

Modern Slavery and Human Trafficking Policy

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Version No	2
Operational from	September 2024
Policy prepared by	Nick Preston
Policy Approved by	Judith Allen – CEO
Whistleblowing Contact	Nick Preston – npreston@education-wise.org – 0117 379 0450
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Purpose

Educationwise Academy is committed to acting with integrity and transparency in all its operations. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to ensuring that there is no modern slavery in our supply chains, business partnerships, or any part of our operations.

Scope

This policy applies to all staff, learners, contractors, and third-party agents acting on behalf of Educationwise Academy. It also covers our suppliers and business partners, ensuring that they share our commitment to ethical business practices.

Definition

Modern slavery encompasses slavery, servitude, forced and compulsory labour, and human trafficking. These serious crimes violate human rights and must be addressed at every level of business operations.

Our Commitment

Educationwise Academy is committed to:

- **Compliance with UK Employment Laws:** We ensure compliance with all UK employment laws and regulations, including those related to wages, working hours, benefits, and employment conditions.
- **Respect for Freedom of Association:** We respect the rights of staff to freedom of association and collective bargaining.
- **Fair Treatment:** We treat all staff, volunteers, and contractors fairly and with respect.
- **Safe and Healthy Working Environment:** We provide a safe and healthy working environment for all our staff and learners.
- **Right to Work & Safeguarding:** We conduct thorough checks as part of our recruitment process to ensure all staff have the right to work in the UK and are suitable to work with children and vulnerable adults.
- **Supply Chain Integrity:** We ensure, where possible, that our subcontractors and partners meet our operating standards, particularly regarding safer recruitment and ethical practices.

Supplier and Partnership Expectations

- We will take reasonable steps to ensure that our suppliers and partners operate ethically and are compliant with the Modern Slavery Act 2015.
- We will encourage suppliers to confirm compliance with ethical standards, including anti-slavery obligations.
- We will periodically review and engage with suppliers to assess and mitigate risks related to modern slavery as resources permit.

Risk Assessment and Mitigation

Educationwise Academy is committed to:

- **Undertaking Risk Assessments:** Periodically reviewing areas within our business or supply chain where the risk of modern slavery may be higher and addressing these risks where possible.
- **Mitigating Risks:** Taking reasonable steps to mitigate identified risks and reporting actions taken as appropriate.
- **Supplier Oversight:** Encouraging suppliers to act in compliance with the Modern Slavery Act and take steps to prevent modern slavery or human trafficking within their operations.
- **Ongoing Reporting:** Providing updates on actions related to modern slavery risks in line with operational requirements.

Staff Responsibilities

All staff at Educationwise Academy are expected to:

- **Report Concerns:** If any staff member becomes aware of any concerns or indicators of modern slavery or human trafficking, they should report it immediately to their line manager or directly to the Designated Safeguarding Officer (details below).
- **Act Ethically:** Ensure that their own actions and decisions do not knowingly support or enable modern slavery or human trafficking.
- **Undergo Training:** Participate in training sessions to increase awareness of modern slavery and human trafficking risks.

Reporting and Whistleblowing

Any concerns related to modern slavery or human trafficking should be reported to **Nick Preston**, the Designated Safeguarding Officer. Reports will be treated in confidence, and all concerns will be investigated promptly. Staff, learners, or partners reporting concerns in good faith will not face any retaliation or adverse consequences.

Training and Awareness

Educationwise Academy will provide training to staff to raise awareness of the risks of modern slavery and human trafficking and to ensure staff are aware of how to spot the signs and report concerns.

Monitoring and Review

This policy will be reviewed annually or in response to legislative changes. Progress on key areas will be reported each year to ensure continuous improvement and compliance.

Contact for Reporting Concerns:

Nick Preston – npreston@education-wise.org – 0117 379 0450