

Modern slavery statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, for the financial year ending 31 August 2020.

Introduction

The Spencer Academies Trust (the Trust) is a growing Multi-Academy Trust, with a mixture of primary and secondary academies located across Nottinghamshire, Derbyshire and Leicestershire. At August 2020, it comprised twenty academy schools with an annual turnover in excess of £98m. It procures services and goods from third party providers predominantly based within the UK.

In line with our organisational values, the Trust is committed to ensuring there is no modern slavery or human trafficking within any part of its business or supply chain.

Anti-slavery & human trafficking policy

The Trust's Anti-Slavery & Human Trafficking Policy Statement was reviewed and approved by the Trust Board in 2018. A copy of the Trust Anti-Slavery & Human Trafficking Policy Statement is included below.

Due diligence in relation to slavery & human trafficking in its business

The Trust employs people solely within England. Our recruitment processes are set out in our Safer Recruitment Policy and ensure that all prospective employees are legally entitled to work in the UK. A copy of our recruitment policies are available by application to the Trust office.

Due diligence in relation to slavery & human trafficking in its supply chain

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement.

Focus in our academies on slavery & human trafficking

All of our academies work towards raising awareness of slavery & human trafficking through:

- Educating colleagues, pupils & students, and parents / carers
- Child protection / family support work, where human trafficking has been highlighted as a high risk in some academies.

Responsibility

Trust HR Business Partners are responsible for overseeing implementation of the Anti-slavery policy within recruitment and human resources practices, including oversight of the Safer Recruitment Policy and integration of the policy in academy CPD for all staff.

It is the responsibility of the Trust Chief Operating Officer to assure compliance across the supply chain, including in the procurement of services and with regard to recommendations made on behalf of third parties, such as uniform suppliers. The Board of Trustees hold overall responsibility for policy and statutory compliance across the Trust.

Anti-slavery and human trafficking policy statement

This policy applies to all persons working for The Spencer Academies Trust (SAT) or on our behalf of SAT in any capacity, including employees at all levels, directors, governors, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners. It does not form part of any employee's contract of employment.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the

Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

As a group of schools, we are committed to raising awareness of modern slavery & human trafficking through our work with pupils / students, and to ensuring that our staff working in the family support / child protection field are equipped to deal with cases involving our pupils / students which may relate to human trafficking.

Signed on behalf of the Board of Directors

A handwritten signature in dark ink, appearing to be 'DK', followed by a long horizontal line that tapers off to the right.

Donna Kinderman

Chair of the Board

24 January 2019