



Modern Slavery Act Statement

Bishop Stopford School is committed to ensuring that modern slavery, human trafficking, and exploitation do not occur within its operations or supply chains. The academy recognises its responsibility to act ethically and with integrity in all business dealings and relationships, including with suppliers, contractors and other partners.

Structure, business, and supply chains

Bishop Stopford School is a single academy trust based in Kettering Northamptonshire. Suppliers are UK based, and key supply areas cover catering, cleaning, uniform and agency staff.

Our approach

The academy works to the highest professional standards and complies with all laws, regulations, and rules which are relevant. The same high standards are expected from those we work with and the academy is committed to ensuring that there is no modern slavery or human trafficking in supply chains or in any part of the business. The academy acts ethically and with integrity in all charitable and business relations.

Policies, documentation, and key relationships

The following documents detail the academy's approach to protecting students and staff from modern slavery and ensuring supply chains are free from modern slavery.

- Financial Procedures Manual;
- Financial Management Policy;
- Competitive Tendering Policy;
- Complaints Policy;
- Whistleblowing Procedures;
- Single Central Record (SCR), Personnel Files and Recruitment Policy;
- Child Protection and Safeguarding Policy;
- Code of Conduct;
- Contractor procedures;
- Pay Policy;
- Supplier terms and conditions.

The trustees' Finance, Audit and Risk Committee has overall oversight of the process and practices to reduce Modern Slavery and in ensuring supply chains which rely on people, can demonstrate adherence with local and national laws and regulations.

The trustees' Personnel, Safeguarding and Wellbeing Committee approve any policies relating to pay and ensure they adhere to relevant law and legislation e.g. Burgundy and Green book.

Identifying and addressing risks

There are two main avenues of risk with regard to modern slavery for the academy:

- a) through matters of a safeguarding nature such as child criminal exploitation, child sex exploitation or human trafficking which can directly impact students. This also potentially affects the staff of our contractors (eg school leaver apprentices).
- b) the supply chain and contractors.

Supply Chain

The Financial Procedures Manual sets out the requirements in relation to engagement with suppliers. Suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage and any on-site staff passing a DBS (Disclosure & Barring Service) check. The academy's standard terms and conditions are published in the academy's Contractors' Procedures to ensure potential and actual providers are aware of the standards expected. Should suppliers fail to meet the minimum requirements, or be unwilling to make any changes, the academy will cease to trade with them.

Procurement is subject to internal audit review by the Internal Scrutineer, as well as assessed by external auditors annually. Frameworks for public sector procurement organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. Should a tender not fit within existing framework, the Business Manager will consider the risk of modern slavery as part of the risk assessment.

Safeguarding

There is a strong safeguarding culture at the academy, recognised by the local authority and other external accountability frameworks.

The Academy's Child Protection and Safeguarding Policy is reviewed annually by the Pastoral, Safeguarding and Wellbeing Committee, and then approved by the Full Governing Body. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2020).

Key performance indicators to measure effectiveness of steps being taken

Training

Every member of staff is trained on the Child Protection and Safeguarding Policy and Keeping Children Safe in Education regulations to a level appropriate to their role. Staff are required to declare annually that they have read and understood the Keeping Children Safe in Education regulations and their training. In addition, the Whistleblowing Policy enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of disciplinary action.

Throughout the year, the annual safeguarding training strategy includes a focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. The academy's trustees are fully satisfied that robust safeguarding training means that staff could identify and take appropriate action if required appropriately for 'at risk' students, staff, and contractors.

The academy evaluates its policies to ensure that ways to report concerns of whistleblowing or modern slavery and are available to all users of the site.

Reporting

To date, no referrals have been made in relation to modern slavery.