



GREENWOOD ACADEMIES TRUST

Modern Slavery Statement

Slavery and Human Trafficking Statement for the financial year ending 31 August 2023

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by the Greenwood Academies Trust (the Trust) and its academies during the year ending 31 August 2023 to prevent modern slavery and human trafficking in our supply chains or any part of our business.

Organisation

The Greenwood Academies Trust is a growing Multi-Academy Trust. As of 1 September 2023, it will have 37 open academies educating approximately 18,000 pupils across seven local authority areas including Nottingham City, Nottinghamshire, Leicester City, North Northamptonshire, West Northamptonshire, Peterborough, and Lincolnshire. The Trust employs more than 3,000 members of staff and has an annual turnover of more than £126m.

The Greenwood Academies Trust's vision is to make sure that every child thrives in a GAT academy. We recognise that as an education provider, there are two main ways by which modern slavery could impact the Trust. The first is through safeguarding practices, which cover child sex exploitation or human trafficking, which can have a direct impact on our pupils. The second is our supply chain and the vendors we contract.

Safeguarding

The Greenwood Academies Trust believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them from harm, including modern slavery and trafficking. All staff are required to follow the procedures set out in their local Academy arrangements for safeguarding. Specialist training in modern slavery and trafficking is available to all staff within the Trust.

Our supply chains

The Trust seeks excellence in every area of the organisation and we work to the highest professional standards, complying with all laws, regulations and rules relevant to our business and in turn expecting the same high standards from those we work with.

The Trust works primarily with UK based suppliers, buying a large range of external goods and services including Facilities Maintenance Management and Services, Education Equipment and Resources, ICT Equipment and Services and Teaching Supply/Agency Staff. All purchases are made in accordance with Public Procurement Law and Trust Financial Regulations.

All suppliers to the Trust are required to fully comply with the requirements of the Modern Slavery Act 2015. The Trust reserves the right to exclude any bidder, contractor or service provider who has been convicted of an offence under the Modern Slavery Act 2015.

Policies, Procedures and Training

The Trust reviews policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The Trust has a suite of policies that effectively mitigate the risk of slavery and human trafficking taking place within its business or supply chains and provide support to staff.

These policies are:

- Procurement Policy
- Recruitment, Selection & Disclosure Policy
- Risk Management Policy
- Safeguarding Policy
- Whistleblowing Policy

The Trust's HR Team is trained to ensure that, through rigorous recruitment checks, we do not employ people who are under-age or who do not have the right to work in the UK. All contracts adhere to the European Working Time Directive.

We are committed to ensuring the relevant training is given to staff at all levels. All staff have access to the Greenwood Learning Alliance and, through the Virtual College platform, they are able to complete a number of training courses which include:

- Trafficking, Exploitation and Modern Slavery
- Basic Awareness of Child and Adult Sexual Exploitation
- Safeguarding Children from Abuse by Sexual Exploitation

The Trust has an independent internal scrutiny team who carry out regular compliance audits in line with an Audit Charter which is approved by the Trust Board. Any non-compliance is reported to the Audit and Risk Committee and appropriate action taken.

Further Steps

Over the next twelve (12) months the Trust will continue to build on the work already carried out to further develop understanding and response to anti-modern slavery. Our planned activities include:

- Circulating the Modern Slavery Statement to all staff to raise awareness of the policy.
- Promoting the training available on Modern Slavery.
- Seeking to obtain assurance that potential suppliers have appropriate controls in place to mitigate the risk of modern slavery within their organisation; and to ensure this requirement is reviewed to fully comply with the Modern Slavery Act 2015.

Approval

This statement is approved by the Greenwood Academies Trust Board who will review and update it annually.



Mike Hamlin
Chair of the Trust Board

September 2023