



**Modern Slavery Policy (Trust including EYFS)**

Author / Role	Chief Operating Officer
Date Published	September 2022
Approving Body	Executive
Regulatory References	None
Date of Review	September 2024

Equality, Diversity and Inclusion Check for new/updated Policy completed by (committee/date): Executive, September 2022

**Documentation Distribution**

*Please delete as applicable*

All staff / volunteers	Y
Governing Body	N
Parents on request	N
Published on School website	Y
ISI requirement to be available on request	N
ISI requirement to be on School website	N
Parent Portal	N
Staff Hub	Y
ISI Portal	N
Limited Internal Use Only (state recipients)	

***This policy is considered a 'live' document and will be updated as statutory guidance is released***

**Bede's is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.**

## Vision, Mission and Values

### Our Vision

Where every child finds joy in their pursuit of brilliance

### Our Mission

We continue to craft a more joyful education.

- Cultivating a vibrant learning experience, motivating us to pursue our individual best.
- Providing a festival of opportunity, enabling us to discover new passions and develop new talents.
- Building a kind-hearted community, inspiring us to enhance the lives of others.

### Our Values

#### Be Compassionate

Because a caring community fosters belonging.

We expect our community to show kindness to people of all ages, genders and ethnicities, maintaining campuses where every person feels joyful and energised.

#### Be Courageous

Because fortune favours the brave.

We challenge our community to stand up for what is right, providing them with a safe environment where they can take bold action in pursuit of brilliance.

#### Be Curious

Because wisdom can be found off the beaten track.

We encourage our community to discover unlikely passions and hidden niches, releasing them into a wealth of opportunities inside and outside the classroom.

#### Be Conscientious

Because dedication is a spearhead of success.

We ask our community to throw themselves wholeheartedly into every endeavour, taking responsibility for their journey and inspiring others to do the same.

## Policy Principles/Aims:

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which are the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Bedes has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships, to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business.

## Statutory Guidance:

The Modern Slavery Act 2015

**Associated Trust Policies:**

Anti-Corruption Fraud and Bribery Policy (Trust)  
HR – Whistleblowing Policy (Trust including EYFS)  
Safeguarding Management Policy (Trust including EYFS)

**1. Introduction**

- i. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which are the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- ii. Bedes has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships, to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business.
- iii. Bedes is committed to ensuring there is transparency in our approach to tackling modern slavery throughout our supply chains, under the Modern Slavery Act 2015. This policy applies to all individuals working for Bedes or on our behalf in any capacity, including employees, governors, agency workers, volunteers, contractors, and business partners.

**2. Responsibility**

- i. Bedes Governors and Senior Management Team have overall responsibility for ensuring this policy complies with legal and ethical obligation
- ii. The Data Compliance Co-ordinator has responsibility for monitoring and dealing with any queries and auditing internal control systems and procedures, to ensure they are effective in countering modern slavery.
- iii. The Director of Safeguarding is responsible for the mandatory Safeguarding Training for all new staff and on site contractors, which provides an awareness overview of Modern Slavery. Should further training be required please contact the Data Compliance Co-ordinator.

**3. Compliance**

- i. You must notify your manager or the Data Compliance Co-ordinator as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

- ii. If you are unsure whether a particular act, the treatment of workers, or their working conditions constitutes any of the various forms of modern slavery, raise it with your manager or the Data Compliance Co-Ordinator. All staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.
- iii. If you believe or suspect a breach of this policy has occurred or that it may occur you must notify the Data Compliance Co-ordinator or report in accordance with our Whistleblowing Policy.

#### **4. Useful Links**

- i. Further information on the Modern Slavery Act can be found on the government websites [www.legislation.gov.uk](http://www.legislation.gov.uk) and [www.gov.uk/government/collections/modern-slavery](http://www.gov.uk/government/collections/modern-slavery).