

Teach First Modern Slavery Transparency Statement - June 2017

Introduction

Teach First is an education charity working towards a day when no child's educational success is limited by their socio-economic background. To achieve this, we are building a movement of exceptional leaders who are changing lives within classrooms, schools and across society.

This statement constitutes Teach First's modern slavery and human trafficking transparency statement as at May 2017. We will update this statement in our financial year 2017/18.

This statement explains the steps that have been taken by Teach First to date to prevent modern slavery from occurring within the charity and our supply chains, and how we plan to develop enhanced policies and procedures to improve our processes going forward.

Supply Chain

Teach First uses a large number of suppliers to support our operations and activities as a charity operating in England and Wales.

These suppliers mostly supply services to us relating to marketing and recruitment, venues and events, IT delivery and support, our offices and premises, agency workers and consultants, training providers, travel and professional services. We also procure a limited amount of goods in the form of office supplies, furniture, IT hardware and other materials used in our day to day operations.

Policies and Processes

We are committed to ensuring that the charity and its supply chains are free of slavery and have implemented a number of measures to help achieve this, including:

- Having an anti-slavery clause in our contracts with suppliers ; this requires our suppliers to ensure that they are complying with the Act and associated legislation
- Awareness raising with those senior employees who procure goods
- The appointment of a Procurement Manager whose role includes ensuring that we use best practice in our procurement and supply chain management
- Relevant due diligence checks with our Innovation Partners¹ and a requirement within our partnership agreements that our partners will comply with the Act and associated legislation

We also have a wider policy framework that supports the aims of the Act:

- Child Safeguarding Policy - all Teach First staff are required to complete mandatory Child Safeguarding training.
- Anti-Fraud, Bribery and Corruption Policy
- Whistleblowing Policy

Planned activities

Over the next 12 months we will build on the work already done to further develop our anti-modern slavery policies and procedures. Planned activities include:

¹ Social enterprises that we support and work with and that we believe have the potential to make a significant impact on our vision of ending educational inequality.

- Updating our procurement and key policies across the organisation to ensure that modern slavery is addressed and, where appropriate, incorporating ethical trade, corporate social responsibility and human rights ;
- Ensuring that modern slavery is addressed throughout the procurement process by implementing due diligence and risk checks that evaluate potential suppliers in relation to modern slavery and identify improvements before they enter the supply chain;
- Including a modern slavery risk assessment as we review our major existing suppliers on an ongoing basis and ensuring that actions are taken to mitigate any risks;
- Completion of ethical procurement and supply training for the Procurement Manager who will act as the modern slavery 'champion' across the organisation;
- Providing training to key individuals and teams across the organisation who are responsible for managing contractual relationships;
- Awareness raising across the wider organisation via internal communication channels such as our monthly 'Connect' newsletter and Intranet and publishing a full copy of the Modern Slavery Act 2015 (along with a simplified overview) on the Intranet to ensure it is accessible to all employees.

Approval

This statement has been approved and signed by Brett Wigdortz, Chief Executive Officer, Teach First

Signed:

A handwritten signature in black ink, appearing to read "Brett Wigdortz". The signature is written in a cursive style with a large, sweeping flourish at the end.