


Modern Slavery Act Statement

Anti-slavery and human trafficking

THE
C  **MPASS**
PARTNERSHIP OF SCHOOLS

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This statement sets out the actions taken by The Compass Partnership of Schools ("the Trust") to understand all potential modern slavery risks related to our Trust and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own operations and our supply chains.

About The Compass Partnership of Schools

As of 1 September 2025, Compass comprises 15 schools across the Royal Borough of Greenwich and Braintree and Clacton in Essex. The schools work very closely together to raise standards of provision and attainment for over 5000 children. Our mission is to inspire every child to value their education, know themselves, understand others and work to create a fair, just and sustainable society.

The group started life as a partnership arrangement between Deansfield Primary and Willow Dene School in 2011. The partnership extended to South Rise Primary School in 2012, Horn Park in 2013, Halstow in 2014, and Wingfield and Alderwood in September 2015. We became a multi-academy trust on 1st July 2017. In January 2022 we welcomed Cann Hall, John Ray Junior, Notley Green and Shalford Primary Schools to our Trust. Boxgrove and Kidbrooke Park Primary Schools joined us in October 2023, and John Ray Infant in July 2024.

Risk Management

The Trustees and Executive Leadership Team have formally identified and documented the major risks to the Trust. Those risks are reviewed by the Board, the Risk and Audit Committee and the Executive Leadership Team. Schools review their school-level risks, which are in turn reviewed by the Executive. Risk management strategies have been implemented to ensure risk management is embedded in our day-to-day processes.

Protection of pupils and employees has been identified as one of the principal risk areas for the Trust. Systems and procedures to minimise these risks are continually reviewed and updated.

Our internal auditors conduct regular testing of our internal procedures and controls, including adherence to policies and procedures. Any non-compliances are included in internal audit reports, which are communicated to the Executive Leadership Team and the Audit and Risk Committee. As part of the whistleblowing policy, the internal auditor will investigate any allegations of impropriety.

Safeguarding Policy and Child Protection policy

Compass has a Safeguarding and Child Protection policy in place which focuses on the need to ensure that our pupils are safe, feel safe and are fully supported in this respect by

their School. The policy provides a framework for our schools to develop secure processes for identifying and supporting pupils at risk of abuse. The Safeguarding and Child Protection policy specifically identifies modern slavery and trafficking as forms of harm and provides guidance for staff who believe a child is at risk of harm.

Headteachers, together with Designated Safeguarding Leads, are required to ensure that staff and governors have safeguarding and child protection training that is regularly updated. Trustees and Members are also required to complete the training and receive regular updates. Staff also receive regular safeguarding and child protection updates and have access to up to date, relevant information in relation to forms of neglect and abuse. Safeguarding children who may have been trafficked forms a part of this training. Our schools have processes in place to ensure that the voice of the child is heard and that pupils are able to disclose any concerns they may have. If children are persistently absent from school the reasons for this will be investigated.

The Director of Safeguarding, Attendance, Pupil Welfare and SEMH Provisions carries out audits to provide assurance that safeguarding policies and procedures are adhered to and that training has been delivered.

HR Policies

In accordance with our aim to achieve the very best outcomes across the curriculum, Compass intends at all times to act and be seen to be act with the utmost integrity and expects all staff to act in the same manner. Compass is committed to the provision of an open, honest and transparent working environment for all staff, prospective staff, and others working in or visiting our premises. We are committed to ensuring all staff are treated with dignity and respect and are able to carry out their role free from conflict, risk, harassment or any other behaviour perceived to be compromising, demeaning or demoralizing. The Trust has a number of HR policies in place which ensure that this ethos is put into effect. New staff receive appropriate training regarding our policies and procedures as part of their induction.

It is a statutory requirement for all schools to undertake certain recruitment and vetting checks on individuals working within their organisation and to maintain a live Single Central Record of these checks. Therefore, all our schools and the Central Team are able to demonstrate that vetting checks, including proof of right to work in the UK, have been carried out for all staff.

Whistleblowing Policy

The Compass Whistleblowing Policy asks staff to report suspected wrongdoing or dangers, including but not limited to criminal activity and danger to health and safety. The policy sets out a clear process for reporting such concerns and provides protection for individuals who do so. Compass is committed to ensuring that any concerns of this nature are taken seriously and investigated. Our Whistleblowing Policy refers to this Statement.

Procurement

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry and within our catering, grounds maintenance, cleaning, school uniform and ICT supply chains. Our current catering and cleaning contractors are required to check an individual's right to work in the UK and carry out a DBS check prior to hiring staff to work in our schools. Tenders for supply of services and or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with Modern Slavery Act 2015. When one of our schools is selecting a new school uniform supplier, we will consider potential suppliers' ethical trading policies and review their code of conduct for suppliers as part of the selection process. When engaging contractors for construction projects our contracts require the contractors to comply with the Modern Slavery Act 2015 and ensure compliance by all sub-contractors. Compass also works with several purchasing consortiums, such as Crown Commercial Services; purchasing via consortiums provides an additional layer of due diligence as core principles of the Act are embedded within all supply chain activity. We will continue to seek assurances from suppliers as to their avoidance of modern slavery and human trafficking.

During the academic year 2025/26 we will continue to raise awareness amongst our Central Team staff and School Office Leads of the risks of modern slavery occurring within our supply chains. We will also develop a set of supplier terms and conditions that will allow us to terminate an agreement with immediate effect if a supplier breaches our requirements in relation to Modern Slavery Act compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2025.

Signed:

Date: 25/09/2025



Susan Skidmore
Chair of the Board of Trustees