achieve our aims, we provide quality training to all staff utilising the strengths, knowledge and expertise from within our own schools and from a range of professional partners/alliances.

The Trust enables groups of schools within communities to form in Partnerships with the School Leaders of the schools taking a collective responsibility and being accountable for education within their community, improving standards, developing the curriculum, and identifying and tracking progress.

HET is committed to;

- Improving outcomes and pathways to employment opportunities for students through the provision of the Trusts expertise and the use of resources
- Creating a self-improving school system, based on shared values of respect, perseverance, cooperation and trust
- Holding our Academies to account for standards
- Ensuring a collective responsibility and accountability by schools for student outcomes in their community



- Developing high quality systems and structures allowing School Leaders to focus on teaching and learning
- Recruiting and developing high quality staff and CPD opportunities
- Meeting the needs of the local communities
- Developing community engagement
- Promoting an all through curriculum by linking learning through the different phases of education
- Retaining individual school's local identity

Organisational Structure

HET is a Multi Academy Trust with 35 schools (2 secondary phase, 1 Hospital School and 32 primary phase). HET is a not-for-profit organisation with exempt charitable status and receives the majority of its funding from the Department for Education. The schools within HET are supported by a central Managed Services Team that provide support to the schools in standards, HR, safeguarding, finance, estate management and IT services. All of HET's operations are based in the UK.

HET has over 11,500 pupils and over 2,000 staff in schools across four Local Authorities in Hampshire, Poole and Dorset.

HETs' primary purpose is to provide education to young people. Some of the schools undertake lettings to community organisations such as dance groups, swimming lessons, sports clubs, etc.

Risk Management

The Trust recognises there are two main avenues of risk through which modern slavery could impact the organisation. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

The following processes are in place to mitigate the risk of modern slavery at HET:

- Suppliers are asked for compliance with the Modern Slavery Act 2015 where possible and within the tender process
- Suppliers are asked to demonstrate their methods of corporate social responsibility during the tendering and selection process
- References are sought where possible when initially using a new supplier
- Supplier financial accounts are assessed where possible
- Ensuring suppliers (in particular contractors) are able to provide the relevant health and safety assurances
- The tender process has been reviewed to include the above checks
- The supplier process has been reviewed in order to identify potential higher risk areas where modern slavery offences could take place

Supply Chain & Procurement

The majority of our procurement is with suppliers who are preapproved through a purchasing consortium or through a tender process.

Our supply chains include;

- Education equipment and resources
- Uniform suppliers
- IT equipment



- Estate management, maintenance and services
- Catering services and supplies
- Cleaning services and supplies
- Specialist teachers or consultants, e.g., peripatetic teachers, Speech and Language Therapists
- Supply agency staff

Recruitment and Training for staff

HET operates a comprehensive and transparent recruitment and selection process, incorporating the provisions of the “Keeping Children Safe in Education” guidelines.

All employees who join HET are subject to rigorous pre-employment checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These will include verification of identity, references, evidence of qualifications, criminal record disclosure and right to work checks.

HET strives to maintain the highest standards of employee conduct and ethical behaviour, and the ‘Employee Handbook’ sets out our employment policies and procedures. It includes our ‘Code of Conduct’, which makes clear to employees the actions and behaviours expected of them when representing the Trust. Being aware of the contents of the Handbook is one of our mandatory policies, which we expect all employees to observe; every employee signs an annual declaration confirming their familiarity with our mandatory policies.

For roles covered by agency workers, HET will ensure that similar checks to those for employees are carried out. This is done by obtaining written verification from the agency that the checks have been conducted and the outcomes are satisfactory. The agencies themselves will have been subject to our rigorous supplier verification process which includes due diligence on their organisation.

Safeguarding

HET takes safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do.

Safeguarding training for all staff includes a focus upon on early identification of those at risk of exploitation to help all staff know what to do if they become aware of any potential risks.

Safeguarding is an agenda item at every Trust Board meeting, and the Trust has a named Trustee with responsibility for Safeguarding.

Whistleblowing

HET encourages all its employees, contractors and other business partners to report any concerns related to their direct activities or supply chains. This includes any circumstances that may give rise to increased risk of slavery or human trafficking. Our Whistleblowing Policy is designed to make it easy for workers to make disclosures, without fear of retaliation.

Awareness

The Board of Directors, Executive Team and Managed Service Heads of Department have been informed of the duty to comply with the Modern Slavery Act 2015 and to be aware of the supply chain, procurement processes and policies in place to mitigate the risk of modern slavery offences.



Associated Policies, documentation and key relationships

The following policies are in place at HET and promote good behaviour and practice and support the prevention of modern slavery and human trafficking.

- Employee Handbook and Staff Code of Conduct
- Equality & Diversity Policy
- Anti-Fraud Policy
- Gifts & Hospitality Policy
- Procurement Policy
- Estates Development Plan
- Safer Recruitment Policy
- Safeguarding and Child Protection Policy
- Single Central Record (SCR) and personnel files
- Whistleblowing Policy
- Complaints Policy and Procedure
- Procurement and contracts
- Supplier Terms and condition

The internal audit process covers finance, HR, safeguarding, IT and estate management processes including health & safety. Tendering processes are also reviewed as part of the external audit process.

