

Modern Slavery Statement

Archway Learning Trust (ALT) has taken steps to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our trust.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that ALT has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. This statement is in respect of ALT's financial year ended 31st August 2023 and was approved by the Finance and General Purpose Committee of the trust on 26th September 2023.

Overview

The Act requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our organisation structure and supply chains

ALT is a Company limited by guarantee, incorporated in England and Wales. It is an educational Trust based across Nottingham and Derbyshire and educates children from their first day at nursery all the way through to preparation for university and lifelong learning.

The Trust is made up of both Church of England academies and schools of no designated religious character.

The Trust mainly uses professionally qualified people employed directly by ALT. Our people policies ensure fair treatment of our people.

Our external suppliers are UK based companies across a range of low risk sectors (such energy supply and professional services) as well as suppliers in the catering and travel sectors, which are potentially higher risk.

Our policies in relation to slavery and human trafficking

ALT has a zero-tolerance position on violations to the UK's anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation.

Our values of Excellence, Collaboration and Inclusion are the pillars of our culture. They embody everything that we do at ALT and how we expect our schools and services to operate. They outline the expectation of our people's behaviour with colleagues, students, suppliers and everyone else that we deal with.

We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Our specific procedures to address modern slavery risk include:

- A process for handling complaints raised by people outside of ALT
- Employment policies that protect our people from unfair treatment and promote a fair and inclusive workplace
- Robust recruitment processes in line with relevant employment laws
- Market-related pay and rewards reviewed annually
- Wellbeing strategy and initiatives to support our people's physical and mental wellbeing and lifestyle choice
- Our 'Procurement Policy' is being revised to set out for how we deal with suppliers and a 'Supplier code of conduct' making clear the standards we expect.

Due diligence processes, risk assessment and management

The implementation of our policies and procedures includes due diligence on suppliers that we engage with, in accordance with our Procurement Policy. A heightened risk area is the use of hotel and conference facilities. To mitigate against this risk, we assess the companies that we deal with as part of the decision making process for events and travel.

When we admit a new school to the Trust a thorough due diligence process takes place to ensure that the school has appropriate practices in a number of areas including people and culture.

Key performance indicators to measure effectiveness of steps being taken

We log complaints received through all sources, together with the actions taken. To the date of this statement, ALT has had no identified instances of modern slavery.

Training on modern slavery and trafficking

ALT provides training to staff via a service from nationalcollege.com who provide a specific course within the safeguarding element of their portfolio that will enable staff to obtain a Certificate in Understanding Modern Slavery for Schools and Academies". The Trust views all aspects of safeguarding with the highest priority, this course is made available to all staff and completion is encouraged to increase education and awareness.

ALT takes responsibility for this Statement and its related objectives and will review and update it in accordance with The Act.

Updated 13 September 2023

Stuart Bird
Chief Financial Officer