



Modern slavery and human trafficking statement

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Introduction

Modern slavery and human trafficking are heinous crimes and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We all have a responsibility to be alert to the risks and all our staff are expected to report concerns and management are expected to act on them.

Organisations Structure

The White Horse Federation is a non-profit making organisation set up to provide education and support for schools.

Our Business

We provide education to our pupils through our family of schools and through our functional operational model, we provide a human resources service, school finance and budgetary services, property and compliance support for schools, a recruitment platform for schools, pastoral and general support and advice for Principals and counselling and support service for children delivered through schools.

Our Supply Chains

Our supply chain includes the purchasing of stationary and other administration related goods to enable us to deliver our services and to provide the support services we deliver in schools.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Our Policies

The White Horse Federation is committed to ensuring that there is no modern slavery or human trafficking in any part of our business and operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Disclosure Whistle Blowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- TWHF Employee Handbook and book of values - our handbook encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain. We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

Supplier Due Diligence

We have a zero tolerance to slavery and human trafficking and expect all those in our supply chain and contractors to comply with our values

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

Our effectiveness in combatting Modern Slavery and Human Trafficking

- Completion of rigorous employment checks on all staff on commencement of employment, with our company
- Completion of Right to Work in the UK checks on all self-employed staff engaged by the company to deliver services on our behalf
- Communication with the next link in the supply chain and ensuring their understanding of our expectations

Nick Capstick

CEO

The White Horse Federation