

Established in 2007, The David Ross Education Trust is a Multi-Academy Trust, sponsored by The David Ross Foundation. At August 2018, it comprised 34 academy schools across the country. Our schools range from smaller rural primaries with around 50 children, to much larger secondary schools in the centre of urban areas.

As part of the education sector, the Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is committed to acting ethically and with integrity when acquiring goods and services.

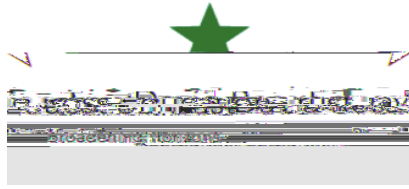
The Trust reviews policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The following policies and procedures are considered to be key in meeting the requirements of the Modern Slavery Act.

The Trust embraces its responsibility to develop, implement and monitor policies and procedures to safeguard the welfare of children. The Trust has a comprehensive Safeguarding and Child Protection Policy which all Trustees, Governors and staff are expected to read and comply with. The policy which is reviewed annually is compliant with statutory guidance 'Keeping Children Safe in Education'.

The Trust is highly committed to advancing equality, eradicating unfair treatment, and promoting good relations across and between all our communities.

We have clear and rigorous HR policies and procedures and high standards for employees that minimise the risk of any form of modern slavery existing within the organisation.

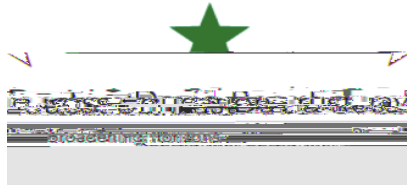
The Trust has procedures and policies in place on all major employment issue, for example, disciplinary, grievance, harassment and bullying, Code of Conduct, Whistleblowing Procedures, as well as other policies that support fair treatment of employees including attendance management and ill health capability, performance capability, performance management, recruitment and



The Trust's recruitment processes are transparent and reviewed regularly. They include robust procedures for vetting new employees, which ensures they are able to confirm their identities and qualifications, and they are paid directly into an appropriate, personal bank account. All Trustees, Governors and Staff are required to have an Enhanced Disclosure and Barring Service check which details all criminal history; cautions, warnings, reprimands and convictions held on the Police National Computer. To comply with the Asylum, Immigration and Nationality Act 2006, all prospective employees are asked to supply evidence of their eligibility to work in the UK. References are also requested and followed up writing and verbally.

The Trust has engaged supply agencies via the Governments Crown Commercial Services. Not only does this platform use only reputable employment agencies to source labour, but the framework has a strong vetting process which verifies the practices of the agencies. These agencies are audited by the CCS to ensure they meet all legislative requirements.

The Trust's Code of Conduct for Employees, and for Trustees and Governors makes clear the actions



As a major employer and provider of education we are committed to advancing equality of opportunity and providing fair access and treatment in employment and when delivering education. To support our commitment to equality, we embed equality and diversity into our everyday business. We expect all our Trustees, Governors and staff to treat everyone with dignity and respect and provide the best possible standards of education to all of our pupils.

The Trust has a programme of induction and ongoing mandatory training that all employees must complete, including Safeguarding Training which is undertaken annually. This enables individuals know how to recognise and report incidents of abuse and neglect, including modern slavery and human trafficking.

Following the production of this statement, The David Ross Education Trust commits to undertaking the following steps over the next academic year:

Circulate this updated statement to all staff to raise awareness of the policy.