

Modern Slavery Statement

Date of Issue: September 2021

Date of Review: September 2022

This statement is made pursuant to section 54 of the Modern Slavery Act 2015.

Footsteps Trust is an Alternative Education Provision, registered as a Charity in the heart of the London Borough of Haringey. Footsteps works with socially excluded and disadvantaged young people.

1. Raising awareness

All staff undertake annual child protection training, including information on modern slavery and human trafficking.

Footsteps' Safeguarding and Child Protection Policy raises awareness in relation to modern slavery and human trafficking.

2. Due diligence in relation to slavery & human trafficking in its business

Footsteps employs people solely within England. Our recruitment processes follow safer recruitment processes and ensure that all prospective employees are legally entitled to work in the UK.

3. Due diligence in relation to slavery in its supply chain.

Footsteps seeks excellence in every area of the organisation and strives to ensure the highest standards of professionalism, integrity, and ethical business practice. We are committed to conducting our business in a lawful manner and this includes engaging with our suppliers to ensure that they share our high standards. We buy a range of external goods and services, including construction services and supplies, furniture and stationery, electronics (computers, audio visual etc), food and catering supplies, cleaning services, printing and waste and recycling services and do so in accordance with public procurement law.

4. Safeguarding

We take safeguarding very seriously in upholding our statutory duties and striving to safeguard staff and students and promote a culture of safeguarding in everything we do. We have a Designated Safeguarding Lead and team of supporting Safeguarding Officers to ensure compliance. Collectively these members of staff work together to implement policy and secure excellence in safeguarding practice across Footsteps. These colleagues experienced in this area and model excellent practice for all staff. Footsteps works with local authorities, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Safeguarding is a

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regular agenda item at full governing body meeting, and we have a named governor with responsibility for safeguarding.

Our Child Protection and Safeguarding Policy is reviewed and updated annually by the governing body in collaboration with senior leaders. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education.

5. Policies, Procedures and Training

Footsteps reviews policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. Footsteps has a suite of policies that effectively mitigate the risk of slavery and human trafficking taking place within its business or supply chains and provide support to staff.