

Modern Slavery Statement

Review date: July 2025
Next review: July 2027
Contact: Chief Executive, Education Futures Trust

Modern Slavery Statement

Charity

This statement applies to Education Futures Trust (referred to in this statement as 'the Charity').

Charity structure

Education Futures Trust is a registered charity in England that is overseen by a Board of Trustees, with the CEO having control of the day to day management of the charity, supported by the management team.

The charity operates across two sites managed by Education Futures Trust; The Firs (main site) and the Community Learning Centre (secondary site), both located within Hastings & St Leonards on Sea.

The charity provides services to schools, families and the local community and seeks to improve life chances and experiences, of the most vulnerable in our society.

Education Futures Trust pays at least the National Living Wage to all employees and complies with the Working Time Regulations (1998). We conduct the proper recruitment checks on all our staff to ensure they have the right to work in the UK and that their salary is paid directly into each individual's own bank account.

Recruitment of volunteers follows the same process as staff, and all volunteers and staff are appointed subject to an enhanced DBS Check, with barred lists.

Definitions

The Education Futures Trust considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

Commitment

The Education Futures Trust acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The charity understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The charity does not enter into business with any other charity, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Education Futures Trust in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The charity strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the Education Futures Trust wants to ensure its business and supply chains are free from slavery and human trafficking. Should Education Futures Trust identify any breach of the Act or cause for concern, within the charity or within any external organisation or partner, it will assess and investigate the breach and decide upon the best course of action to take. Any action from the outcome of the assessment is the responsibility of the business or organisation who contravenes the Act.

Potential exposure

The Education Futures Trust considers its main exposure to the risk of slavery and human trafficking to exist within all areas of service delivery.

In general, the Education Futures Trust considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any charity that supplies goods and/or services to it.

Steps

The Education Futures Trust carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its charity or supply chains, including conducting a review of the controls of its suppliers.

The charity has not, to its knowledge, conducted any business with another charity which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Education Futures Trust has taken the following steps to ensure that modern slavery is not taking place:

- reviewing the charity's supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures are in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of the charity's services upon potential instances of slavery
- creating action plans to address risk to modern slavery

- embedding a zero tolerance policy towards modern slavery within the charity

Policies

The Education Futures Trust has the following policies which further define its stance on modern slavery:

- Whistleblowing Policy
- Volunteering Agreement and Policy
- Safer Recruitment Policy
- Safeguarding Adults and Children Policy
- Equal Opportunities Policy
- Health & Safety Policy

Training

The Education Futures Trust provides annual PREVENT training to staff to effectively implement its stance on modern slavery.

Designated Safeguarding Lead

The Education Futures Trust has a designated Safeguarding Lead and several Deputies, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the charity's obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.