



Modern Slavery Act Statement

Policy Name:	Modern Slavery Act Statement
Version:	1
Date published:	30/08/2024
Date to be reviewed by:	30/08/2027
Role of Reviewer:	HR Manager
Statutory (Y/N):	N
Published on website: *	1A
Policy Level: **	2
Relevant to:	All Staff
Produced in consultation with:	N/A
Approved by:	Sue Collings
Approval date:	01/07/2024

*Publication on website			
Denbigh Alliance website		School website	
1	Statutory publication	A	Statutory publication
2	Good practice	B	Good practice
3	Not required	C	Not required

**Policy level			
1	Trust wide	Single policy relevant to everyone and consistently applied across all schools and departments, with no variation. e.g. Complaints procedure	Statutory policies approved by the Denbigh Alliance Board of Trustees (or designated Trustee Committee). Non-statutory policies approved by the CEO with exception of Executive Pay.
2	Trust core values	This policy defines the Trust core values in the form of a Trust statement to be incorporated fully into all other policies on this subject, that in addition contain relevant information, procedures and or processes contextualised to that school. e.g. Safeguarding, Behaviour	Statements in statutory policies approved by the Denbigh Alliance Board of Trustees (or designated Trustee Committee). Statements in non-statutory policies approved by the CEO. Policy approved by Local School Board.
3	School/department	These policies/procedures are defined independently by schools as appropriate. E.g. Anti-bullying	Approved by Local School Board.

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1 Policy Statement

The Denbigh Alliance (the Trust) is committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation. We recognise our responsibility to implement robust systems and controls to prevent and address any form of modern slavery or human trafficking for both staff and students.

2 Scope

This policy applies to all individuals working for or on behalf of the Trust, including employees, volunteers, contractors, and suppliers.

3 Definitions

- **Modern Slavery:** The recruitment, movement, harbouring, or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation.
- **Human Trafficking:** The process of trapping people through the use of violence, deception, or coercion and exploiting them for financial or personal gain.

4 Our Commitments

The Trust commits to:

- Complying with the Modern Slavery Act 2015.
- Implementing and maintaining effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our schools.
- Providing training to staff on modern slavery, to raise awareness and ensure compliance with this policy.
- Ensuring that all our suppliers and partners comply with our values and ethical standards.

5 Responsibilities

- **Trustees and Senior Leadership Team:** Responsible for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.
- **Staff:** Must read, understand, and comply with this policy. All staff are responsible for preventing, detecting, and reporting modern slavery in any part of our organisation.
- **Suppliers and Contractors:** Required to adhere to the principles of this policy and implement appropriate controls to prevent modern slavery in their operations.

6 Due Diligence Processes

The Trust will:

- Conduct due diligence on our suppliers, identifying any risks related to modern slavery.
- Require new suppliers to confirm their adherence to the Modern Slavery Act as part of the procurement process.

7 Training and Awareness

We will provide training to all employees to:

- Ensure they understand the risks of modern slavery and human trafficking.
- Equip them with the knowledge and tools to identify and report potential cases of modern slavery.
- Promote awareness of this policy and its importance.

8 Reporting and Whistleblowing

We encourage all individuals to report any concerns related to modern slavery and human trafficking in any parts of our organisation. Concerns can be raised through the Trust's confidential whistleblowing policy.