

Modern Slavery Statement 2019

Introduction

This statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015) and sets out steps that Beckfoot Trust has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

Beckfoot Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvement in this area. Beckfoot Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

About Beckfoot Trust

We established the Trust in 2013 with two schools and have steadily built up to ten, with four secondary, four primary and two special schools serving Bradford communities. We are working to create remarkable schools where no child is left behind.

Risk Assessment and management

The Trust's financial Regulations have been updated to include reference to the Modern Slavery Act, and key finance colleagues have been briefed in its implications for procurement.

Structure and supply chains

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement.

As part of our initiative to identify and mitigate risk we have identified the key areas that carry material risks. A considerable proportion of our procurement is with suppliers who are preapproved either by a purchasing consortium or appointed through means of a tender process. Our supply chains include:

- Catering services and supplies
- Cleaning services and supplies
- Estate management, construction and maintenance and services
- ICT equipment and services
- Supply/agency staff
- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers

We have carried out a risk assessment of our supply chain against the likelihood of the following three traits of slavery and human trafficking occurring:

- Forced labour
- Work and life under duress
- Impossibility of leaving an employer.

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

Measuring Effectiveness

Over the last year we have taken proactive steps to ensure compliance with the MSA is inherent in the procurement systems we use, we are constantly vigilant across the Trust and have raised awareness with relevant staff (Finance, HR and Compliance).

We will continue to take the following steps to promote awareness of this during 2019/20:

- write to every supplier with a trading balance for the financial year of over £50,000 or are considered a supplier from the high-risk group identified above, requesting confirmation they are taking steps to fully comply with our Code of Conduct for suppliers.
- Include steps for compliance with the Trust Code of Conduct for Suppliers as a condition or criterion in specification and tender documents wherever possible
- Communicate to all suppliers via documentation on our website, that they adhere to the Code of Conduct for Suppliers.
- Raise awareness among our Beckfoot Trust teams who are involved in employment, procurement and management, of the risks of modern slavery occurring within our supply chains.
- Ensure all new employees receive awareness training as part of their induction.
- Appoint a Trust Procurement Manager to lead on Modern Slavery compliance

Policies

We have reviewed our existing policies and procedures in light of the Act. We are confident that our policies promote good behaviour among our employees within the Trust. Our policies and procedures are kept under review to make sure that they reflect the changing needs of Beckfoot Trust and of the staff, students and the communities it serves.

We are determined that there shall be no modern slavery or human trafficking in Beckfoot Trust. Our policies enhance our commitment to act ethically and with integrity throughout our schools.

Our policies are designed to help us avoid modern slavery or human trafficking under the Act are:

- Code of Conduct for Suppliers
- Child Protection and Safeguarding Policy
- Safer Recruitment policy (Recruitment, DBS & Apprenticeship Policy)
- Whistleblowing Policy
- Equality & Diversity
- Fraud policy (within the Business Management Manual)
- Gifts and Hospitality
- Modern slavery and human trafficking policy

Due Diligence

- Our Safer Recruitment policy is embedded in the Trust Recruitment policy and ensures that all prospective employees are legally entitled to work in the UK. A copy of this policy is available on the Beckfoot Trust website.
- All our schools have an annual safeguarding audit, conducted by the Trust Safeguarding Team.

Raising Awareness (Training for Staff)

All Beckfoot Trust employees were briefed when the policy was launched and policy awareness is now included in the induction process for all new staff.

This statement relates to the financial year 2018/19, which ended on 31 August 2019.

This statement will be reviewed on an annual basis in line with Beckfoot Trust's financial year.
Approved by Board of Directors on 12th March 2020.

Signed by:



Name: David Horn

Role: CEO

Date: 13th March 2020

