



Modern Slavery Policy

Anti-slavery & human trafficking

THE
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PARTNERSHIP OF SCHOOLS

Monitoring, evaluation and review

The Board of Trustees will assess the implementation and effectiveness of this policy. The policy will be promoted and implemented throughout all Trust schools.

This Policy will be reviewed by the Board of Trustees on an annual cycle.

Adherence to the policy will be monitored by the Local School's Committee.

Policy adopted:	Autumn Term 2024
Other related policies:	Whistleblowing Induction Grievance
Next Review:	Autumn Term 2025

Policy statement

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. 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 own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own organisation and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the [Modern Slavery Act 2015](#).

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our processes, we will direct contractors to our modern slavery statement and this policy.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, trustees, members, local governors, agency workers, volunteers, contractors and external consultants,

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Please see Appendix 1 for further details of how we are implementing this policy.

Responsibility for the policy

The Board of Trustees has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Chief Finance Officer (CFO) has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Compliance with the policy

Staff involved in procurement for the Trust and schools must ensure they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chains is the responsibility of all those working for us or under our control. Staff involved in procurement are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Staff must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future.

Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our organisation or supply chains of any supplier tier at the earliest possible stage.

Any suspected breach of this policy must be notified through line managers or reported in accordance with our Whistleblowing Policy as soon as possible.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our organisation or in any of our supply chains. Any employee who feels they have been discriminated against as a result of raising a concern in accordance with this policy you should raise it formally using our Grievance Procedure.

Communication and awareness of this policy

Staff will be sign-posted to this policy as part of their induction programme.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Appendix 1

How we implement this policy

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry and within our catering, cleaning, grounds maintenance, school uniform and ICT supply chains.

In our schools where cleaning and catering is externally contracted ,we require the company to check an individual's right to work in the UK and carry out a DBS check prior to hiring staff to work in our schools.

Tenders for supply of services and or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with Modern Slavery Act 2015.

When one of our schools is selecting a new school uniform supplier, we will consider potential suppliers' ethical trading policies and review their code of conduct for suppliers as part of the selection process.

When engaging contractors for construction projects our contracts require the contractors to comply with the Modern Slavery Act 2015 and ensure compliance by all sub-contractors.

We will continue to seek assurances from suppliers as to their avoidance of modern slavery and human trafficking.