



## Modern Slavery Act Transparency Statement for Milton Abbey School

### OPENING STATEMENT FROM SENIOR MANAGEMENT

Milton Abbey School is dedicated to preventing modern slavery and human trafficking from taking place within its business and supply chain and we place the same expectation on our suppliers.

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 have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all our contractors, suppliers and other business partners. As part of our contracting process, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own supplies to high standards.

This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, agency workers, seconded workers, agents, contractors, external consultants, and third-party representatives.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

### POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING

The following policies exist within our organisation which demonstrate our opposition to modern slavery:

- Anti-Slavery Policy
- The Recruitment Policy
- The Staff Whistleblowing Policy

We ensure our suppliers are aware of our policies and encourage them to adopt the same high standards.

### DUE DILIGENCE PROCESSES RELATING TO SLAVERY AND HUMAN TRAFFICKING

As part of our efforts to monitor, manage and reduce the risk of slavery and human trafficking occurring within our business or supply chains, we adopt the following due diligence procedures.

We require 'third party safeguarding statements' (or similar) in place for contractors (both peripatetic and general) which confirm identity, right to work status and cleared enhanced DBS standing.

Our processes aim to:

- Identify, monitor and manage areas of potential risk in our business and supply chains
- Scrutinise any identified areas of risk within our business and supply chains

- Adopt a zero-tolerance approach to slavery and human trafficking throughout the organisation and our supply chains
- Provide support and protection from detriment or disadvantage to any person who, in the public interest, raises genuine concerns amounting to a protected disclosure.

## **RISK AND COMPLIANCE**

We have continued to assess our supply contracts by size and risk profile as part of our existing procurement process and to consider the risk of slavery or trafficking being present. Due to the nature of our business our existing robust recruitment and hiring processes, our existing procurement process and our straightforward supply chains, we continue to believe that there is a very low risk of slavery, servitude, forced or compulsory labour or human trafficking in any part of our business or our supply chains.

The area of risks that we have identified continues to relate to the outsourcing of catering and travel services. To mitigate this risk we have provided training and appropriate guidance materials to relevant staff who have procurement responsibilities. This training is regularly refreshed and this is intended to help staff recognise the risks of modern slavery and human trafficking in our business and supply chains.

Other steps we continue to take to address these risks include incorporating questions relating to modern slavery as part of the process selecting contractors and evaluating their performance. We obtain Modern Slavery Statements from our suppliers (where applicable) and any other relevant policies and procedures they have.

We ensure that where appropriate all suppliers' contracts include anti-slavery and human trafficking clause. Typically, such a clause gives us the right to terminate agreements with suppliers where there are reasonable grounds to suspect involvement in conduct that contravenes anti-slavery legislation.

## **STAFF SUPPORT**

We ensure all employees are aware of the risks of modern slavery and human trafficking in our business and supply chains.

Training on our policy, and on the risk of our business faces from modern slavery in its supply chain will be given where needed.

Our zero-tolerance approach to modern slavery must be communicated to all our suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes any of the various forms of modern slavery, raise it with the Head of Operations.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any part of our supply chain. If you believe that you have suffered any such treatment, you should inform your manager immediately.

## **APPROVAL AND ENDORSEMENT**

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking.

Any employee who breaches our Anti-Slavery Policy will face disciplinary action, which could result in dismissal or gross misconduct.

We will terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Milton Abbey School's Slavery and Human Trafficking Statement for the academic year ending August 2024.



Signature: .....

**On behalf of Milton Abbey School**

1<sup>st</sup> September 2023

Date:.....