

SAFFRON ACADEMY TRUST



MODERN SLAVERY STATEMENT

Date adopted or ratified: September 2023

This statement is regularly reviewed following recommended guidelines.

Saffron Academy Trust - Modern Slavery Statement

Saffron Academy Trust is an academy trust in Northwest Essex comprising 9 schools. We are passionate about tackling the growing problem of modern slavery and are looking to increase transparency in our operations.

Our trust strongly values:

- The ethical treatment of all individuals.
- The safeguarding of children, young people and vulnerable adults.
- The responsible, accountable and compliant spending of public and charitable funds.

Business and supply chains

The trust pursues the above values in all aspects of its operations, meaning we are committed to ensuring that business operations are completely free from modern slavery and human trafficking. We procure goods and services from third-party providers solely based within the UK.

Our key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

Recruitment

The trust conducts all its recruitment processes in line with its Recruitment Procedure and Child Protection and Safeguarding Policy, which lays out stringent processes for recruiting staff, and thoroughly checking that they are legally entitled to work in the UK.

Policies and procedures

Each school in the trust has implemented a Child Protection and Safeguarding Policy which references modern slavery and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Our policies are regularly monitored, are officially reviewed at least annually and are updated in response to any changes to government regulations or guidelines.

Risk assessment and due diligence

The trust seeks the highest standards of compliance, ethics and integrity in all areas of the organisation and is committed to ensuring due diligence is always conducted with regard to ensuring modern slavery holds no place in its operations.

We recognise as a trust that there are two main avenues of risk through which modern slavery could impact SAT. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. The second is our supply chain and the vendors we contract.

We expect all suppliers working with the trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations. The trust procurement regulations set out the requirements we have in relation to our engagement with suppliers. Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage and any on-site staff passing a DBS (Disclosure & Barring Service) check. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we will cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually.

Training

Every member of staff is trained on Child Protection and Safeguarding and is required to declare annually that they have read and understood the policy and their training. In addition, SAT has 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 includes a focus on early identification of those at risk of exploitation and training to help staff know what to do if they become aware of any potential risks. We are fully satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff and contractors.

Goals and key performance indicators

The trust is committed to continually reviewing and improving its practices to ensure modern slavery is in no way a part of its operations.

This statement applies to all academies within the trust.

Declaration

This statement has been approved in full by the SAT board of trustees, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.

Signed _____ (CEO)

Date _____