

## Modern Slavery Statement 2022-23

### 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 consists of primary, secondary, and special schools closely located in the Bradford district. It was formed in 2013 and 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. Wherever 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.
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 where relevant the Trust ensures that they have their own modern slavery statement.

## Measuring Effectiveness

Over the last year we have taken proactive steps to ensure compliance with the Modern Slavery Act 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 2022-23:

- 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

## 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.

The following policies help us avoid modern slavery or human trafficking under the Act:

- Code of Conduct for Suppliers
- Code of Conduct for Employees
- Child Protection & Safeguarding Policy
- Recruitment & Selection Policy
- Whistleblowing Policy
- Equality & Diversity Policy
- Gifts and Hospitality Policy

## **Due Diligence**

Our Safer Recruitment practice is embedded in the Recruitment & Selection Policy and outlines our requirement to ensure 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.

## **Training for Staff**

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

This statement relates to the financial year 2021/22 which ended on 31 August 2022.

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

Shirley Watson

CEO