

Modern Slavery Statement 2019/20

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

Beckfoot Trust is a multi-academy family of primary, secondary, and special schools closely located in the Bradford district. It was formed in 2013 and now includes ten schools with over 7,500 young people. Bradford Local Authority determines who attends our schools so we properly represent the communities they serve. We believe that by working in partnership our schools can transform life chances and strengthen 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.

Supply chains

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

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

Each key risk area is listed below along with a description of our strategy to reduce the risk of modern slavery in each area.

| Key Risk Area | Strategy To Reduce Risk |
|---|--|
| Catering Services and Supplies | Catering services provided by one supplier who operates under Bradford Local Authority regulations and abides by their Modern Slavery standards. Modern slavery explicitly mentioned in the contract and discussed with the supplier. A low level of risk remains in the caterer's supply chain. |
| Cleaning Services and Supplies | Cleaning services are in some instances outsourced. Compliant procurement processes are followed upon appointment of cleaning contractors. A whistleblowing policy is in place. |
| Estate Management, construction and maintenance of services | Compliant procurement processes are followed and a considerable proportion of procurement in this area is with suppliers who are preapproved by a purchasing framework. Where ever possible we ensure Modern Slavery controls are discussed with new suppliers and the issue is specifically referred to in new contracts. |
| ICT Equipment and Services | Compliant procurement processes are followed and a considerable proportion of procurement in this area is with suppliers who are preapproved by a purchasing framework. |

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| Supply/Agency Staff | Compliant procurement processes are followed and a considerable proportion of procurement in this area is with suppliers who are preapproved by a purchasing framework. |
| Education equipment, textbooks and resources suppliers | The Trust uses a preferred supplier for the bulk of education equipment. This supplier has a clear Anti-Slavery Policy in place. Where other suppliers are used further controls such as avoiding overseas suppliers are in place. |
| Student and staff uniform suppliers | Local suppliers are used and their supply chains are unknown. The Trust will focus on this area of risk over to coming year. |

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 2020/21:

- 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 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
- Trust Code of Conduct
- Trust Business Management Manual
- 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 2019/20 which ended on 31 August 2020.

This statement will be reviewed on an annual basis in line with Beckfoot Trust's financial year

Signed by:

A handwritten signature in black ink that reads "David Horn". The signature is written in a cursive style with a period at the end.

Name: David Horn

Role: CEO

Date: 18 March 2021