



Modern Slavery Act 2015 Policy

Last approved: April 2026

Approved by: A&QC

Next review due: September 2027

Safeguarding Statement

BN1 Arts is a post-16 specialist provider, specialising in Music and the Creative and Performing Arts. All staff; volunteers and partners are committed to safeguarding the welfare of every person within BN1 Arts. Our mission is to help young people to engage and achieve within a safe and inclusive environment.

Introduction

All staff have a responsibility to ensure they are acting professionally and with full capability within their roles. Practices must be in line with all policies. Staff must ensure that they are familiar with these policies to enable them to work safely within BN1 Arts.

Our values center around collaboration, equity, and inclusion. We embrace cultural differences. The College recognises that long-term success is achieved by creating a community and culture of respect, inclusivity, and equity, where everyone is valued for their contribution, and has the same opportunity and ambition to flourish and succeed. (see BN1 Arts Diversity Equity and Inclusivity Policy)

BN1 Arts has an expectation that staff are professional, honest, and work with the BN1 Arts ethos, mission statement and safeguarding promise at the center of everything they do. They will ensure that BN1 Arts is a respectful and welcoming environment for all students and staff, and work to the best of their abilities for the students and their teams at all times. They will support the students and their colleagues and continuously seek to develop themselves as working professionals.

Should a member of staff have any concerns or questions during their time with BN1 Arts, they will seek clarity and support from their line managers.

Aims

BN1 Arts is committed to upholding the highest ethical standards across all areas of our work. This policy outlines our commitment to preventing modern slavery, human trafficking, forced labour, and exploitation within our organisation and throughout our supply chains, in accordance with the Modern Slavery Act 2015.

Our Commitment

BN1 Arts recognises that modern slavery is a serious global issue affecting millions of people. We are committed to:

- Acting ethically and with integrity in all business relationships
- Implementing effective systems to identify, prevent, and address risks of modern slavery
- Ensuring transparency in our operations and supply chains
- Promoting a culture where concerns can be raised safely and without fear

Scope

This policy applies to:

- All BN1 Arts employees, contractors, freelancers, and volunteers
- All suppliers, partners, and organisations working on behalf of BN1 Arts
- All activities undertaken by BN1 Arts, including events, education programmes, partnerships, and procurement

Understanding Modern Slavery

Modern slavery includes, but is not limited to:

- Human trafficking
- Forced or compulsory labour
- Debt bondage
- Child labour
- Exploitation through coercion, threats, or deception

BN1 Arts has zero tolerance for any form of modern slavery.

Risk Management and Due Diligence

BN1 Arts undertakes proportionate due diligence to identify and mitigate risks of modern slavery. This includes:

- Assessing new and existing suppliers for ethical compliance
- Prioritising suppliers who demonstrate strong labour and human rights standards
- Reviewing high-risk categories such as cleaning, security, temporary staffing, and international suppliers
- Maintaining clear contractual expectations regarding modern slavery compliance

Supplier Standards

BN1 Arts expects all suppliers and partners to:

- Comply with the Modern Slavery Act 2015
- Provide safe, fair, and legal working conditions
- Ensure workers are employed voluntarily and paid fairly
- Maintain transparent recruitment practices
- Report any suspected breaches immediately

Failure to meet these standards may result in termination of contracts or partnerships.

Training and Awareness

BN1 Arts is committed to ensuring staff understand the risks of modern slavery. We will:

- Provide training for relevant staff on identifying and reporting concerns
- Share guidance on ethical procurement and safeguarding
- Promote awareness of modern slavery indicators across the organisation

Reporting Concerns

BN1 Arts encourages anyone connected to our organisation to report concerns about modern slavery.

Reports can be made confidentially to:

- A line manager
- The Director of Business Development and Partnerships
- The Designated Safeguarding Lead

All concerns will be taken seriously, investigated promptly, and handled sensitively.

Safeguarding and Protection

BN1 Arts integrates modern slavery awareness into our safeguarding framework. We will:

- Protect individuals who raise concerns
- Ensure no one suffers retaliation for reporting in good faith
- Work with external agencies where appropriate

Continuous Improvement

BN1 Arts is committed to ongoing review and improvement. We will:

- Review this policy annually
- Update procedures in line with legislation and best practice
- Strengthen our supply chain monitoring over time

Approval and Review

This policy is reviewed and approved by the BN1 Arts Academic and Quality Committee annually