

Modern Slavery Statement

Slavery and Human Trafficking Statement for the Financial Year ending 31 August 2020



Introduction

This statement has been published in accordance with the Modern Slavery Act 2015 (the Act). It sets out the steps taken by Success Academy Trust (the Trust) and its academies during the year ending 31 August 2020 to prevent modern slavery and human trafficking in our supply chains or any part of our business.

Success Academy Trust does not fall within the definition set out in section 54 of the Act, where a “commercial organisation” is defined as any partnership or body corporate that supplies goods or services and carries on all or part of its business in the UK that has an annual turnover of at least £36million. However, the view of the Trust is, whilst there is no statutory requirement for smaller businesses to have a modern slavery statement, the aim of statement is to encourage businesses who work with us to consider and review parts of the supply chain which are most at risk and ensure appropriate protective measures are put in place.

Organisation

Success Academy Trust is a growing Multi-Academy Trust, which during the financial year ending 31 August 2020, consisted of 4 open academies educating approximately 1,830 students in South Leicestershire and Hinckley, two preschools and a Teaching School Alliance - TELA. The Trust employs 317 employees (at March 2019) and has an annual turnover (income) of over £11.5m (at 31/08/2020)

Success Academy Trust’s vision is ‘Building Leadership and Character Together’.

We recognize 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

Success Academy 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 practice 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 arrangement for safeguarding. Specialist training in modern slavery and trafficking is available to all

staff within the Trust.

Risk Management

A considerable proportion of our procurement is with suppliers who are preapproved either by a purchasing consortium or appointed through means of a tender process. In carrying out our risk assessment of our supply chain we have identified that some of our procurement takes place with suppliers outside of the UK (particularly through on-line purchases).

To reduce the possibility of issues within these supply chains, where it is proved not value for money to procure the supplies or services through a suitable public sector framework, purchasing consortium or procurement locally, the Trust and its Academies will use an appropriate online shopping site set up in the name of the Academy to procure available products only where the supplier is able to provide an official VAT invoice.

As per the Trust's Financial Procedures, Academies should avoid purchases made by individuals' accounts.

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 expect 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 Professional Education Services; Facilities Maintenance 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 mitigate the risk of slavery and human trafficking taking place within its business or supply chains and provide support to staff.

These policies are:

Recruitment, Selection & Disclosure Policy

Risk Management Policy

Safeguarding Policy

Whistleblowing Policy
Financial Procedures Manual

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 that the relevant training is given to staff at all levels. The Trust subscribes to a suite of e-learning courses to which staff can complete which includes:

Modern Slavery
Keeping children safe in education
Safer Recruitment in Education
Safeguarding Vulnerable Adults

The Trust has an agreed annual schedule of assurance to audit compliance with its policies and procedures. Any non-compliance is required to the Finance, Audit and Resources Committee of the Trust Board for appropriate action.

Further Steps

Over the next twelve months the Trust will 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 Statement
- Promoting the training available to staff
- Development of separate central procurement policy across the trust from current financial procedures
- Seeking to obtain assurance that potential suppliers have appropriate controls in place to mitigate the risk of modern slavery within their organisations; and
- Including within the standard terms and conditions and all tendering processes, the requirement for suppliers to fully comply with the Modern Slavery Act 2015.

This statement will be reviewed each year by the Trust's Board as part of their AGM.

M Collins

Trust Principal

September 2020