

## **Modern slavery statement – March 2019**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015

### **Introduction**

Loxford Academy Trust is a growing Multi-Academy Trust. As of March 2019 the Trust comprises 6 academy schools located in London and North Essex, with over 1,000 employees and an annual turnover in excess of £36m. It procures services and goods from third party providers predominantly based within the UK.

Loxford School Trust is committed to ensuring there is no modern slavery or human trafficking within any part of its business or supply chain.

### **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.

The Trust is also fully compliant with Keeping Child Safe in Education 2018.

Each academy school completes safeguarding audits conducted by a Governor, which includes oversight of Safer Recruitment Processes.

### **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. We are committed to conducting our business lawfully and this includes engaging with our suppliers to ensure that they understand and share our values and responsibilities.

The Trust complies with public procurement law when buying in a range of educational goods and services.

We will continue to build upon our existing safeguards when completing due diligence on prospective partners and reserve the right to exclude any tender bid, contractor or service provider who is non-compliant with the Modern Slavery Act 2015.

### **Focus in our academies on slavery & human trafficking**

All our schools work towards raising awareness of Slavery & Human trafficking through:

- Educating colleagues, pupils & students, and parents / carers
- Child protection where human trafficking has been highlighted as a high risk
- HR and Safeguarding Leads training
- Risk assessments and Due Diligence with tender bids
- Whistleblowing policy

- All reports or concerns to be fully investigated

**Further steps:**

Effective communication with our suppliers to confirm understanding and commitment with our expectations.

Specific training for all staff groups in the Trust.

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Loxford School Trust