Outcomes Focused, Child Centred

Northern Education Trust

Modern Slavery and Human Trafficking Statement

Version 7.0

Date Approved: 12th December 2024

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Control Sheet

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Document History:			
Version	**Date of review**	**Author**	**Note of revisions**
2.0	Feb 2020	G Taylor	• The Trust has introduced a 'new supplier form' to check compliance with our Modern Slavery Statement. • The Trust has reviewed their existing supply chain and an exercise will be carried out in the coming year to determine if all suppliers are compliant.
3.0	Feb 2021	P Dowell	• Update on 2.3 which has been delayed due to the COVID 19 pandemic. • Updated HR Contact details.
4.0	Dec 2021	K Spraggon	• Update to 2.3, trust has written to suppliers • Update to 2.4, statement to be distributed to staff
5.0	Feb 2022	G Lee	• Updated the policy to include; Risk Assessment and Management, Recruitment and Training on Modern Slavery and Trafficking and Key Performance Indicators
6.0	Feb 2024	G Lee	• Policy reviewed against current Home Office guidance – no changes required
7.0	Dec 2024	G Lee	• Policy reviewed against current Home Office guidance – no changes required in relation to compliance. • Minor changes made to wording in sections 7.0 to reflect completion of training activities.

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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NORTHERN EDUCATION TRUST

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

1.0 Introduction

- This statement is made in relation to s.54 of the Modern Slavery Act 2015 and sets out the Trust's aims and commitment to ensure that modern slavery and human trafficking are not taking place within the Trust or its' supply chain.
- The Trust is committed to acting ethically and with integrity and transparency in all business dealing and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our organisation or supply chain.
- As a multi-academy Trust, we work primarily with suppliers and contractors who are protected under UK employment law and the working time directive.
- We have a zero-tolerance approach to modern slavery, and support the UK Government's objectives to eradicate modern slavery and human trafficking.
- As an equal opportunities employer, the Trust is also committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.
- The Trust financial year end is the 31st August.

2.0 Organisation Structure and Supply Chains

- Whilst the Trust itself does not conduct business in countries where there is a documented problem with human trafficking and/or modern slavery, the Trust remains acutely aware of the need to ensure that companies within our supply chain share our commitment to treating their employees fairly and ethically.
- The Trust, going forward, will undertake the necessary due diligence when engaging with new suppliers to ensure that they are compliant with the required standard. This process will make clear to suppliers their responsibilities when it comes to Modern Slavery.
- To review existing suppliers, the Trust will write to each of its suppliers and will issue a copy of the Trusts Modern Slavery Statement and a questionnaire that seeks to give the Trust an understanding of the supply chain and the assurances it requires to meet its responsibilities with regards to Modern Slavery.

3.0 Policies in Relation to Modern Slavery and Human Trafficking

The Trust operates a number of internal policies to ensure that our business is conducted in an ethical and transparent manner that include the following:

- Recruitment policy
- Whistle-blowing policy
- Employee code of conduct
- Trusts' Financial Regulations (which is inclusive of the Trusts Procurement Policy)

4.0 Due Diligence Processes

- The Trust will continue to follow the Government guidance and build appropriate measures into our sourcing, supplier on-boarding and contract management process.
- The Trust will gather information relating to modern slavery and human trafficking from new suppliers. As part of our procurement processes, we require all of our suppliers to comply with the requirements of the Modern Slavery Act and include appropriate contractual obligations within all of our commercial agreements.
- The Trust will continue to build relationships with its current supply base and ensure that they comply with our values. We will continue to review the existing supply chains that exist within our current supply base.

5.0 Risk Assessment and Management

- The trust has identified that some risks of modern slavery and human trafficking may exist within the following supply chains:
    - Catering and cleaning
    - Manufacturing of ICT equipment and school uniforms
    - Provision of agency staff
- For the provision of these services, the trust has used suppliers who are pre-approved either by a purchasing consortium such as Crown Commercial Services (CCS) and Crescent Purchasing Consortium (CPC), or appointed through means of a formal tender process.

6.0 Key Performance Indicators

- The Trust will work with suppliers to identify appropriate KPI's to monitor and manage performance in regards to any risks associated with modern slavery identified within a contract.

7.0 Recruitment and Training on Modern Slavery and Human Trafficking

- The Trust operates a transparent recruitment and selection process in line with Trust policy and Keeping Children Safe in Education.
- The trust ensures a number of rigorous pre-employment checks are completed on candidates, including right to work.
- The Trust will provide training to all members of the procurement team within the organisation on risks and standards in relation to modern slavery, human trafficking and forced labour. This training has been completed for the 2024/25 period.

8.0 Effective Action Taken to Address Modern Slavery

- The Trust employs a dedicated procurement professional who will undertake robust due diligence checks to ensure that none of the organisations in the supply chain are engaged in modern slavery and/or human trafficking. The decision to appoint suppliers

will include consideration of full and fair labour costs and standards provided to those who produce goods and services used by the trust.

- The Trust employs a Compliance Officer to ensure that policies and procedures that are in place are adhered to.
- A reference to modern slavery will be included in all documentation in relation to procurement wherever possible and the consequences should the conditions not be adhered to.
- The Trust will not engage in a contract with a supplier who fails to demonstrate their commitments to ensuring that modern slavery and human trafficking is not taking place within the organisation.
- All procurement procedures relating to modern slavery and human trafficking will be included in the Trust's Financial Regulations.
- In the event that the Trust identifies any areas of concern, this will be disclosed along with any appropriate investigative and remedial actions that need to be taken.

This statement was approved by Trustees on 12th December 2024

Signed: _____ Date: _____

Mr R Tarn CBE
Chief Executive Officer