**Shaw Trust Modern Slavery Statement 2022**

The Shaw Trust Limited (“Shaw Trust”) is a registered charity in England, Wales and Scotland helping to transform the lives of young people and adults across the UK. It is governed by its Articles of Association.

At Shaw Trust we believe everyone has the right to live a decent and dignified life and an opportunity for rewarding work. We are a social purpose organisation challenging inequality and breaking down barriers to enable social mobility. Shaw Trust’s specialist services help people gain an education, enter work, develop careers, rehabilitate them back into the mainstream and improve their wellbeing.

Shaw Trust is the UK’s largest Not-for-Profit (NFP) social enterprise in the employment sector and one of the largest ~~50~~ charities in the UK, comprising The Shaw Trust Ltd, Prospects Group 2011 Ltd, Ixion Holdings (Contracts) Ltd, Forth Sector, The Shaw Education Trust and Shaw Trust Services. We use our 75 years’ combined experience and skills to deliver our goal of supporting those that need help.

Shaw Trust owns:

Careers Development Group

ST07033535

Disabled Living Foundation

Essex Business Support Ltd

Forth Sector

Forth Sector Development Limited

Homes 2 Inspire Ltd

Ixion Business Ltd

Ixion CG Ltd

Ixion Holdings (Contracts) Limited

Ixion Social Enterprise Limited

Optimus Education Ltd

Prospects Education Services Ltd

Prospects Group 2011 Ltd

Prospects Services

Prospects Services Midco Ltd

Shaw Education Trust

Shaw Trust Enterprises Ltd

Shaw Trust International Partnerships Ltd

Shaw Trust Services Ltd

Star Skills

The Shaw Education Trust

Shaw Trust uses several suppliers across all of its functions, to enable it to carry out its charitable and business purposes.

Shaw Trust is fully committed to the Modern Slavery Act 2015 and the duty it places on large organisations, including Shaw Trust, to disclose publicly the steps they are taking to prevent modern slavery organisationally and in their supply chains. Modern Slavery is a serious crime and its effective identification, supported by effective referral to agencies who can provide the protection, care and support of victims is at the heart of our approach. This statement is made on behalf of Shaw Trust and all of its wholly owned subsidiaries.

Shaw Trust is committed to continually developing and improving its practices to combat abuse including slavery and human trafficking. Our commitment is expressed through corporate and strategic aims and in formal policies, processes and procedures. We will act ethically and with integrity in all our business relationships, implementing and enforcing effective systems and controls to prevent slavery and human trafficking taking place anywhere across our business or in our supply chains. This statement sets out the steps we have taken over the last financial year to prevent modern slavery in our business or supply chains.

The Shaw Trust’s head office is in England and our staff are mainly directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in the UK.

We work with a range of Employers nationally to provide opportunities for people engaged on our programmes encouraging them to embrace a “Good Work” approach bringing benefits to their workforce and recruitment. There are five key principles that underpin the definition of Good Work and our approach at Shaw Trust:

* Satisfaction.
* Fair pay.
* Participation and progression.
* Well-being, safety and security.
* Voice and autonomy (freedom to work in a way that suits the individual).

These principles are crucial to our work and are the opposite of exploitation. We are therefore alert to any possibility of potential abuse by slavery and human trafficking at the point of referral.

We also have an extensive volunteering programme, and work with corporate partners to support our transformation work and demonstrate their commitment to social responsibility. We recruit all of our volunteers carefully to ensure their and our beneficiaries’ safety at all times.

In addition, we have a robust framework for supply chain management.  We undertake thorough due diligence of all potential partners and review carefully a range of their policies including Modern Slavery statements, Safeguarding and whistleblowing to determine that their commitment to work proactively to prevent slavery in all its forms matches our own.

Shaw Trust provide services in the education, training, and social care sectors, delivering advice and guidance, learning, employability, recruitment services across the UK to and for individuals, families, schools, central and local government, prisons and corporate bodies. The trustees and executive of Shaw Trust examine all safeguarding risks including modern slavery within its business operations and supply chains through the ~~regular~~ quarterly reports of the Corporate Safeguarding team. We predominantly contract for our business with UK public bodies and, given the nature of our business, we have assessed our risk of exposure to slavery and trafficking as generally low. However, we are aware of people, sectors and geographic areas posing a greater risk and work to mitigate this wherever we deliver our services through the vigilance of our Corporate Safeguarding team, Designated Safeguarding Leads, the High Risk Safeguarding Management group and contract managers. Our approach is informed by trauma informed practice based upon fundamental principles of dignity, compassion and respect.

Additionally, we expect the highest standards of conduct and probity throughout our supply chain, requiring all staff engaged and all of our people to act with integrity and honesty. The majority of our supply-chain providers are pre-approved by public sector commissioning bodies. In addition, to our due diligence checks about modern slavery and trafficking we also scrutinise our supply chain using our audit, supply chain management, legal and risk specialists.  Furthermore, we will support smaller organisations in our supply chain to develop their own policies and arrangements where appropriate.

We seek to procure quality products and services while maintaining the highest ethical standards. Our suppliers and contractors are subject to a formal process of approval and review. Our robust supplier selection process means that all prospective preferred suppliers and contractors complete a preferred supplier questionnaire, which is evaluated prior to their inclusion on the Supplier and Contractor List and before the procurement of goods or services are made. As well as ongoing supplier management reviews, all organisations on our preferred supplier and contractor List are formally re-evaluated every three years as a minimum, subject to initial contract length. Our procurement policies allow for supplier and contractor visits to be made, if necessary, to enable us to understand more about our suppliers’ sourcing arrangements and methods.

If a potential or existing supplier fails to meet our expectations or is unable to provide information to assure us of their approach, we may not enter into partnership with them, or may terminate an existing relationship.

We support awareness about slavery and human trafficking across all staff, volunteers and our supply chain. In 2022 we created an Information resource pack for staff and supply chain partners on Modern Slavery with links to online training resources. Staff have access to information resources from the Home Office and the Anti-slavery International organisation ([www.antislavery.org](http://www.antislavery.org)) via our Safeguarding Intranet page.

We make sure that all our funders, employees, subcontractors, delivery partners, service users and any other stakeholders have a clear and effective platform for asking questions, raising concerns including confidential disclosure or whistleblowing, and ensure reporting processes are clear.

In 2022/2023 we will include Key Performance indicators on tackling modern slavery as part of our safeguarding reporting mechanisms. This will include the number of concerns raised and referred to the Modern Slavery helpline, the Police and the National Referral mechanism to ensure victims are supported, the number of suppliers and contractors who have submitted statements and policies and evidence of whistleblowing processes and the numbers of staff receiving training. We will establish a Modern Slavery working group to develop supporting policy, provide a platform to exchange best practice that will support this statement. We will also appoint Anti-Slavery champions/advocates to support awareness across our business areas.

Our organisational lead on Modern Slavery and Human Trafficking is the Chief Operating Officer.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, it is approved by the Board and constitutes our slavery and human trafficking statement for the financial year ending 31st August 2022.

**Signed:**



Chris Luck CB MBE

Chief Executive