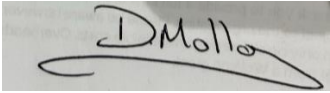
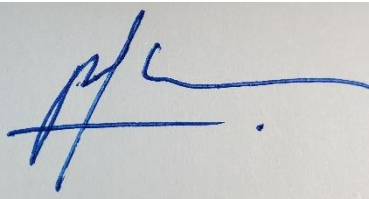




First **Star** Scholars **UK** Modern Slavery Statement

Date of Last Review	13/11/2024
Review Cycle	Annually
Date (Month/Year) of Next Review	11/2025
Date Policy was Ratified	13/11/2024
Named Lead for Writing/Review	E Hollis
Signed:	Date
CEO 	13/11/24
FSSUK Board of Trustees – Chair 	13/11/24

This statement is made by First Star Scholars UK Charity under section 54(1) of the Modern Slavery Act 2015. It outlines the steps we are taking to prevent modern slavery and human trafficking within our operations and supply chains during the year stated above.

Our Commitment to Preventing Modern Slavery

At First Star Scholars UK Charity, we are dedicated to protecting the rights and well-being of children and vulnerable adults in our care. We recognise the significant risks that modern slavery and human trafficking pose to vulnerable individuals, especially children and young people. As a charity committed to supporting these young people, we have a responsibility to ensure that our activities, as well as our supply chains, are free from exploitation.

We are fully committed to preventing modern slavery and human trafficking in all aspects of our operations and in our interactions with partners, suppliers, and other stakeholders. Our mission is to create safe, supportive environments where children in care can thrive, free from the risks of exploitation.

Our Operations and Supply Chains

First Star Scholars UK Charity provides a range of services, including:

- Tutoring: One-on-one and group academic support tailored to the needs of children in care.
- Mentoring: Providing guidance and emotional support to help children in care navigate education and life.
- University Residentials: Offering children in care the opportunity to stay at university campuses, experiencing university life and raising aspirations.
- Corporate Experience Days: Organising work experience and corporate visits to give children in care exposure to professional environments and career pathways.

We work with a range of suppliers and partners, including academic institutions, corporate organisations, and small businesses that support our programmes. These suppliers include those providing educational resources, transport, catering services, and event management.

Our charity's supply chains are primarily UK-based, and we ensure that all our partners meet high standards of ethical practice and compliance with UK laws, including those relating to modern slavery and human trafficking.

Our Approach to Preventing Modern Slavery

We are committed to upholding the highest ethical standards in everything we do, including safeguarding the children and young people we work with. Our approach includes:

- Compliance with the Law: Ensuring that we and our partners comply with all relevant laws and regulations, including the Modern Slavery Act 2015.
- Risk Assessments: Regularly reviewing our operations and supply chains to identify and mitigate any potential risks of modern slavery.

- **Training and Awareness:** Providing ongoing training to our staff, volunteers, and partners to raise awareness of modern slavery and the signs of exploitation.
- **Safeguarding:** Integrating modern slavery awareness into our safeguarding policies and procedures to ensure children in care are protected from all forms of exploitation, including trafficking and forced labour.

Policies and Procedures

We have a set of policies and procedures in place to prevent modern slavery and human trafficking, including:

- **Safeguarding Policy:** Outlining our commitment to protecting children and vulnerable young people from harm, including modern slavery.
- **Whistleblowing Policy:** Enabling staff, volunteers, and partners to report any concerns about unethical practices, including modern slavery, without fear of retaliation.
- **Code of Conduct:** Setting clear expectations for behavior and ethical practices for all employees, volunteers, and external partners.
- **Supplier Terms and Conditions:** Ensuring that all suppliers and contractors are aware of and comply with our modern slavery standards, which include adherence to the law and fair working practices.

Identifying and Addressing Risks

We recognise that children in care are particularly vulnerable to exploitation and trafficking, and we are committed to taking proactive steps to address these risks. We have identified the following key areas where modern slavery could potentially impact our charity:

1. **Safeguarding Risks:** Children in care may be at heightened risk of exploitation or trafficking, particularly during residential stays or work experience opportunities.
2. **Supply Chain Risks:** Some of our suppliers, particularly those providing services like catering, transport, and event management, may be at risk of engaging in practices that violate workers' rights.

To address these risks, we:

- Conduct thorough checks on all suppliers, including verifying their compliance with employment laws and fair labour practices.
- Ensure that all staff, volunteers, and contractors working with vulnerable children are vetted through appropriate background checks, including enhanced DBS (Disclosure and Barring Service) checks.
- Provide safeguarding training that includes information on identifying signs of modern slavery, child sexual exploitation, and trafficking.

Safeguarding and Support for Vulnerable Children and Adults

We take safeguarding seriously and have robust policies in place to protect the children and young people we work with. Our Designated Safeguarding Leads (DSLs) are responsible

for ensuring that our safeguarding policies are followed and that all staff and volunteers are trained to identify and respond to any signs of exploitation.

Our safeguarding team works closely with local authorities and other agencies to address any concerns related to modern slavery or child trafficking, ensuring that children are supported and safe at all times.

Training and Awareness

To prevent modern slavery, we ensure that all staff, volunteers, and partners receive regular training on safeguarding, including the identification of modern slavery and human trafficking. This training forms part of our ongoing CPD (Continuous Professional Development) programme.

We also encourage an open culture where concerns about potential exploitation can be raised safely and confidentially through our Whistleblowing Policy. All staff and volunteers are required to declare annually that they have read and understood our modern slavery and safeguarding policies.

Measuring Effectiveness

To date, we have not received any reports related to modern slavery, but we remain committed to monitoring and improving our practices. We regularly review our policies, training programmes, and risk assessments to ensure that our measures remain effective in preventing modern slavery and protecting the children in our care.

We will continue to assess the effectiveness of our approach and make adjustments as necessary to ensure that First Star Scholars UK Charity remains a safe, ethical, and supportive organisation for all the children and young people we serve.