

Modern slavery statement

March 2021

Published date: March 2021	Next review deadline: March 2022	Statutory	Executive Lead at ATT: Sarah Bloomer Director of Safeguarding
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Associated documents:	
<ul style="list-style-type: none"> • Recruitment and retention strategy • Procurement strategy 	
Links to:	
<ul style="list-style-type: none"> • Equalities policy • Ethical leadership policy • Anti-bribery and anti-corruption policy • Anti-fraud policy • Curriculum policy • Safeguarding policy • Whistleblowing policy 	

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.

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 2021.

Our organisation

Academy Transformation Trust operates 21 academies, serving over 13,000 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£74million 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, which is published on our website, 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.

Identifying and managing risk

We have implemented a centralised approach to risk management which places our commitment front and centre. Our risk register is now regularly reviewed by those in non-executive roles at both academy and Trust-wide level in order to ensure full transparency. This includes the Board of Trustees' Audit and Risk Committee.

We recognise that the two key areas of risk in relation to modern slavery are in relation to safeguarding the pupils, students and colleagues within our academies and within our supply chains.

Executive and policy framework

Our commitment in this area is reflected in key policies and documents including

- our safeguarding and child protection policy
- our recruitment policy (including safer recruitment guidelines) and our Single Central Record toolkit
- our whistleblowing policy
- our complaints policy
- our code of conduct
- our procurement policy and strategy
- our supplier terms and conditions.

Our policies are reviewed regularly by the Executive Leadership Team and the Board of Trustees. This includes an annual review of our safeguarding and child protection policy.

Our safeguarding and child protection policy is fully compliant with all statutory requirements and guidance set out in *Keeping Children Safe in Education*. Throughout the Covid 19 pandemic we have issued addendums to this policy in accordance with updated guidance and requirements issued by Government.

Safeguarding

Effective safeguarding is a priority for us, including upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do.

We have a Director of Safeguarding and a Trust Safeguarding Officer to support the Designated Safeguarding Leaders (DSL) in every academy. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. Academy DSLs

meet monthly with the Director of Safeguarding for training, reflective practice opportunities or consultation and meet termly for the strategic development of safeguarding across ATT. All DSLs also receive half termly supervision to foster wellbeing and reflective practice, professional curiosity and a culture of challenge throughout our Trust.

Each academy proactively works with the local authorities, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. The focus of safeguarding training always includes detailed information about early identification of those at risk of exploitation.

Due to the geographical spread of our academies, each academy Designated Safeguarding Leader is required to understand the local safeguarding context. This is included within the policy for each academy and published on each academy website.

Reviewing impact and effectiveness

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. Safeguarding policy and practice is reviewed by the Local Academy Committee (LAC) in our academies and a detailed evaluation is provided by the Director of Safeguarding to the Audit and Risk Committee as well as to the full Trust Board. Safeguarding is an agenda item at every full Board of Trustees meeting and we have a named Trustee with portfolio responsibility for Safeguarding. In addition, the Chief Executive Officer meets at least every three weeks with the Director of Safeguarding. This has been crucial during the Covid 19 pandemic so that we sustain high quality safeguarding work with all pupils whether learning remotely or learning on site in our academies.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed by the Director of Safeguarding and the Trust Safeguarding Officer through the Safeguarding Support Challenge and Intervention strategy.

Training

Every member of staff, whether or not they are based in an academy, is trained on the Safeguarding and Child Protection policy (either in person or via e-learning) and is required to declare annually that they have read and understood the policy and their training. In addition, we also have a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of disciplinary action.

Throughout the year the annual safeguarding training plan across the Trust includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. Moreover, the Director of Safeguarding issues weekly safeguarding briefings to ensure that all colleagues remain up to take and that safeguarding is ever present in our thinking and our culture. We are fully satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff and contractors. We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns for whistleblowing or modern slavery which are available to all stakeholders or visitors.

Our supply chain and due diligence processes

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 and delivery process. Our procurement policies and frameworks are clear about this. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

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.

We use the selection questionnaire (SQ) when engaging with new suppliers and also require the details of investors in people, ISO and training requirements as well as confirmation that suppliers meet minimum wage and other legal requirements.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. We review our key supplier statements regularly as part of our approach to risk management.

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

A handwritten signature in cursive script, appearing to read "Bernard Dickenson".

Bernard Dickenson, Chair of Trustees