



David Ross Education Trust
Broadening Horizons

Modern Slavery Statement for financial year ending August 2023

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps The David Ross Education Trust has taken and is s 715.57 1.25 Td (ro 6 (n) 5 (s) (n) 3 (e) 1 (ru) 2.3 (al) 0

incorporates all statutory guidance as required in 'Keeping Children Safe in Education' as it is updated, as well as 'Working Together to Safeguard Children 2018.

All academies are required to supplement the Trust Safeguarding and Child Protection policy with contextualised information including the local risks of child exploitation. The policy is reviewed annually as required and all Trustees, Governors, staff and volunteers are expected to read and comply with its instructions. In addition, each academy publishes its own contextual appendix which is informed by an awareness of local risks and Designated Safeguarding Leaders work with local authority safeguarding partners to protect children deemed at risk of exploitation under Sections 47 and 17 of the Children Act 1989.

Safeguarding practice is in accordance with non-statutory guidance such as 'Safeguarding children who may have been trafficked' 2011. Staff working to improve pupils' attendance are trained to understand the importance of talking to children about their absences to uncover indicators of modern slavery/trafficking that should raise curiosity such as tiredness, substance use/abuse, possessions, anxiety, and fear. The welfare curriculum supports pupils' awareness of key issues in their relationships and the wider world, including exploitation and coercion linked to human rights, covering different types of exploitation including domestic, labour, sexual and criminal.

HR/Employment Policies and Practices

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 issues, for example, disciplinary, grievance, harassment and bullying, code of conduct, whistleblowing procedures, as well as other policies and/or procedure that support fair treatment of employees including attendance management and ill health capability, performance capability, performance management, recruitment and selection.

Recruitment

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 (DBS) 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 completed in writing.



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Agency Workers



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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 our pupils.

Training and Awareness

The Trust has a programme of induction and ongoing mandatory training that all employees must complete, including safeguarding training which is undertaken annually. Thisgu Tengugu Tn0/nu. T-2.5 (e)-3 (n (T-2.5

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Stuart Burns, Chief Executive Officer
The David Ross Education Trust