



Modern slavery statement

March 2020

Published date: March 2020	Next review deadline: March 2021	Statutory	Executive Lead at ATT: Claire Pritchard Chief Operating Officer
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Associated documents:	
Links to:	

Our Vision

We have one core purpose:

To have the biggest positive impact in the varied communities we serve through ensuring top drawer education for our learners. #TransformingLives

How do we ensure this across our trust?

In all we do we are:

1. Ethical to the core, ensuring that education is always front and centre
2. Futures focused system leaders – never simply followers
3. Collaborative in every endeavour
4. Resolutely learner centred.

What does this look like across our trust?

Education

We are:

1. Ruthlessly ambitious for all who learn and work with us
2. Unwaveringly inclusive – determined on eradicating barriers to educational success
3. Committed to excellent teaching
4. Determined upon academic excellence for all in our communities
5. Compassionate, ethical and caring advocates for all in our communities
6. Outwardly facing and globally conscious

Operations

We are:

1. Committed to the very best people development and empowerment
2. Determined to shout loudly and share proudly our successes
3. The best professional and technical experts (supporting education) in the sector
4. Committed to the very best understanding and management of risk

Financial

We are:

1. Providing the best possible public service for the best possible value
2. Determined to supplement our public income with shrewd income generation
3. Building financially sustainable models of educational improvement in our communities
4. Demonstrably efficient in all we do

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

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes our slavery and human trafficking statement for the financial year ended 31 August 2020.

Our Organisation

Academy Transformation Trust operates 22 academies, serving over 12,000 students within primary, secondary and further education, all within the UK. We are committed to transforming lives through education.

We have an annual revenue of c£80million and directly employ around 2,000 staff. We procure goods and services from third party providers predominantly based within the UK.

Our Commitment

In line with our firm statement of ethical leadership, we are committed to preventing modern slavery, servitude, human trafficking and forced labour. We act ethically and transparently in all business dealings, procurement and recruitment processes.

We continue to develop and refine our business processes, systems and controls in order to safeguard against and form of modern slavery taking place within our academies, our wider business or our supply chain.

Our Priorities

Based on a full risk assessment, we have determined that the protection of our employees and students is our top priority. We have ensured that all staff are aware of our commitment in regard to modern slavery and that they know how to raise concerns if they have any.

Training and awareness

All staff within our academies are made aware of our commitment as part of their mandatory safeguarding training. We ensure they understand how to protect our students. Similarly, training extends to those involved in operations, governance and procurement in order to ensure that we are able to be aware of any concerns.

Students and the curriculum

We are working to develop our corporate approach to the wider curriculum and to ensure that appropriate content in relation to modern slavery is considered by students of all ages, with appropriate safeguarding protections in place.

Our people and policies

During the course of this year, we have reviewed our policies in regard to safeguarding and child protection, procurement and anti-fraud in order to ensure they robustly reflect our commitments. During the next year, we will undertake a similar exercise with our policies in regard to whistleblowing and our full suite of HR policies, including recruitment practices and our expectations of staff conduct. These reviews will be followed by training opportunities for all.

We will focus efforts on the mechanisms available to all our people to report concerns, with a thorough review of our whistleblowing policy and redoubled efforts to ensure we operate in a fully transparent culture.

Our supply chain

We have ensured that all contractual arrangements stipulate the need to comply with our commitment and with the principles of the Modern Slavery Act within the tendering process. All suppliers are subject to a due diligence process and, wherever possible, we use government-

recommended frameworks and recruitment agents. This is beginning to impact also on more than our first-tier suppliers as our centralised approach to procurement takes effect.

Risk management

We are implementing a centralised approach to risk management which will place our commitment front and centre. Our risk register will be regularly reviewed by those in non-executive roles at both academy and Trust-wide level in order to ensure full transparency. This will include the Board of Trustees' Audit and Risk Committee.

This statement has been approved by the Chair on behalf of the Board of Trustees.

A handwritten signature in black ink, appearing to read "Bernard Dickenson". The signature is written in a cursive style with a large initial 'B'.

Bernard Dickenson, Chair of Trustees