



EMMANUEL SCHOOLS FOUNDATION

Emmanuel Schools Foundation Human Trafficking and Modern Slavery Statement 2021

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 third 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 2020 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 ongoing challenges presented by COVID 19, the Foundation was prevented from publishing this statement within six months of our Financial Year End (31 August 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 an Executive Leadership Team (re-structured since the publication of our last statement) made up of a Chief Executive Officer, a Chief Operating Officer and two School Improvement Lead Principals who meet weekly, to ensure a consistent approach and to build understanding and cohesion 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 virtues and a culture where our employees role-model them. We expect all of our suppliers and partners to also demonstrate these values.

- **Love:** We act selflessly, with kindness and compassion, for the good of others.
- **Wisdom:** We exercise good judgement; seeing and doing what is true and good.
- **Fairness:** We treat everyone fairly and justly, the way we would like to be treated ourselves.
- **Self-Control:** We control our desires, not letting our desires control us.



EMMANUEL SCHOOLS FOUNDATION

- **Courage:** We are determined to achieve what is worthwhile even in the face of difficulty.
- **Humility:** We avoid arrogance, being realistic about our strengths and weaknesses.
- **Integrity:** We are honest with ourselves and others, so that our words and actions agree.

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) subject matter.
- Child protection / family support teams, where human trafficking has been highlighted as a high risk and appropriate mitigation has been implemented



EMMANUEL SCHOOLS FOUNDATION

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. The Foundation continues to:

- 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.

Since last publishing our Statement, and owing to the ongoing challenges presented by COVID 19 in our sector the Foundation in the next period will continue to:

- Conduct an in-depth review of our supply chains to better understand the risks of modern slavery occurring within them
- Establish, within our Risk Management Plan, a risk matrix regarding cleaning, catering and construction supply chains and consequent risk mitigation actions that reduce 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.

Owing to COVID-19 our intention to procure and roll-out a training module to the Trust Board and Executive Team was delayed but will be executed in the Academic Year 2021-22.

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 via the Chair's Approval Process August 2021.