Modern Slavery and Human Trafficking Statement

(The Bridge Special Educational Needs School – A division of Right Support Management Ltd)

The Bridge Special Educational Needs School, a division of Right Support Management Ltd, adopts a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all aspects of our operations and supply chains. We will implement and maintain effective systems and controls to prevent modern slavery and human trafficking from occurring within our organisation or through any third parties with whom we work.

Our commitment and responsibilities:

We promote awareness of modern slavery and human trafficking and seek to ensure that staff receive appropriate training to recognise potential indicators of exploitation. All employees are encouraged and supported to raise concerns without fear of reprisal, in accordance with our Raising Concerns and Whistleblowing procedures.

We operate robust safer recruitment and employment checks, including:

- Disclosure and Barring Service (DBS) checks.
- Verification of identity.
- Right to work checks.
- Employment history checks.
- References and other relevant pre-employment checks.

We only engage agency staff through arrangements that establish their legal right to work in the UK and confirm that they meet the requirements of their roles.

Reporting concerns and safeguarding procedures

Where concerns arise that an individual may be experiencing modern slavery, human trafficking or exploitation, staff must act promptly to protect their immediate safety and follow the school's safeguarding procedures.

The reporting process is as follows:

1. **Immediate danger:** Contact the emergency services by calling 999 if an individual is in immediate danger.
2. **Internal reporting:** Inform the Headteacher or School Principal.

3. **Safeguarding escalation:** Report the concern to the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL).
4. **External referral:** The designated safeguarding lead will assess the concern and escalate it to the appropriate safeguarding authorities, including the Local Authority and the Local Authority Designated Officer (LADO) team at Croydon Council, where required.

Staff who are unsure whether a situation constitutes modern slavery or human trafficking should seek guidance from the Headteacher or DSL. Concerns must never be ignored or investigated independently by staff.

Support for victims

We are committed to supporting any member of staff or learner who may be a victim of modern slavery, human trafficking or exploitation. We will take appropriate safeguarding action, provide support and share relevant information with the appropriate statutory safeguarding authorities where necessary to protect individuals and prevent further exploitation.

Supply chain and due diligence

We assess and manage risks within our supply chains through appropriate due diligence and risk assessments. We expect third parties and suppliers working with our organisation to operate ethically and comply with applicable employment and human rights legislation.
We will continue to review our practices and arrangements to identify, assess and address potential risks of labour exploitation. Where applicable, we will publish an annual Modern Slavery Statement outlining the steps taken to identify and address modern slavery risks within our organisation and supply chains.

Governance and commitment

This statement is supported by senior management and reflects our commitment to safeguarding the people we support, our employees and everyone who works within or alongside our organisation.
If you have concerns or require advice, please speak to the Designated Safeguarding Lead (DSL) or Deputy Designated Safeguarding Lead (DDSL).

Key points for staff

- **Zero tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking.

- **Immediate danger:** Call 999 if someone is in immediate danger.
- **Report concerns:** Inform the DSL or DDSL and follow the school's safeguarding procedures.
- **Escalation:** The designated safeguarding lead will escalate concerns to the appropriate authorities, including the LADO team at Croydon Council where required.
- **Safer recruitment:** Robust recruitment and employment checks are applied to staff.
- **Agency workers:** Agency staff must meet the relevant right to work and role requirements.
- **Victim support:** Support and safeguarding action will be provided to staff and learners who may be victims of exploitation.

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