

Modern Slavery and Human Trafficking Statement

1. Introduction

- 1.1 This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015).
- 1.2 The Rowan Learning Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour. We are committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area.

2. About The Rowan Learning Trust

- 2.1 The Rowan Learning Trust is a not for profit sponsor of primary and secondary academies based in the North West. We developed our educational blueprint from our experience of leading and supporting schools and have used this to sponsor academies; having a positive effect on children's life chances.

3. Risk Management

- 3.1 The Trust methodically addresses the risks attaching to its objectives and associated activities with the goal of achieving sustained benefit within each activity and across the whole range of activities.
- 3.2 Risk management will be aimed at ensuring that the Trust achieves its objectives in the most effective way and those resources are directed at those objectives. It will not be seen as a separate exercise but as the means of best achieving the Trust's objectives.
- 3.3 The Trust's risk management strategy has been designed to provide a framework for managing the risks the Trust faces and ensuring its objectives are achieved in the most effective way. It has been designed for use by all staff of the Trust and it serves to:
- Communicate the strategies for managing risk in the Trust
 - Establish procedures which should be adopted in the risk management process
- 3.4 The Trust's overall risk management plan is aimed at:
- Protecting its students, staff and assets
 - Managing risk in accordance with best practice and reducing the cost of risk
 - Anticipating and responding to changing social, environmental and legislative requirements
 - Raising awareness of the need for risk management
 - Integrating risk management into the culture of the Trust
 - Adopting legal compliance as a minimum standard

4. Policies

4.1 The Trust is committed to safeguarding and promoting the welfare of all its students and our Child Safeguarding Policy is in line with the Local Safeguarding Children Board Child Protection Procedures and DfE guidance.

4.1.1 Each School has a Designated Safeguarding Lead and Deputy.

4.1.2 The Trust pays full regard to DfE guidance 'Keeping Children Safe in Education' 2015. We ensure that all appropriate measures are applied in relation to everyone who works in a Trust School who is likely to be perceived by the students as a safe and trustworthy adult, including volunteers and staff employed by contractors. Safer recruitment practice has been fully encompassed in the Trust's Recruitment Policy and its procedures. Safer recruitment practice includes scrutinising applications, verifying identity and qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking rigorous selection procedures and Disclosure and Barring Service (DBS) and other checks.

5. We recognise that the public sector equality duty has three aims and they are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct under the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who have a shared characteristic and those who do not

5.1 The Rowan Learning Trust will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, gender, gender re-assignment, age, pregnancy and maternity, marital status, religion and belief and sexual orientation.)

5.2 We aim to provide the highest possible education for all of our students. The ethos of our academies clearly reflects our commitment to fully including and respecting all members of our school communities.

5.3 We have set ourselves the following objectives for 2020/2021:

- To ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Trust's responsibility
- To promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school communities.
- To promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between students for all groups of students; especially students eligible for Pupil Premium, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.
- Continue to improve accessibility across the school sites for students, staff and visitors with disabilities, including access to specialist teaching areas.
- Monitor the incidence of the use of homophobic, sexist and racist language by students in our academies.

- To continuously review and revise the KS1-4 curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

6. The Rowan Learning Trust has in place a Whistleblowing Policy which describes whistleblowing as the reporting by workers/employees, or ex-workers/employees, of wrongdoing such as fraud, malpractice, mismanagement, breach of health and safety law, child safeguarding concerns or any other illegal or unethical act on the part of management, the governing body, the Trust or by fellow employees.

6.1 An example of malpractice or illegal or unethical practice that may be reported under the Whistleblowing Procedure include:

- Public funds are being used in an unauthorised manner

7. **Procurement and Supply Chain Management**

7.1 All procurement must be carried out in compliance with the principles of the EU Treaties, include the free movement of goods (Article 28 of the EC Treaty), the right of establishment (Article 43), the freedom to provide services (Article 49), non-discrimination and equal treatment, transparency, proportionality and mutual recognition. For most goods and services where contracts will have a value over their lifetime in excess of the OJEU threshold, a strict procedure must be followed in compliance with the Public Contracts Regulations 2015 and related regulations.

7.2 A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium, framework or appointed through means of a tender process. Our supply chains include:

- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers
- Estate management maintenance and services
- ICT equipment and services
- Catering services and supplies
- Cleaning services and supplies
- Supply/agency staff

7.3 We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as within our cleaning and catering supply chains and within the construction industry. We will be taking the following steps to promote awareness of this during 2020/2021:

- Raise awareness amongst School based teams involved in employment, procurement and management, of the risks of modern slavery occurring within our supply chains.
- Include compliance with the Modern Slavery Act as a condition of supply for goods/services in specification and tender documents wherever possible.
- Ensure our 'New Supplier' form requests all suppliers adhere to the Modern Slavery Act 2015.