

MODERN SLAVERY STATEMENT

1. Introduction

- 1.1 This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015).
- 1.2 RISE Learning Zone CIC is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area.
- 1.3 RISE Learning Zone CIC does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

2. About RISE Learning Zone CIC

- 2.1 RISE Learning Zone CIC (RISE) was established to accommodate a small number of vulnerable learners on their education journey away from mainstream schools and is growing toward providing educational opportunities for all our constituencies. Recognising that the best learning happens within a responsive and nurturing community, the organisation has a bold mission to provide learners with a unique experience in education, centred on our naturally therapeutic environment, and on food – from ground to table: growing together, cooking together, and eating together.
- 2.2 From a small alternative school programme to whole-community education in which young people, staff, volunteers, families and other agencies can consider themselves co-learners and educators, we aim to build a unique and empowering environment for learning. We recognise that all individuals, of any age, should have the opportunity both to learn and to teach.

3. Risk Management

- 3.1 Risk management is embedded in the day to day operation of RISE. Directors of RISE have formally identified, and documented the major risks to which RISE is exposed. These risks have been reviewed and appropriate risk management strategies are in place.
- 3.2 Due to the nature of the organisation, protection of pupils and employees has been identified as a risk area for RISE. The organisation has robust policies and procedures in place to minimise any potential risks, but is also committed to continuous review and improvement in this area.

- 3.3 We are regularly audited, which includes compliance with schools and local authority policies and procedures. Any non-compliance is reported to the Directors and appropriate actions taken.

4. Child Protection and Safeguarding Policy

- 4.1 RISE is committed to providing a safe and secure environment for pupils, staff and visitors and promoting a climate where pupils and adults feel confident about sharing any concerns that they may have about their own safety or the wellbeing of others.
- 4.2 Our organisation contributes to inter-agency working in line with the statutory guidance, *Working together to safeguard children*, and follows the local authority's safeguarding procedures. Our organisational Child Protection policies are based on the Department for Education publication: *Keeping children safe in education*, September 2016, and all employees are required to read and understand this document.
- 4.3 The organisation has a Designated Safeguarding Lead who oversees policy and procedure, and is audited by the local authority in quality assurance inspections.

5. HR Policies

- 5.1 RISE is committed to safe recruitment processes. All staff recruited to work in the organisation will be subject to the rigorous recruitment procedures outlined within the RISE Safer Recruitment policy. The importance of safeguarding and protecting children attending our programmes is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, RISE undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references.
- 5.2 The principles of equality and diversity are at the heart of our organisation, and RISE expects all employees to be treated equitably and with respect.

6. Whistleblowing policy

- 6.1 RISE has in place a Whistleblowing Policy, aimed principally at our employees but also available to our suppliers that encourages the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. The organisation is committed to ensuring that all concerns raised under the Whistleblowing policy are fully investigated and appropriate action taken if required.

7. Procurement

- 7.1 We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as within our catering supply chains. We will be taking the following steps to promote awareness of this during 2018/19:
- Raise awareness amongst employees of the risks of modern slavery occurring within our supply chains.
 - Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible.
 - Conduct a more in depth review of our supply chains to better understand the risks of modern slavery occurring within them.

This statement will be reviewed on an annual basis in line with RISE Learning Zone CIC's financial year.