

Policy or Procedure:	Modern Slavery & Human Trafficking Statement
Policy Suite:	HR
Date Approved:	April 2024
Approved by:	BDSIP CEO
Review Date:	April 2025
Version No:	V2

1. Modern slavery and human trafficking statement 2024 to 2025

These are the steps BDSIP has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015 and will be reviewed and updated as necessary on an annual basis.

2. About BDSIP

BDSIP is a not-for-profit company providing professional services to schools. We have high ethical standards and strive to be an inclusive and socially responsible organisation.

3. Our commitment to the principles of the Modern Slavery Act 2015

BDSIP is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

4. Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK suppliers, mainly through professional services companies or public sector organisations.

5. Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the BDSIP SharePoint system:

- BDSIP Service Standards
- Anti Bribery and Corruption policy
- Bullying and Harassment policy
- Financial Delegation and Procurement policy
- Whistleblowing policy
- Equality, Diversity and Inclusion policy
- Recruitment and Selection policy
- Safer Recruitment Procedure

6. Embedding the principles

We will continue to embed the principles through:

- providing awareness to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking. This includes a dedicated course on our Flick Learning online training platform
- ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that consideration of the modern slavery risks and prevention are added to BDSIP's policy review process as an employer and procurer of goods and services
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.