Modern Slavery Act Statement

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 Trading as Compass Eko Trust ("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 Compass Eko Trust

As of 1 September 2026, Compass Eko comprises 28 schools across 5 geographical areas compromising 7 local authorities. The schools work very closely together to raise standards of provision and attainment for over 9000 pupils. Our vision is to build great schools where every child and young person flourishes, every colleague thrives and everyone belongs - feeling safe, respected and valued for who they are. Our commitment is simple and uncompromising: kindness in every interaction, excellence in all environments, inclusion in our culture, collaboration across communities and integrity in all we do.

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 Audit and Risk Committee, and the Core Executive 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. Any cases reported will be tracked to identify themes and trends relating to exploitation to support key learning and any victims will be supported through a multi agency approach.

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 Core Executive 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 Eko has a robust Safeguarding and Child Protection Policy that places the safety, wellbeing

and protection of all pupils at its centre. The policy provides a clear framework for schools to identify, respond to and support children who may be at risk of abuse, neglect or exploitation. It explicitly recognises modern slavery, trafficking, child sexual exploitation (CSE), child criminal exploitation (CCE), county lines activity and forced criminality as forms of harm and sets out the procedures staff must follow where concerns arise.

Headteachers and Designated Safeguarding Leads are responsible for ensuring that all staff and governors receive safeguarding and child protection training that is regularly updated and compliant with statutory requirements. Trustees also complete safeguarding training and receive routine updates. Training and ongoing briefings ensure that staff maintain an up-to-date understanding of emerging safeguarding risks, including exploitation, trafficking, county lines, CSE and CCE. The Trust recognises that some groups of children may be at increased risk of exploitation, abuse or neglect, and schools maintain a particular focus on identifying and supporting pupils who may be vulnerable due to their circumstances, experiences or additional needs.

Where concerns regarding trafficking or modern slavery are identified, schools will follow local safeguarding procedures and make referrals to appropriate agencies, including Children's Social Care, Police and the National Referral Mechanism where appropriate.

Schools have established systems that promote and respond to the voice of the child, enabling pupils to raise concerns, seek support and be heard. Through the PSHE curriculum, online safety education and wider safeguarding curriculum, pupils are supported to develop an age-appropriate understanding of healthy relationships, personal safety, consent, exploitation, online risks and how to seek help when worried about themselves or others. Robust attendance monitoring processes are also in place, with persistent absence investigated as a potential indicator of vulnerability, exploitation or harm.

The Director of Safeguarding, Behaviour and Attendance provides strategic oversight through a programme of audits, monitoring and assurance activities to evaluate compliance with safeguarding policies, assess the effectiveness of safeguarding practice and confirm that required training, procedures and interventions are implemented consistently across the Trust.

HR Policies

In accordance with our aim to achieve the very best outcomes across the curriculum, Compass Eko 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 Eko 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 demoralising. 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 Eko 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 Eko 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 Eko 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 2026/27 we will continue to raise awareness amongst our Central Team staff and school office leaders/operation managers 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 2026.

Signed:  Date: 22.09.26

NAME Sue Hellman

Chair of the Board of Trustees