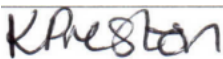


Policy/Procedure Name:	MODERN SLAVERY STATEMENT		
Last Update:	August 2024	Next Update Due:	June 2026

Author	Alex Smythe
Signature of Authorised Individual	
Signature of the Director	

Introduction

As part of the education sector, Willow Park School recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Thus, it is important for our whole school community to:

- Know what trafficking is
- Know how to identify it and how to respond
- Know how to protect themselves and others

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Our Aims

The school is absolutely committed to preventing slavery and human trafficking in its mission to deliver exceptional education.

We aim to check and ensure that our supply chains are free from slavery and human trafficking. Willow Park School is actively working with [STOP THE TRAFFIK](#) to ensure that our work is free of human trafficking.

We are committed to excellence in all we do. Through ongoing evaluation and a commitment to innovation, we strive to continuously improve our policies, procedures, curriculum and teaching practices to better serve our pupils and their families.

Risk Management

As part of our initiative to identify and mitigate risk we have identified the principal areas which carry material risks. Willow Park School ensures that suppliers are required to demonstrate their methods of corporate social responsibility during the tendering and selection process, details of which may vary according to the project.

Suppliers to Willow Park School are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting the Willow Park School Terms and Conditions. Willow Park School 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:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

Procurement and Supply chain management

A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium. Our supply chains include:

- education equipment, textbooks and resources suppliers
- staff uniform suppliers
- estate management maintenance and services
- ICT equipment and services
- cleaning services and supplies
- peripatetic services
- supply/agency staff

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur. We will be taking the following steps to promote awareness of this during 2024/26

- Continuing to raise awareness amongst staff at the school involved in employment, procurement and management, of the risks of modern slavery occurring within our supply chains
- Include compliance with the Modern Slavery Act and Living Wage Accreditation as a condition or criterion in specification and tender documents wherever possible
- Ensure our supplier on-boarding process includes due diligence around adherence to the Modern Slavery Act 2015
- Ensure suppliers have access to our standard Terms & Conditions which require compliance to the Modern Slavery Act
- Look for supplier aggregation opportunities in high-risk areas, such as cleaning, to better manage the risks associated with Modern Slavery
- Work closely with key partners to better understand how they are managing risks associated with Modern Slavery

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 OCL. Our policies and procedures are kept under review to make sure that they reflect the changing needs of Willow Park School and of the staff, students/pupils 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 Willow Park School are:

- Staff Code of Conduct
- Confidentiality
- Equality & Diversity statements
- Gifts, Hospitality & Related Party Policy (as part of the staff handbook)
- Safeguarding Policy
- Safer Recruitment Policy (as part of the safeguarding policy)
- Whistleblowing Policy

Staff are reminded of the risk of modern slavery or human trafficking and we stress that a report of concern in relation to those matters can be made under the protection of the whistleblowing policy.

We are determined that there shall be no modern slavery or human trafficking in Willow Park School. Our policies evidence our commitment to act ethically and with integrity throughout our organisation.

All tenders for supply of services and or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with the Modern Slavery Act 2015.

Equality Statement

At Willow Park School, we actively seek to encourage equity and equality through our teaching and our employment practices. As such, we seek to advance the equality of opportunity between people who share any of the following characteristics:

- age
- disability
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

The use of stereotypes under any of the above headings will always be challenged.

Inclusion

Our school is an inclusive school. We aim to make all pupils feel included in all our activities. We try to make all our teaching fully inclusive. We recognise the entitlement of all pupils to a balanced, broadly-based curriculum. We have systems in place for early identification of barriers to their learning and participation so that they can engage in school activities with all other pupils. We acknowledge the need for high expectations for and of all children.

Declaration

This statement has been approved by Willow Park School's Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015.