

Modern Slavery and Human Trafficking Statement

Financial Year: 1 September 2019 to 31 August 2020

1.0 Introduction

1.1 This statement has been published in accordance with the requirements of section 54 (1) of the Modern Slavery Act 2015. The statement sets out the steps the East Midlands Education Trust has taken and is committing to take to understand all potential slavery or human trafficking risks related to our business and to put in place steps that are aimed at ensuring that these are eliminated within our own business or supply chains. This statement relates to actions and activities that have taken place during the Trust's financial year of 1st September 2019 to 31st August 2020.

1.2 Modern slavery is a term used to encapsulate the crimes of slavery, servitude, forced or compulsory labour and human trafficking. The East Midlands Education Trust is fully supportive of the government's objectives to eradicate slavery and human trafficking and does not engage in, or condone, these practices. We are committed to further improving our practices to enable us to identify and eradicate any slavery or human trafficking within our supply chains.

2.0 Organisational Structure

2.1 The East Midlands Education Trust is a Multi-Academy Trust providing education for pupils within the East Midlands region. The Trust comprises 6 secondary schools, 7 primary schools and 1 alternative education provider.

3.0 Countries of Operation

3.1 The East Midlands Education Trust only operates within England and our contractors and suppliers are predominantly UK based.

4.0 Supply Chains

4.1 We have identified that some of our procurement takes place within sectors where slavery or human trafficking could occur, such as; cleaning, catering, security services, staff and student uniform supply, ICT equipment and the construction industry. However, this list is not exhaustive.

5.0 Relevant Policies

5.1 The East Midlands Education Trust operates the following policies which could help to reduce the risk of slavery and human trafficking within our organisation:

a) Whistleblowing Policy

This policy ensures that all staff, Trustees, governors, volunteers, contractors and suppliers are able to raise any concerns about wrongdoing or malpractice within the Trust without fear of victimisation, subsequent discrimination or

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disadvantage. This would include any circumstances that may give rise to a risk of slavery or human trafficking.

b) Employee Code of Conduct

The underlying principle of the Trust's Code of Conduct is that all staff must act within the law whilst undertaking their official duties. Staff must not undermine fundamental values, including democracy, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs. These fundamental values would include any concerns regarding slavery or human trafficking.

c) Safer Recruitment Policy

Although aimed predominantly at safeguarding the welfare of pupils within our schools, the Safer Recruitment Policy demands extensive checks are made on all potential staff, volunteers and contractors prior to starting work. Some of these checks have the potential to flag up concerns regarding slavery or human trafficking.

6.0 Action Taken This Financial Year

6.1 The policies listed below have been reviewed and updated to include the Trust's approach and steps to be taken to prevent modern slavery and human trafficking in our services and operations

- 6.1.1 Whistleblowing Policy
- 6.1.2 Employee Code of Conduct
- 6.1.3 Safer Recruitment Policy

6.2 A Procurement Manager position has been created and filled to increase control and reduce risk within our procurement activities and supply chain.

7.0 Future Steps

7.1 Although it is believed that there are no areas of the business at high risk of slavery or human trafficking, the following steps will be taken to protect workers from being exploited in this way within the Trust and within our supply chains:

7.2 Policy:

- 7.2.1 Implementation of a trust wide Procurement Policy which underlines the laws and regulations to be followed by all staff when procuring goods, services and works.
- 7.2.2 Implementation of a trust wide Ethical and Sustainable Procurement Policy which will ensure the trust and its supply chain operate in an ethical manner and contribute to economic, social and environmental needs.
- 7.2.3 Consider the creation of an Anti Modern Slavery and Human Trafficking Policy, or other policy, which outlines our duties as an employer, potential warning signs and what staff should do if they have concerns.

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7.3 Procurement and the Supply Chain:

- 7.3.1 The development of a more detailed supplier creation & tendering process to include ethical criteria.
- 7.3.2 The development of a trust wide approved contractors register with periodic reviews of suppliers, which will including ethical criteria such as the steps taken within their supply chains' to reduce modern slavery.
- 7.3.3 Supplier segmentation and consolidation to increase relationships with key suppliers and to reduce overall risk of modern slavery within the Trust's supply chain.

7.4 Training and Awareness:

- 7.4.1 Ensure all staff are notified about updated policies that refer to their duty to help prevent slavery and human trafficking in our services and operations;
- 7.4.2 Implement more in-depth training for all staff involved in Procurement and HR to ensure they understand the risks of modern slavery and human trafficking.

This statement is made in accordance with the Modern Slavery Act 2015 section 54 (1) and constitutes our modern slavery and human trafficking statement for the financial year ending 31 August 2020.

Signed:

Date:

Patrick Booth (Chair of the HR Sub Committee)