

**POLICY TYPE: PRESCRIBED**  
**ACTION: FOR SCHOOL ADOPTION**

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**Southwark Diocesan  
Board of Education  
Multi-Academy Trust**  
Developing Church of England Education

# HR POLICY HANDBOOK

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## ANTI-SLAVERY & HUMAN TRAFFICKING

## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

### DEFINITIONS AND SCOPE

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

This statement applies to all persons working for and/or on behalf of SDBE MAT in any capacity, including employees at all levels, directors, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

### STATEMENT OF INTENT

- As a Trust, we are committed to raising awareness of modern slavery and human trafficking within our academies, as part of our responsibility for the safeguarding of pupils.
- SDBE MAT has a zero-tolerance approach to modern slavery and human trafficking, and we are committed to acting ethically and with integrity in all our business dealings and relationships.
- We expect our external suppliers and contractors to abide by this statement, and will carry out appropriate due diligence within our procurement process to ensure that the SDBE MAT will not knowingly enter a business relationship with a non-compliant organisation.

### ACCOUNTABILITY

- The SDBE MAT Board of Trustees has overall responsibility for ensuring that this statement complies with our legal and ethical obligations, and that all those under its scope are aware of and compliant with it.
- Within our academies, the Headteacher and the Local Governing Body are responsible for ensuring compliance with this statement in relation to any parties working with or on behalf of that academy.

- Individually, employees are responsible for notifying their line manager should they become aware of any activities, within the Trust or by any of its external suppliers or partners, which is not compliant with the Statement of Intent above.

### SDBE MAT POLICIES FOR REFERENCE

To support our statement of intent, the following policies are in place to promote good practice across the Trust, and to provide clear and consistent mechanisms for handling any issues of concern.

They are published online and are subject to regular review in order to remain fit for purpose:

- Equality and diversity policy
- Procurement policy
- Gifts and hospitality policy
- Whistleblowing policy
- Complaints policy
- Safeguarding and Child Protection Policy

