

## Modern Slavery

### Beckfoot Trust Code of Conduct for Suppliers

#### Statement of Intent

Beckfoot Trust is committed to making a difference. We aim to ensure our pupils learn in a safe and stimulating environment whilst acting fairly and professionally. We want to create something special. Not only do we owe this duty to our staff but also to the wider community. We are outward looking.

With all this in mind, we recognise the need to pursue honest and fair corporate activities that conform to societal norms. These values underpin the work of the Trust and the way in which we operate.

We recognise that these values require actions, not just words. Alongside our Corporate social responsibility, the Trust strives to comply with all UK legislation including the Modern Slavery Act 2015 (the "Act").

#### Code of Conduct

We have compiled the Beckfoot Trust Code of Conduct for Suppliers (the "code") to achieve our goal of living up to this commitment. It lays down the standards of compliance that we expect and demand of all those who supply us with goods and/or services.

1. The term supplier encompasses any kind of contractor, supplier or business partner.
2. Any supplier must:
  - a. Comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Act
  - b. Not engage in any activity, practice or conduct that would constitute an offence under sections 1,2 or 4 of the Act if such activity, practice or conduct were carried out in the UK
  - c. Obtain assurances from the direct subcontractors and suppliers that they are complying with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time, including but not limited to the Act
  - d. Inform Beckfoot Trust in the event that they find any non-compliance within their supply chain
3. Suppliers must take the following (but not limited to) actions in order to comply with all relevant legislation:

**they must not use**

- a. slave labour
- b. illegal child labour
- c. forced, bonded or compulsory labour

**and they must ensure**

- d. that terms of employment are voluntary
- e. that the workplace is free from discrimination on the grounds of race, national origin, caste, religion, age, disability, gender, sexual orientation, marital status, union membership or political affiliation
- f. that physical abuse or verbal harassment are not allowed under any circumstances
- g. that local health and safety laws are followed

- h. that requirements around minimum age of workers, wages, overtime, working hours and the fair treatment of workers are all adhered to
4. Management at all our suppliers must provide employees and workers with a way to express grievances without fear of reprisals.
5. Suppliers must have and maintain, throughout the term of their relationship with Beckfoot Trust, its own policies and procedures and provide training to the appropriate staff on the Act to ensure compliance with this code.
6. We encourage suppliers, employees of suppliers, any other stakeholder in the Trust or members of the public to write (in confidence) to the Trust Compliance Officer, Beckfoot Trust, Wagon Lane, Bingley, BD16 1EE or [compliance@beckfoot.org](mailto:compliance@beckfoot.org) to raise any concern, issue or suspicion of modern slavery in any part of our business or related supply chain.
7. Beckfoot Trust requires suppliers to comply with this code. The supply of any goods or services to Beckfoot Trust by a supplier is seen as deemed acceptance of the terms of this code and a commitment from the supplier to Beckfoot Trust that they will supply goods and/or services in accordance with this code.
8. If evidence comes to light that a supplier is not complying with this code the Trust will work with the supplier to swiftly investigate and rectify the situation. If this cannot be achieved, the Trust reserves the right to cease trading with the supplier and may terminate any agreement(s) with the said supplier. The Trust will also report any illegal activity to the relevant authorities.

**Useful links:**

Anti-Slavery International

<https://www.antislavery.org/>



Website detailing the Government's work in this area:

<https://www.gov.uk/government/collections/modern-slavery>



Open Access e-learning from the NHS (no need to register):

<https://www.e-lfh.org.uk/programmes/modern-slavery/>

