



## **MODERN SLAVERY STATEMENT**

This statement is made to ensure that the Active Learning Trust is fully compliant with the Modern Slavery Act 2015. The Active Learning Trust is committed to the highest standards of ethical conduct in all its activities. The Active Learning Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour, and is aware of the need to ensure that all business is conducted in an ethical and transparent manner.

## **ABOUT ACTIVE LEARNING TRUST**

The Active Learning Trust is a multi-academy Trust of primary, secondary and special schools. The Active Learning Trust brings together experienced and successful practitioners who share a collective belief in the effectiveness of school improvement, the importance of performance management and the potential of new technology to enhance learning. The Trust has a strong moral purpose to enable schools to deliver high levels of achievement for all pupils, regardless of socio-economic circumstances, family situation or ethnic background. The Trust will secure and sustain improvement in schools by providing leadership and support through academy sponsorship, by working with governing bodies to strengthen their leadership and strategic delivery and through contracted work with school leaders and their teams.

## **PROCUREMENT**

The Active Learning Trust is committed to ensuring there is no modern slavery or human trafficking in any part of the organisation and, in so far as is possible, requires suppliers to demonstrate a similar level of commitment. As part of our commitment we resolve to:

- Comply with legislation and regulatory requirements;
- Employ a dedicated procurement professional who will undertake due diligence checks to ensure that none of the companies in our supply chain are engaged in modern slavery and/or human trafficking;
- Make suppliers and service providers aware that we promote the requirements set out in the Modern Slavery Act 2015;
- Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible
- Evaluate specifications and tenders to ensure that full commitment is given to the issues of modern slavery and human trafficking

## **CHILD PROTECTION AND SAFEGUARDING**

The Active Learning Trust and all Active Learning Trust Schools are committed to providing a safe and secure environment for pupils, staff and visitors and promoting a climate where pupils and adults feel confident about reporting concerns that they may have about their own safety or the wellbeing of others.

The Active Learning Trust and all Active Learning Trust Schools work in line with statutory guidance. Our child protection policies are based on the Department for Education publication: *Keeping Children Safe in Education*, and all employees are required to read and understand the current version of this document.

Each school has a Designated Safeguarding Lead and Safeguarding procedures are overseen by an appointed governor and are reported on at every local governing body meeting. Regular safeguarding audits of our schools are conducted.

## **RECRUITMENT**

The Active Learning Trust, and its' schools, operate a robust recruitment policy, adhering to all safeguarding checks and ensuring eligibility to work in the UK. Safeguarding all young people across Trust schools is of paramount importance and the Trust believes that this recruitment process also safeguards against human trafficking or individuals being forced to work against their will.

## **WHISTLEBLOWING**

The Active Learning Trust and all its' schools, have a clear Whistleblowing Policy so that all employees can raise concerns about how colleagues, or people receiving services from The Active Learning Trust or its' schools, are being treated, including concerns about practices within our business or supply chain, without fear of reprisals.

## **PERFORMANCE INDICATORS**

The Active Learning Trust shall know the effectiveness of the steps being taken to ensure that slavery and/or human trafficking is not taking place within the Trust or supply chain:

- If no reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- By monitoring by the Committees of The Active Learning Trust, specifically the Safeguarding Committee and the Personnel Committee.

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