# Penair School

## Modern Slavery and Human Trafficking Statement

Academic Year 2026/27

### Our Commitment

Penair school is committed to acting ethically, with integrity and transparency in all its activities, in compliance with the Modern Slavery Act 2015. We recognise our responsibility to take a robust approach to modern slavery and human trafficking and are committed to preventing slavery and human trafficking from occurring within our organisation or our supply chains.

As an educational institution, we are dedicated to safeguarding and promoting the welfare of children, young people and vulnerable adults. This commitment extends to ensuring that modern slavery, forced labour, servitude and human trafficking have no place within our school or those organisations with which we conduct business.

### About the Trust

Penair school is a Single Academy Trust providing education and related services for pupils within our community. The Trust employs teaching, support and leadership staff and procures a range of goods and services to support the delivery of education, including facilities management, catering, cleaning, ICT, professional services and educational resources.

### Our Policies

Penair school has implemented a range of policies that support our commitment to ethical practices and the prevention of modern slavery, including:

- Safeguarding and Child Protection Policy
- Single Central Record (SCR), Personnel Files and Safer Recruitment Policy
- Whistleblowing Policy
- Staff Code of Conduct
- Recruitment and Selection Policy
- Equality, Diversity and Inclusion Policy
- Procurement and Financial Regulations
- Complaints Policy

These policies provide guidance for employees, governors and contractors and outline the procedures for reporting concerns.

### Recruitment and Employment Practices

Penair school is committed to ensuring that all employment practices are lawful, fair and transparent. We seek to:

- Conduct appropriate pre-employment checks for all employees.

- Ensure all staff have the legal right to work in the UK.
- Pay employees in accordance with applicable employment legislation and national pay frameworks.
- Maintain fair recruitment procedures and avoid the use of exploitative labour practices.
- Provide a confidential route for staff to raise concerns through our whistleblowing procedures.

## Supply Chain Due Diligence

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers, and UK government frameworks.

Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff at least the minimum wage, and any staff working in our school passing appropriate safer recruitment checks. Should suppliers fail to meet our minimum requirements, or be unwilling to make changes, we may cease to trade with them.

## Training and Awareness

The school promotes awareness of safeguarding issues, including indicators of exploitation and modern slavery, through staff training and safeguarding procedures. Relevant staff involved in procurement, recruitment and safeguarding are expected to remain vigilant to potential indicators of modern slavery and to report concerns through established channels.

## Reporting Concerns

Penair school encourages employees, volunteers, contractors and other stakeholders to report any concerns regarding modern slavery, human trafficking or exploitative labour practices. Concerns may be raised through:

- Designated Safeguarding Leads (DSLs)
- Senior Leadership Team
- Whistleblowing procedures
- Relevant statutory agencies where appropriate

All reports will be treated seriously and investigated in accordance with school's policies and safeguarding procedures.

## Looking Forward

Penair school remains committed to continuously reviewing and strengthening its procedures to identify, prevent and mitigate the risk of modern slavery within its operations and supply chains. We will continue to promote awareness, maintain robust safeguarding arrangements and work with suppliers who share our commitment to ethical business practices.

## Approval

This statement has been approved by the Board of Trustees of Penair school and will be reviewed annually.