

Inclusion is at the
heart of our trust



Modern Slavery and Human Trafficking Statement 2024 - 25



Modern Slavery and Human Trafficking Statement

For the Financial Year Ending September 2024 – August 2025

Introduction

Oak Learning Partnership (“the Trust”) is committed to preventing modern slavery and human trafficking in all its forms within our organisation and supply chains. We recognise our responsibility under the Modern Slavery Act 2015 to ensure transparency and uphold human rights.

This statement sets out the Trust’s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Our Organisation

Oak Learning Partnership is a Multi-Academy Trust operating seven schools across Bury and Blackburn with Darwen, a full list of our schools can be found on our website. The Trust’s main business operations are in the provision of education. We employ approximately 680 staff and work with a range of suppliers to deliver educational services and maintain our facilities.

The vast majority of the Trust’s supply chains are UK based, and key contracts cover areas such as capital works, catering, cleaning, supply staff, IT supplies. One of the Trusts’ schools is contracted to a Private Finance Initiative (PFI).

Our Commitment

The Trust is committed to ensuring there is no modern slavery or human trafficking in any of its schools or any aspect of its business. We work to the highest professional standards and comply with all laws, regulations, and rules relevant to our business. We expect the same exacting standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains.

We are committed to acting ethically and with integrity in all our charity and business dealings and relationships.

Policies and Governance

The following key policies provide the foundation for our approach to protecting pupils and staff and ensuring our supply chains are free from modern slavery and trafficking:

- **Tendering and Procurement Policy**
- **Complaints Policy**
- **Whistleblowing Policy**
- **Safer Recruitment Policy**
- **Safeguarding and Child Protection Policy**
- **Code of Conduct**

These policies are reviewed regularly and communicated to stakeholders.

Risk Assessment and Due Diligence

We recognise as a trust that there are a number of areas of risk through which modern slavery could impact the Trust. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils, but also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract with. Another area is through our staff, volunteers and supply/agency staff.

To mitigate these risks, we:

- Conduct due diligence on new suppliers. Our suppliers are required to comply with all local and national laws and regulations.
- Procurement is subject to internal audit review, as well as assessed by our external auditors annually
- Ensure staff, volunteers and supply/agency staff are subject to legal checks, including Right to Work and DBS checks.
- We have a Trust Safeguarding Lead as well as Designated Safeguarding Leads in every school. These colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust.

Performance indicators to measure effectiveness of steps being taken

The Trusts Chief Financial Officer is responsible for monitoring organisation-wide compliance under the Modern Slavery Act 2015.

Every member of staff is required to have read all key policies to their job role, and this is recorded annually. In addition, the Trust has a Whistleblowing Policy which enables those with any concerns about any wrongdoing or breaches of the law to raise these concerns in confidence without fear of repercussion.

All staff are required to complete annual safeguarding training which includes a detailed focus on early identification of those at risk of exploitation along with training to help all staff know what to do if they become aware of any potential risks. We are fully satisfied that, through our robust safeguarding training, staff could identify and act appropriately for at risk pupils, staff, and contractors.

Our Trust Board, often via its Finance, Risk and Audit Committee, receives reports of key procurement activity, including the approval of large contracts as per the terms of the Trust's financial delegations.

Training and Awareness

All Trust staff received training and information on Part 1 of Keeping Children Safe in Education 2024, which includes reference to child criminal exploitation.

Monitoring and Reporting

We monitor compliance through:

- Annual supplier audits where appropriate.
- A whistleblowing mechanism for reporting concerns.

- Regular review of procurement practices.
- Regular safeguarding reporting at school and trust level

Future Steps

In the coming year, we will:

- Enhance supplier risk assessments.
- Expand training to all staff.
- Strengthen contractual obligations for suppliers.

Approval

This statement has been approved by the Board of Trustees on 4 December 2025 and will be reviewed annually.

Signed:

Bernie Garner, Chair of Trustees
4 December 2025

