

Emmanuel Schools Foundation Human Trafficking and Modern Slavery Statement 2020

We are committed to operating responsibly and with high ethical standards, particularly with regard to human rights issues and will not tolerate human trafficking, or other kinds of slavery, within our operations. We expect equally high standards from our suppliers.

This is the second time Emmanuel Schools Foundation (“the Foundation”) has been required to publish a statement pursuant to Section 54(1) of the Modern Slavery Act 2015. This statement sets out the steps that the Foundation has taken during the year ending 31 December 2019 to ensure that slavery and human trafficking is not taking place in any part of our business or that of its supply chain.

Owing to the challenges, and requirements for rapid and agile responses presented by COVID 19, the Foundation was prevented from publishing this statement by the deadline of 29 February 2020.

Organisational structure and Supply chains

The Foundation grew following the establishment of Emmanuel College, Gateshead in 1989 as one of the first City Technology Colleges. Since that time we have established a track record of substantial educational improvement in Northern England. In 2017, we re-configured as a multi-academy trust of 4 school; and acquired 2 new schools in May 2019 across the North East and South Yorkshire and now serve around 7000 students and 1000 staff. We aim to provide exceptional opportunities for all young people, raising their aspirations, encouraging their talents, supporting their ambitions and developing their confidence.

Core to our approach is our Christian ethos supported by a robust governance structure. We continue to build management capacity on Modern Slavery risk assessment across the trust. The Principal of each school is supported by the Chief Executive Officer and an Executive Team, who meet at least bi-monthly, to ensure a consistent approach and to build understanding across the trust.

In line with our ethos, the Foundation holds modern slavery and human trafficking to be morally reprehensible, an affront to human dignity and contrary to our belief that people are made in the image of God. We are therefore committed to ensuring there is no modern slavery or human trafficking within any part of our organisation or supply chain.

The Foundation’s principles

Behaving in a principled, disciplined way is all part of being an ethical and morally responsible organisation. The success of the Foundation is reliant on our people and the people we work with, including our suppliers and partners.

Underpinning everything that we do are the Foundation’s values and a culture where our employees role-model our values. We expect all of our suppliers and partners to uphold these values.

- **Honourable Purpose**

We aim to be positive in everything, doing what is good and aiming to benefit others as well as ourselves.

- **Humility**
We seek to do our personal best without bragging and to encourage others to achieve their best without being critical or jealous of their efforts.
- **Compassion**
We care for those who are in difficulty and who are hurting, recognising that the world does not exist for us alone.
- **Integrity**
We can be trusted to be honest and truthful, to say what we mean and to do what we say.
- **Accountability**
We recognise that having the freedom to express ourselves means that we must also accept responsibility for our words , thoughts and actions.
- **Courage**
We aim to do what is right, whatever the cost; we stand up for the weak, whatever the danger; we face our fears and find ways of defeating them.
- **Determination**
We know that hard work and the refusal to give up are essential if we are to achieve anything worthwhile.

Risk Management

The Foundation seeks to examine supplier methods of corporate social responsibility during the tendering and selection process, details of which may vary according to the project. Suppliers to the Foundation are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting the Foundation's Terms and Conditions. The Foundation reserves the right to exclude any bidder who has been convicted of an offence under the Modern Slavery Act 2015.

Additionally, we have in place systems to protect whistle blowers.

Procurement and Supply chain management

A considerable proportion of our procurement is with suppliers who are appointed through means of a tender process. Our supply chains include:

- education equipment, textbooks and resources suppliers
- student and staff uniform suppliers
- ICT equipment and services
- catering services and supplies
- cleaning services and supplies
- peripatetic music services
- supply/agency staff

Our policies to resist modern slavery and human trafficking

We have reviewed our existing policies and procedures in light of the Act. We are confident that our policies promote good behaviour among our colleagues at work and within the Foundation. Our policies and procedures are kept under review to make sure that they reflect the changing needs of the Foundation and of the staff, students and the communities it serves.

Among the policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act in the Foundation are:

- Code of Conduct
- Equality & Diversity Policy
- Anti-Bribery Policy
- Safeguarding Children in Education Policy
- Recruitment Policy
- Whistleblowing Policy

All our academies work towards educating others on slavery & human trafficking through:

- Educating students, for example through the History (slavery, and child labour) & Geography (human trafficking) departments.
- Child protection / family support teams, where human trafficking has been highlighted as a high risk

Our Employees

There are currently around 1000 people employed by the Foundation. All new employees are subject to pre-employment checks to ensure their right to work in the UK and to confirm their identity. All employees are provided with information about their statutory rights, including: sick pay; holiday entitlements; parental leave; flexible working and any other benefits to which they may be entitled.

The Foundation pays all of our employees at least the minimum wage and we ensure that our recruitment agencies comply with all legal requirements.

Training and continuing vigilance

Raising awareness both internally and externally of our responsibilities in preventing slavery and trafficking is a fundamental step in preventing it occurring within our supply chain.

Since we last published our Statement the Foundation's has:

- Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible.
- Ensure our 'New Supplier' form requests all suppliers adhere to the Modern Slavery Act.

Owing to COVID-19 our intention is to procure and roll-out a training module to the Trust Board and Executive Team was delayed; though senior management teams who have responsibilities for procurement were properly briefed.

Since last publishing our Statement, we have grown as a trust and in line with our organisation's priorities to leverage rapid school improvement in areas of deprivation the Foundation has re-configured it's senior leadership team who in the next period will:

- Conduct an in-depth review of our supply chains to better understand the risks of modern slavery occurring within them.

- Establishing a risk assessment within our cleaning, catering and construction supply chains against the likelihood of the following three traits of slavery and trafficking :forced labour, work and life under duress, impossibility of leaving an employer
- Raise awareness amongst our school-based teams involved in employment, procurement and management, of the risks of modern slavery occurring within our supply chains. Procure and/or design appropriate training, for all staff within the Foundation, including those responsible for Governance.

We continue to challenge our leadership teams to continue to consider where the risk of modern slavery or human trafficking may arise within our organisation. We have provided guidance to our finance team and those involved in procurement of the need to avoid those risks and on possible indicators of them during the procurement of goods and services. We will continue to enhance the assurances we seek from suppliers as to their avoidance of modern slavery and human trafficking.

This statement was approved by the Trustees of the Foundation at a meeting on 9 July 2020.