Statement of Modern Slavery and Human Trafficking 2025

Introduction
This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and sets out the steps that Humber Education Trust will take and continue to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

About Humber Education Trust
Humber Education Trust is a family of 13 primary schools and 4 special schools serving over 5000 pupils aged 2-19 and their families. The trust employees over 1200 employees. The trust aims to provide outstanding teaching and learning opportunities in all its schools and can offer the provision of an education that maximises each student's potential to develop principled, informed, open minded and confident citizens who respect the beliefs of others and who are determined to make a positive contribution to society.

At Humber Education Trust we have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business. This applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, subcontractors, seconded workers, contractors, external consultants, third-party representatives and business partners.

Risk assessment and management
Trustees and Executive Leaders have formally identified and documented the major risks which Humber Education Trust are exposed to in a Risk Register. These risks are formally reviewed by the Trust Audit Committee termly and the Board of Trustees annually. Internal and external auditors carry out regular testing of internal procedures and controls including adherence to policies and procedures. Any non-compliance would be communicated to senior leaders and the audit committee. As part of the Humber Education Trust Whistleblowing policy the Internal Audit committee will investigate any allegation of impropriety.

Procurement and Supply Chain Management
The Trust recognises that it is exposed to a greater slavery and human trafficking risk when dealing

with suppliers of products and services. However, Trustees deem the risk of systemic modern slavery within the Trust's supply chains to be low. This is because procurement processes are such that reputable firms are contracted and, where cost-effective, larger contractors with their own modern slavery statements or policies are used. Similarly, the Trust makes extensive use of services procured through public sector framework agreements. Our Finance and Contracts Manager has completed the DfE Contract Management Practitioner training programme. The programme is part of the Government's commitment to invest in training to help us manage contracts and relationships with suppliers. This will ensure Humber Education Trust has the capability of negotiating, managing and monitoring contracted suppliers effectively, and that our schools receive goods and services that are ethically sourced and they pay for the quality they expect.

Training for staff

All school staff, Governors and Trustees receive annual training in Part 1 of Keeping Children Safe in Education, which includes reference to child criminal exploitation. Other regular training that is undertaken across the Trust includes Prevent, Whistleblowing, Female genital Mutilation (FGM), Safeguarding Level 1 and Equality, Diversity & Inclusion.

Policies and Procedures

Humber Education Trust has a Child protection & Safeguarding policy which focuses on the need to ensure pupils are safe, feel safe and are fully supported by their school. The policy identifies modern slavery and trafficking as forms of harm and provides guidance for staff in this respect.
Humber Education Trust has a range of HR policies to ensure provision of an open, honest and transparent working environment. Humber Education Trust are committed to ensuring all colleagues are treated with dignity and respect and free to carry out their role free of conflict, risk, harassment or any other behaviour demeaning or demoralising. New staff undergo a thorough induction process which includes training regarding the trust policies and procedures.
It is a statutory requirement to undertake recruitment and vetting checks and maintain a single central record of these. All schools and central offices are able to demonstrate that these checks including proof of right to work in the UK documentation have been undertaken/received.

The Whistleblowing policy places a duty on all employees to reporting instance of impropriety and improper conduct. There is a clear process for this and Humber Education Trust are committed to ensuring that any concerns of this nature are taken seriously and investigated.

Measuring effectiveness

The Finance Committee of the Board of Trustees reviews the Modern Slavery Statement annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the academic year 2024/25.



Graeme Brook
Chair of Trustees
January 2025