

Modern Slavery Statement

Published date: 29 March 2019	Next review deadline: 31 March 2020	Statutory	Executive Lead at ATT Claire Pritchard: COO
---	---	------------------	---

Our Vision – Transforming education: Transforming performance: Transforming lives

Putting children and young people at the heart of all that we do.

We will ensure that all our children and young people, regardless of their background, fulfil their educational potential. We will do this in safe, supportive and ambitious environments, ensuring we maximise life chances for them all.

Our values

- We will work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values.
- We will develop the very best leaders of the future, working to improve education and transform lives.
- We will adhere unwaveringly to the ‘Nolan Principles’ of Public Service, which is made clear in our commitment to Ethical Leadership.



Introduction

In accordance with Section 54 of the Modern Slavery Act (2015), and in line with our commitment to ethical leadership, Academy Transformation Trust (ATT) is committed to preventing modern slavery, servitude, human trafficking and forced labour. We are dedicated to acting ethically and transparently in all business dealings, procurement and recruitment processes. We continue to develop effective systems and controls to safeguard against any form of modern slavery taking place within our academies, wider business or our supply chain.

ATT operate 22 academies, serving over 12,000 students within primary, secondary and further education, all within the UK. As a Trust we are committed to transforming lives through education. ATT has an annual revenue of circa £80million and directly employs just over 2,000 staff. We procure goods and services from third party providers predominantly based within the UK.

Steps taken so far

Since the introduction of the Act, ATT have ensured that any contractual arrangements entered into have included compliance with the Act as a condition of the tender process.

ATT are undergoing a process of centralising procurement and operating a comprehensive supply chain. All suppliers are subject to a due diligence process and, wherever possible we utilise government-recommended frameworks and recruitment agents. As this process develops, it will enable us to consider our response to modern slavery more appropriately beyond first tier suppliers.

ATT have carried out a slavery and trafficking risk assessment and have identified the protection of employees and students as its main priority.

Our Commitment

Policies

ATT operate a number of internal policies and procedures to ensure that we are conducting our business in an ethical manner. To strengthen our commitment to preventing modern slavery we will review the following policies over the next year:

- Anti-Slavery Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Code of Conduct
- Anti-Fraud Policy
- Procurement Policy
- Child Protection Policy

Supply Chain

We will continue to develop our centralised procurement, ensuring greater control over first tier suppliers and beyond through a thorough due diligence process and an ongoing requirement for any potential suppliers to review our policies and provide confirmation of this prior to working on one of our sites.



Training

We regularly conduct training for our estates, governance and procurement teams so that area aware of the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Programmes of training will be extended to all staff and an assurance will be in place that students are made aware of the risks through PSHE programmes operating within our academies.

Risk assessment and management

Modern slavery will become embedded in our risk management process to identify any risks of modern slavery on a continuous cycle of review and address any identified risks. This information will be regularly received by the Audit Committee.

A handwritten signature in black ink, appearing to read "Bernard Dickenson".

Bernard Dickenson, Chairman of the Board