



Modern Slavery Statement

Date adopted: September 2023

Last reviewed on: September 2024

Next review due by: September 2025

This statement is made on behalf of the EK Outreach Services pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement relates to actions and activities during the year September 2024 – July 2025.

EK Outreach 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 EK Outreach'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

EK Outreach has two main areas of operations:

- › A national level which oversees the business as a whole.
- › A local level – e.g., an individual provision.

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

- › Concerns and Complaints Policy;
- › Whistleblowing Policy and Procedure;
- › Single Central Record (SCR), Personnel Files and Safer Recruitment Policy;
- › Child Protection and Safeguarding Policy;
- › Code of Conduct;
- › Supplier terms and conditions.

Our Senior Leadership have overall oversight of the process and practices embedded within EK Outreach 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 that there are two main avenues of risk through which modern slavery could impact EK Outreach. 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 any contractors, should we use them. The second is our supply chain and the vendors we contract. Although not done on a regular basis.

Supply chain

EK Outreach's procurement regulations set out the requirements we have in relation to our engagement with any suppliers. 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 (Disclosure & Barring Service) 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.

We have completed a desk-based audit of our key suppliers' statements to reassure ourselves they continue to operate in accordance with the requirements of the act. No areas of risk were identified. 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 namely in the form of e-learning. Safeguarding colleagues also cover modern slavery within their CPD programme.

Safeguarding

We take safeguarding seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We have a Designated Safeguarding Lead, 9 Deputy Designated Safeguarding Leads and 12 Safeguarding Officers across our provisions. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across EK Outreach. These colleagues are experienced in this area and model excellent practice for all staff. Through their encouragement, each proactively works with the local authorities, the local safeguarding partnerships, the Local Authority Designated Officer, (LADO), and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared amongst the provisions and the focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level. This ensures we sustain high quality safeguarding work with all pupils whether learning remotely, at any provision we may use or at the students' homes home.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed each year, or when there are changes to Keeping Children Safe in Education.

Our EK Outreach Child Protection and Safeguarding Policy is reviewed annually by the Senior Leadership Team. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education.

Due to the geographical spread of our centres, each Deputy Designated Safeguarding Lead is required to understand the local safeguarding context. This is included within our policies.

Key performance indicators to measure effectiveness of steps being taken

Training

Every member of staff is trained on our Safeguarding Policy (either in person or via e-learning) and is required to declare annually that they have read and understood the policy and their training. In addition, EK Outreach 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.

Throughout the year the annual safeguarding training plan across EK Outreach includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. We are fully satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff, and contractors.

This is not an area for complacency however and we keep under closely scrutiny and evaluation our safeguarding policy and practice. This enables us to refine and develop excellence in all we do and in this Modern Slavery Statement for 2024 – 2025 we recognise the knowledge of our staff need to prevent slavery and human trafficking and child sexual exploitation. Safeguarding awareness sessions for modern slavery (and trafficking) at any level are included within our staff safeguarding CPD plan.

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.

Reporting

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