

Modern Slavery Statement

January 2025



This statement is made pursuant to Section 54 (transparency in supply chains) of the Modern Slavery Act 2015 and outlines the steps taken by Anglian Learning to ensure that modern slavery, human trafficking, forced labour, and exploitation do not occur within our organisation or supply chains.

1. Introduction

Anglian Learning is committed to maintaining the highest standards of ethical conduct and integrity in relation to the stewardship of public funds and the management of its operations. We recognise the responsibility we have to ensure that modern slavery does not take place within our organisation or supply chains. As a multi-academy trust, we work to ensure that our employees, students, and stakeholders benefit from a safe, fair, and transparent environment.

This statement reflects our ongoing commitment to preventing any form of modern slavery within our operations and sets out the steps we are taking to identify, address, and mitigate potential risks.

2. Our Organisation and Structure

Anglian Learning is a multi-academy trust with 16 schools providing high quality education to children from pre-school ages 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 classes. Our operations span Cambridgeshire, Suffolk and Essex and we have and a workforce of over 1200 employees.

A majority of the Trust's annual expenditure with suppliers of is with those who are preapproved either by a purchasing consortium or appointed through means of a tender process. The supply chain includes (albeit it is not limited to):

- Education equipment, textbooks and resource suppliers
- Student and staff uniform suppliers
- Estate Management, maintenance, and services
- ICT equipment and services
- Catering services and supplies
- Cleaning services and supplies
- Peripatetic music services
- Supply and agency staff

Anglian Learning has a robust governance structure where challenge is encouraged. The CEO has responsibility for the day-to-day activities within the Trust and directly reports to the Trustees who have ultimate legal responsibility for the Trust's activities and operations.

3. Our Commitment to Preventing Modern Slavery

We understand the risks that modern slavery can present within our industry and across the supply chain. We are committed to taking proactive steps to identify and address these risks to ensure they meet the highest ethical standards. Our primary objectives are:

- To ensure that slavery and human trafficking are not taking place in our organisation or any part of our supply chains.
- To implement robust policies and procedures to address and prevent modern slavery.
- To raise awareness of modern slavery among staff, students, and other stakeholders.

4. Policies in Place

We have established a number of policies and procedures to combat modern slavery and human trafficking:

- **Safeguarding Policy:** This policy is designed to provide a safe and secure environment for pupils, employees and visitors.
- **Procurement Policy:** We have incorporated ethical and human rights standards into our procurement processes, ensuring that our suppliers adhere to the same standards.
- **Code of Conduct:** The Trust makes it clear to employees the actions and behaviour expected of them. The code of conduct is issued to all employees as part of their induction and is available on the Trust's intranet page.
- **Whistleblowing Policy:** The Trust encourages all its employees/workers/visitors/business partners to report any concerns related to the Trust. Whistleblowing posters are displayed across the organisation with the contacts details of who concerns should be raised to. The policy is available on the Trust's intranet page.

5. Risk Assessment and Due Diligence

We are committed to conducting regular assessments to identify and evaluate any potential risk of modern slavery within our supply chains. This includes:

- **Supplier Screening:** Where the Trust undertakes a formal tender process, all major sub-contractors are required to warrant 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.
- **New Schools:** New schools joining the Trust undergo a formal due diligence process to ensure modern slavery risks across incoming schools and their supply chains are assessed pre-transfer. Any concerns would be explored and discussed with Anglian Learning's legal advisers.
- **Ongoing Monitoring:** We regularly review and monitor supplier practices to ensure compliance with ethical standards and address any risks that may arise.

6. Training and Awareness

To ensure that our staff, stakeholders, and partners are aware of the risks of modern slavery, we provide ongoing training and awareness initiatives, including:

- **Staff Training:** All employees, particularly those in procurement and safeguarding roles, receive training on both safeguarding and modern slavery risks, how to spot signs of exploitation, and how to report concerns.
- **Student Awareness:** We integrate education on human rights and anti-slavery into our curriculum to raise awareness among students and promote respect for all individuals.

7. Reporting and Accountability

We take all concerns related to modern slavery seriously. If any member of staff, student, or stakeholder suspects that modern slavery is taking place within our organisation or supply chains, they are encouraged to report it to Headteacher, CEO or Director of People. We provide a confidential reporting system to ensure individuals can raise concerns safely and without fear of retribution.

8. Our Ongoing Commitment

Anglian Learning is committed to continuous improvement in our efforts to combat modern slavery. We will:

- Regularly review and update this statement to ensure it remains relevant and reflective of our actions.
- Strengthen our due diligence processes and procurement practices to further mitigate risks in our supply chains.
- Collaborate with other organisations, governmental bodies, and non-governmental organisations (NGOs) to share best practices and combat modern slavery on a broader scale where appropriate.