



ASPIRE

ASPIRE BEHAVIOUR MANAGEMENT
MODERN SLAVERY

Introduction

This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015). Aspire BM Ltd is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area. Aspire BM LTD does not engage in, or condone, the practices of human trafficking, slavery or forced labour.



About Aspire BM LTD

Established in 2014, and with over 100 years of combined experience in the field, we support Local Authorities, over 100 schools, several Multi-Academy Trusts and thousands of children across the North of England. As well as owning The Aspire Hub (an Independent Alternative Provision School) we provide bespoke, specialist, easy to access outreach support, training, strategic advice and parenting support.

What we offer is a bespoke package to meet the needs of the school, provision, child or family,

Risk Management

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

We are regularly audited, which includes compliance with policies and procedures. Any non-compliance is reported to the Audit Committee and appropriate actions taken.

Child Protection and Safeguarding Policy

Aspire BM Ltd is committed to providing a safe and secure environment for pupils, staff and visitors and promoting a climate where pupils and adults feel safe about sharing any concerns that they may have about their own safety or the wellbeing of others.

Our Aspire Hubs contribute to inter-agency working in line with the statutory guidance, working together to safeguard children, and follow each local authority's safeguarding procedures set up by the Local safeguarding Children Board (LSCB). Our 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.

Each area of the business has a Designated Safeguarding Lead. Safeguarding procedures are overseen by an appointed Director and are reported on at every Aspire Hub meeting or Directors board meeting. We conduct regular safeguarding audits and monitoring.

HR Policies

Aspire BM Ltd is committed to safe recruitment processes. All staff recruited to work in one of the different areas of the business will be subject to the rigorous recruitment procedures outlined within Aspire BM Ltd Safer Recruitment policy. The importance of safeguarding and protecting children attending our Aspire Hub or working with Aspire BM Ltd is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, Aspire BM 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. The principles of equality and diversity are at the heart of school life and Aspire BM Ltd expects all employees to be treated equitably and with respect.

Whistleblowing policy

Aspire BM Ltd 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 service is committed to ensuring that all concerns raised under the Whistleblowing policy are fully investigated and appropriate action taken if required.



Modern Slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the 2015 Act by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’

This includes:

- Forced labour
Forced work, against a victim’s will, for little or no pay, often in dire conditions and under threat of verbal or physical threats of violence
- Debt bondage
Victims forced to work to pay off debts with no realistic chance that this will ever be possible
- Sexual exploitation
Victims forced to perform non-consensual or abuse sexual acts, through coercion or threats of harm, including; prostitution, escort work and pornography
- Criminal exploitation
Victims forced into crimes against their will for the material gain of others
- Domestic servitude
Victims forced to carry out housework and domestic chores in private households, for little or no pay, restricted movement, very limited or no free time, and minimal privacy or facilities
- Human trafficking
Involving the transportation, recruitment, receipt or harbouring of people for the purposes of exploitation - as, but not limited to, the above

Procurement

A considerable proportion of our procurement is with suppliers who are preapproved either by a purchasing consortium or appointed through means of a tender process. 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 and the construction industry. We will be taking the following steps to promote awareness of this during 2018/19:

- Raise awareness amongst all our 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 Aspire BM Ltd policy review.

Date	Ratification	Reviewed by
Feb 17	This policy was ratified by the board of Directors	Directors
Feb 18	Changes made	LB
March 19	Reviewed – no changes	LB
Dec 20	Reviewed – no changes	LE