



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Version	Review Date	Update
1.0	October 2016	
2.0	April 2017	Statement updated ready for approval by Trustees
3.0	February 2018	Updates and advice received from Stone King to review the statement
4.0	July 2021	Statement updated in line with Home Office statutory guidance

Policy Owner	Group HR Manager
Policy Reviewer(s)	Group HR Manager, Trust Governance Manager, Chief Financial Officer
Policy Approver(s)	Trust Board
Policy Type	Trust
Distribution List	Headteachers Local Governing Body Clerks HR Leads Finance Teams
Display on Website	Trust
Display on Intranet	Yes
Related Document(s)	Modern Slavery and Human Trafficking Policy

Review Frequency	Every year
Next Review	July 2022

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Introduction

This statement is made on behalf of the The Dean Trust (Company Number 08027943) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Trust's slavery and human trafficking statement. This statement relates to actions and activities during the financial year 1 September 2019 to 31 August 2020.

The Dean 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 The Dean 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.

Organisational Structure and Supply Chains

The Dean Trust is a multi academy trust (MAT) working across the North West of England with a vision to provide good schools for all of the communities which they serve. A list of academies within The Dean Trust can be found on their website (www.TheDeanTrust.co.uk).

The majority of the Trust's direct supply chains are UK based and key supply areas cover catering, cleaning, supply teachers, other agency staff and volunteers. A small number of suppliers are based in Europe and the United States of America, primarily in relation to the purchase of IT supplies. One of the Trust schools is contracted to a Private Finance Initiative (PFI).

Organisational Policies

The Dean Trust is committed to ensuring that there is no modern slavery or human trafficking in any of its schools or any aspect of its business. The Dean Trust is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its business. The following key policies and documentation detail the Trust's approach to protecting pupils and staff and ensuring our supply chains are free from modern slavery and trafficking:

- Slavery and Human Trafficking Policy
- Safer Recruitment and Selection Policy
- Whistleblowing Policy
- Child Protection and Safeguarding Policy
- Procurement Policy

In addition, the Trust works closely with a Joint Consultative Committee to help reduce risk through discussion of working and pay practices.

Due Diligence

The Dean Trust regularly reviews its new supplier processes and never knowingly issues contracts to suppliers who do not adhere to the Modern Slavery Act 2015. Though there has never been any instance to date of any supplier falling short of demonstrating high enough standards in their robust anti-slavery policies, if found, their contract with the Trust would be terminated immediately.

The Dean Trust takes all reasonable steps to assess and manage the risk around supply chains which may be at risk of breaching the Modern Slavery Act 2015. These include catering, construction and cleaning agencies which may employ overseas staff to work long hours on low salaries. Language barriers, for example, may inhibit workers from understanding their right to employment rights including minimum wage.

Assessing and Managing Risk

To identify and mitigate risk in its schools, the Trust has put in place initiatives to identify and assess risk areas. Initiatives are also in place to mitigate the risk of slavery and human trafficking occurring in its schools and to protect whistle blowers.

The Dean Trust appoints Designated Safeguarding Leads and link governors for safeguarding in every school to ensure all pupils in its care are protected as far as possible from harm in line with the Keeping Children Safe in Education 2020 (KCSIE) guidance. The Trust's Child Protection and Safeguarding Policy is reviewed annually and approved by the Trust Board.

Performance Indicators

When agreeing Performance Indicators and Strategic Aims the Trust acknowledges the risk of exposure to Modern Slavery and Human Trafficking. To mitigate these risks, Performance Indicators and Strategic Aims do not focus on lowest cost and fastest shipping, which can unintentionally increase the risk of creating an environment of modern slavery through the supply chain.

The Trust is committed to the national minimum wage throughout its business, not the living wage, and never knowingly enters into contracts with suppliers who contravene employee rights. Regular reviews of supply chains are undertaken to gain assurances that contracted employees are protected.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in the Trust's schools and across its business, regular training and updates are provided to staff and governors. New employees and governors are provided with this information when they first join The Dean Trust.