

Osborne Co-operative Academy Trust is a multi-academy trust (MAT) incorporated around the principles and values of the international co-operative movement. These are Equality, Equity, Democracy, Self-help, Self-Responsibility and Solidarity, along with the ethical values of openness, honesty, social responsibility and caring for others. These values and principles underpin all our actions.

This statement is made on behalf of Osborne Co-operative Academy Trust (company registration number 07703865) 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 2022/23.

Our vision is for a global community of values-driven individuals who, together, flourish.

We strive to provide our pupils with a global perspective and empower them to see their place as active citizens in a democratic society.

Our trust upholds the co-operative values in local community partnerships that focus on rapidly improving educational standards for pupils in all our schools. Our aim is to prepare pupils to be resilient and capable of fulfilling their potential in a rapidly changing world.

As part of the wider education sector, our trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Osborne Co-operative Academy Trust upholds the international co-operative values of:

Self-help
Self-responsibility
Democracy
Equality
Equity
Solidarity

Through these values, that permeate in everything we do, our trust evidences our full commitment to preventing slavery and human trafficking within our activities and to ensuring that our supply chains remain free from slavery and human trafficking.

Organisation structure and supply chains

This following information covers the activities of Osborne Co-operative Academy Trust:

- We were established in 2012 founded on the values of international cooperation, and we are committed to creating a global community of individuals who share our values and flourish together.
- We have twelve schools, comprising of three secondary schools, eight primary schools and one junior school, The schools are based across the boroughs of Thurrock and Essex.
- We currently serve 7347 pupils and students, 23.1% of whom are from disadvantaged backgrounds and 18.9% speak English as an additional language.
- We take pride in our proven track record of school improvement, achieved through a commitment to collaboration and ethical principles. Our trust operates within an open and transparent framework that emphasises co-operation and empowers all stakeholders to have a voice in our decision-making.
- We prioritise the interests of students, parents, teachers, and staff alike and work tirelessly to ensure that everyone feels valued and heard.
- We employ 1172 staff, and all our operations are currently based in the UK.

Policies in relation to slavery and human trafficking

Osborne Co-operative Academy Trust is confident that the policies that are in place promote high expectations across our trust. They ensure a consistency of behaviour among our staff and stakeholders, who model our Co-operative Values in their actions and language.

Our policies and procedures are regularly reviewed to ensure that they reflect the changing needs of our wider trust and the communities we serve.

There are several policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act in Osborne Co-operative Academy Trust including but not limited to:

- Code of Conduct
- Equality & Diversity Policy
- Dealing with Safeguarding Allegations Against Adults in School Procedure
- Discipline & Dismissal Policy
- External Reference Policy
- Grievance Procedure
- Pre-Employment Checks Policy
- GDPR Marketing Procedure
- Guidance on Agency Workers Regulations
- Fraud Policy & Procedures
- Recruitment Policy
- Statement of Intent for Safeguarding
- Everyone's Invited Statement
- Whistleblowing Policy

Due diligence processes

We have an established Joint Consultancy Committee (JCC) where we work closely with our Union Colleagues to ensure the very best working practice for all employees, including adhering to national conditions of service and policy development.

Our Audit and Risk Committee are given delegated duties as a subcommittee of our Trust Board to have oversight of any risk related to our trust, including adherence with local and national laws and regulations, identifying risks related to any supply chains ensuring that our processes and practices ensuring we are fully compliant with the Modern Slavery Act 2015.

All 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 Osborne Co-operative Academy Trust are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting our Terms and Conditions. We reserve the right to exclude any bidder who has been convicted of an offence under the Modern Slavery Act 2015.

Supply chain

As part of our trust initiative to identify and mitigate the risk of slavery and human trafficking in supply chains, we carry out stringent due diligence on new suppliers. This includes:

- Obtaining general information on supplier companies

- Assessing supplier financial stability by reviewing recent and previous company accounts
- Ensuring suppliers are able to provide adequate assurances of their own commitment to preventing modern slavery and human trafficking
- Ensuring suppliers are able to provide relevant health and safety checks
- Obtaining details of supplier policies for the purchase for consumables.

Safeguarding

Osborne Co-operative Academy Trust is robust in undertaking the statutory duty of safeguarding. We uphold an attitude of 'it could happen here' and have developed a culture of safeguarding that permeates through every action taken in our trust. We have a trust Designated Safeguarding Lead (DSL), as well as DSLs in each school. The Trust has an established statement of intent for safeguarding along with a statement of intent for Everyone's Invited, under these statements of expectations, and in line with Keeping Children Safe in Education (KCSiE) the individual schools develop their own Safeguarding Policy. Our DSLs are highly experienced and trained, they model excellence in safeguarding and all of our schools to date have been judged as effective by Ofsted in terms of safeguarding. Our staff remain vigilant to the issues of child sexual exploitation and human trafficking and have annual training with a focus on early identification of those at risk of exploitation. In addition to this staff receive at least termly reminders of local safeguarding issues. All staff are trained to ensure they are aware of the signs of potential grooming, abuse, slavery and/or exploitation that could potentially be experienced by school age children. They are trained to recognise that all ages from nursery to post sixteen could be at risk. Their training includes how to report and track any concerns raised in our trust. Our Trust works closely with external stakeholders such as the Local Authority Designated Officer (LADO), the Virtual School, Social Care, Health and the Police.

Our trust has several levels of scrutiny regarding safeguarding, including but not limited to:

- Single Central Register Audit from the Trust Director of HR
- Trust annual audit of Child Protection Online Management System (CPOMS)
- Chair of Local Governing Body (LGB) annual safeguarding visit
- Safeguarding identified on all LGB visits

Safeguarding is an agenda item at every full Board of Trustees Meeting, and we have a named Trustee with portfolio responsibility for Safeguarding. This Trustee is also the Chair of Trust.

Our Safeguarding Statement of Intent is reviewed annually by the Deputy CEO and approved by the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2023).

Key performance indicators to measure effectiveness of steps being taken

All staff, including those in governance and volunteers, undertake annual safeguarding training, this includes the issues of modern slavery and child sexual exploitation both in terms of identification and reporting. This training is also part of induction training for new staff. All staff read KCSiE annually following the training, this includes those in governance in our trust. In addition to this each school has a Whistleblowing Policy, which enables those with concerns regarding any wrongdoing or breaches of law, to raise their concerns in confidence without fear of retribution or disciplinary action. We are fully satisfied that through our robust safeguarding training that staff could and do identify

and act appropriately for at risk pupils, staff, and contractors. Through the continual scrutiny we maintain and evaluate our policy, procedures and subsequent statements to ensure we refine and develop where appropriate.

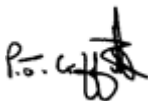
Osborne Co-operative Academy Trust is committed to improving its practices to ensure that its business and supply chains are free from slavery and human trafficking. Some of the additional steps that we are committed to implementing in the future are:

- Enhanced due diligence, specific to slavery and human trafficking
- Enhanced due diligence on existing suppliers, rather than on new suppliers only
- Regular risk assessments on supply chains
- Proactive engagement with high risk suppliers to obtain more detail on the entire supply chain
- Increased use of ethical suppliers
- Clauses in contracts ensuring supplier compliance with the Modern Slavery Act 2015
- Agreed objectives on our Trust Development Plan to monitor the effectiveness of the steps taken by our trust to ensure slavery and human trafficking is not taking place in our trust business or supply chains

Reporting

To date, 0 referrals have been made in relation to modern slavery in our trust. Since the date of issue of our Modern Slavery Statement approved by the Board of Trustees in the financial year 2022-23, there have been 0 referrals made for child sexual exploitation.

Chief Executive Officer: Paul Griffiths

Signed: 

Date: 28/02/2024