

CONIFERS HOUSE SCHOOL

Modern Day Slavery Statement

This statement is made on behalf of the Conifers House School pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Conifers House School recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out Conifers House School's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Structure, business and supply chains

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

Our approach

We work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

Policies, documentation and key relationships

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

Procurement and Contracts Policy;

Complaints Policy;

Whistleblowing Policy

Single Central Record (SCR), Personnel Files and Safer Recruitment Policy;

Our Conifers House School Board has overall oversight of the process and practices embedded within the school to reduce Modern Slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage.

Identifying and addressing risks

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact Conifers House School. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

Supply chain

Our 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 check. We publish our standard terms and conditions to ensure providers looking to contract with us are aware of our standards. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Frameworks via public sector buying organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default.

We continue to ensure that we support staff in working with existing and new suppliers through training and understanding of our processes embedded in our procurement practices to prevent modern slavery and human trafficking, and fully understand our duty as prescribed in legislation. Safeguarding colleagues also cover modern slavery within their CPD programme.

Safeguarding

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We proactively work with the local authorities, the local safeguarding partnerships, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking.

The quality and impact of our safeguarding practice is reviewed at every level of governance.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed by the Conifers House School Board,

Safeguarding is an agenda item at every full Board Meeting and we have a named governor with responsibility for Safeguarding.

Our Safeguarding and Child Protection Policy is reviewed annually by the Conifers House School Board. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2022). Throughout the Covid 19 pandemic we have issued Addendums to this policy in accordance with updated guidance and requirements issued by Government.

Training

Every member of staff is trained on the policy and is required to declare annually that they have read and understood the policy and their training. In addition, Conifers House School also has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of disciplinary action.

We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing or modern slavery which are available to all users of our estates.

Reporting

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