



ANGLIAN LEARNING

# MODERN SLAVERY STATEMENT

JULY 2020

## **1.0 Introduction**

- 1.1 Anglian Learning is committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity and objectivity in relation to the stewardship of public funds and the management of its activities.
- 1.2 Anglian Learning adopts zero tolerance to modern slavery and human trafficking and all forms of corruption and bribery directly and indirectly associated with these criminal acts.
- 1.3 This is the second statement made on behalf of Anglian Learning pursuant to Section 54 (1) of the Modern Slavery Act 2015. The statements sets out the core values of Anglian Learning in relation to modern slavery and the steps the Trust is undertaking to ensure slavery and human trafficking is not taking place within the Trust or that of its supply chains.

## **2.0 Anglian Learning**

- 2.1 Anglian Learning is a Multi Academy Trust which educates children from pre-school age through to 18 years. In addition the Trust has strong links with the surrounding communities and provides broader educational opportunities to the community through the provision of sports centres, public libraries and adult education facilities.
- 2.2 The Trust's ethos is to provide learning opportunities from cradle to grave that improves the life chances of the pupils and the community. These principles are embedded throughout the Trust and in line with this is the commitment to ensure that no modern slavery or human trafficking is taking place.
- 2.3 The schools within the Trust are currently as follows:
  - 2.3.1 Bassingbourn Village College
  - 2.3.2 Bottisham Village College
  - 2.3.3 Joyce Frankland Academy
  - 2.3.4 Linton Village College
  - 2.3.5 Netherhall School and Oaks College
  - 2.3.6 Sawston Village College
  - 2.3.7 Bottisham Primary School
  - 2.3.8 Fen Ditton Primary School
  - 2.3.9 Howard Community Primary School
  - 2.3.10 Linton Heights Junior School
  - 2.3.11 Meadow Primary School
  - 2.3.12 Stapleford Primary School
  - 2.3.13 The Pine Primary School
- 2.4 The activities undertaken by Anglian Learning are solely placed within England.

### **3.0 Organisational Structure and Supply Chain**

- 3.1 Anglian Learning has a robust governance structure where challenge is encouraged. The central team supports each school to deliver excellent educational opportunities to the pupils and learners within its care as well as ensuring that the policies and procedures that the schools adopt across the Trust are effective, fair and transparent. The Directors, Deputy CEO and Executive Headteacher all feed into the Chief Executive Officer who has ultimate day-to-day responsibility for the operation of the Trust and ensuring that it is compliant with all legislation including the Modern Slavery Act (2015). The CEO reports to the trustees of the MAT who bear ultimate legal responsibility for the Trust's activities.
- 3.2 Anglian Learning uses a number of suppliers to support its operations and activities. As part of the tender process, all major sub-contractors are required to warrant to the Trust that they are fully compliant with all employment, equality and environmental legislation and that where applicable they are compliant with Section 54 of the Modern Slavery Act (2015).

### **4.0 Procurement and Supply Chain Management**

- 4.1 A considerable proportion of the procurement is with suppliers who are preapproved either by a purchasing consortium or appointed through means of a tender process. The supply chain includes:
- 4.1.1 Education equipment, textbooks, furniture and fitting equipment and resource suppliers
  - 4.1.2 Student staff uniform suppliers
  - 4.1.3 Estate Management, maintenance, and services
  - 4.1.4 ICT equipment and services
  - 4.1.5 Catering services and supplies
  - 4.1.6 Cleaning services and supplies
  - 4.1.7 Peripatetic music services
  - 4.1.8 Supply/agency staff
- 4.2 Where the Trust undertakes a tender process it assesses the risks of modern slavery in relation to the contract. These are assessed with reference to the industry, nature of work and whether the supply chain relies on subcontracted workers. Where a contract is assessed as medium or high risk the Trust has regard to the guidance in Tackling Modern Slavery in Government Supply Chains and ensures that relevant questions are included in the tender.

### **5.0 Due Diligence and Risk Management**

- 5.1 As part of the risk management around the Modern Slavery Act (2015), Anglian Learning includes considerations of risks relating to modern slavery in the organisation's internal risk register. This requires Anglian

Learning to put in place mitigating actions to avoid non-compliance with the Act. Due to the nature of the sector that Anglian Learning operates within, the heavy regulation and supervision it receives from UK Governmental departments, the risks are regarded as minimal and the likelihood of them occurring very low.

- 5.2 Anglian Learning is funded from public funds and is committed to ensuring that the maximum value and benefit is achieved from the funding that is received. This means that Value for Money is seen as a key performance indicator and it is essential for the prosperity and reputation of the Trust that we are able to evidence at all times that our funding is being used in the most effective way.
- 5.3 However, the Trust is committed to ensuring that the drive for Value for Money does not compromise the obligations contained within the Act. The highest risk area has been identified as procurement.
- 5.4 The ethical and moral culture that Anglian Learning fosters is embedded into employees through training. All employees undertake mandatory child safeguarding training in their induction, which is then up dated each year. Equality and Diversity training has been provided to all Senior Leadership Teams within the schools. The Trust also operates a Whistleblowing policy which is publicised to staff to ensure that they are aware of steps they are expected to take if they had concerns regarding unethical behaviour such as modern slavery.

## 6.0 Temporary Recruitment

- 6.1 The Trust may utilise the services of a few recruitment agencies, all of which are reputable agencies. To minimise the risk of using an agency that is in breach of the Modern Slavery Act (2015) the Trust undertakes the following steps:
  - 6.1.1 The Trust's pay structures are reviewed each year to ensure that the minimum wage is paid for all types of workers.
  - 6.1.2 Confirmation of Right to work checks are required for all temporary staff.
  - 6.1.3 The Trust complies with the Agency Worker Regulations (2010)

## 7.0 Objectives and Activities

	Objective	Activity
1.	Raise the general awareness of all employees and suppliers about modern slavery and how to report it.	Inform all employees when we have launched our second modern slavery statement. Publish the statement on our website Ensure that suppliers are aware of our modern slavery statement Create on-line training for all employees for use through the interactive training

		platform.
2.	Targeting key individuals who are responsible for managing contractual relationships with additional information on modern slavery within support chains.	Using internal communication channels such as the Headteacher's Newsletter. Ensuring that those in procurement exercises have received training on Modern Slavery.
3.	Take a positive approach to working with suppliers who have a similar ethos to the Trust's and believe in and maintain decent working terms and conditions for their employees.	Positively engage with suppliers who are committed to meeting ethical trade standards and discontinue relationships with any suppliers who fail to do so. Develop a Procurement Policy which defines the Trust's clear expectations from suppliers.

## 8.0 Reporting of Modern Slavery

- 8.1 Public Bodies have a duty to notify the Secretary of State of any individual identified in England and Wales who is a suspected victim of slavery or human trafficking. This duty is intended to improve the identification of victims and help build a more comprehensive picture of the nature and scale of modern slavery, to improve victim identification and the law enforcement response.
- 8.2 To report a case of modern slavery please call the helpline 0800 0121 700 or report it online on the [modern slavery helpline website](https://www.modernslaveryhelpline.org/):  
<https://www.modernslaveryhelpline.org/>  
Further information on Modern Slavery can also be found at :  
<https://www.aspartnership.org.uk/>

