



Modern Slavery Statement

Approved via Governorhub

Approved date	October 2022
Review date	October 2026



Modern Slavery Statement

This statement is made on behalf of the Soke Education Trust (company number 10954886) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

The Soke Education Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out Soke Education Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Structure, business and supply chains

Soke Education Trust is a multi-academy trust (MAT). Our partnership of five academies can be found on the Soke Education Trust website.

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

Our approach

We work to the highest professional standards and comply with the laws, regulations and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

Policies, documentation and key relationships

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

- *Financial Responsibilities*
- Code of Conduct
- Complaints Policy;
- Single Central Record (SCR), Personnel Files and Safer Recruitment Policy;
- Child Protection and Safeguarding Policy;
- Whistleblowing Policy

In addition, we work closely with our Human Resources Advisor and follow the guidance from the National Joint Council (NJC) to help reduce risk by improving employee working and pay practices.

Our Audit, Finance & Risk Committee has overall oversight of the process and practices embedded within the Soke Education Trust to reduce Modern Slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage.

Identifying and addressing risks

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact Soke Education Trust. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

Supply chain

The Soke Education Trust's procurement regulations set out the requirements we have in relation to our engagement with suppliers. Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage, and any on-site staff passing a DBS check. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. Frameworks for public sector buying organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. In the event we opt not to use an existing framework, all tenders go through our Finance department at which point the modern slavery risk will be considered and incorporated into the tender evaluation criteria.

Safeguarding

We strive to safeguard staff and pupils through a culture of safeguarding in everything we do. We have a Designated Safeguarding Lead in every academy. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are experienced in this area and model excellent practice for all staff. Through their encouragement, each academy proactively works with the local authorities, the local safeguarding partnerships, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Safeguarding training includes detailed training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance and safeguarding is an agenda item at every full Board of Trustees Meeting. Each local governing body and the Trust has a named Trustee with responsibility for Safeguarding.

The Soke Education Trust's Safeguarding and Child Protection Policy is reviewed annually by the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education.