



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

The Rodillian Multi Academy Trust (“the Trust”) is committed to the highest standards of ethical conduct. This includes a commitment to prevent and eliminate any form of modern slavery and/or human trafficking in its operations and its supply chain.

The Trust works predominantly with UK based suppliers and contractors whose employees are protected under UK employment law. Although the Trust does not conduct business in countries where there is active human trafficking and/or modern slavery, the Trust is aware of the need to ensure that companies within our supply chain, share our commitment to treat their employees fairly and ethically.

This statement sets out the ways the Trust has and will combat modern slavery and human trafficking to ensure that the Trust remains compliant with the [Modern Slavery Act 2015](#).

The Trust’s structure, business and supply chains

The Trust is a charitable multi academy trust which runs a network of mixed secondary schools in North and West Yorkshire. Each academy is led and run by a Principal assisted by other senior leaders. The Trust educates around 3,000 students and employs 358 staff.

The Trust’s supply chain includes catering and cleaning companies together with education supply staff.

Trust Policies

The Trust operates the following policies which promote anti-slavery and human trafficking practices:

- **Anti-Bullying Policy** – The aim of this policy is to create a safe and secure environment for everyone to learn and work in.
- **Anti-Fraud, Bribery and Corruption Policy and Strategy** – This policy encourages openness and for staff to be able to raise genuine concerns in good faith including concerns about modern slavery and/or human trafficking.
- **Child Protection Policy & Safeguarding** – Provides a framework for our Academies to identify and support students who are at risk of abuse including those at risk of modern slavery, trafficking or exploitation.
- **Recruitment & Selection Policy** – This policy ensures that all staff recruited to the Trust are subject to rigorous statutory checks. Where agency staff are used, reputable agencies are used in

line with the Trust's procurement procedures and agency staff are subject to the same statutory checks as Trust staff.

- **Whistleblowing Policy** - This policy encourages staff to report concerns about potential wrongdoing which includes any related to modern slavery and/or human trafficking. All concerns raised under the policy are investigated and appropriate actions are taken.

Due Diligence Processes

Support is provided to staff engaged in procurement by a dedicated procurement manager. Further assistance can be accessed from the Head of Governance and Compliance and/or the Human Resources team who will investigate any suspected instances of modern slavery and human trafficking.

The Risk of Modern Slavery and/or Human Trafficking to the Trust

The risk of the Trust for involvement in modern slavery and/or human trafficking is within its supply chains for catering and cleaning due to the use of external contractors together with supply chains linked to the manufacture of ICT equipment and Academy uniforms and the likelihood that supplies are manufactured overseas. There is also a lower risk from the provision of agency staff.

The Trust has set out in its Finance Regulations, the procedures for staff to follow in respect of procurement which with the support of the Procurement Manager should prevent orders being placed with companies that are engaged in the use of modern slavery or human trafficking. The Human Resources team support staff in the appointment of agency staff and ensure compliance with all statutory requirements.

Measuring effectiveness

The Trust's strategic plan aims for it to be consistently in the top tier nationally for student progress and to strive to be the top performing trust by 2023, to improve financial efficiency by demonstrating effective financial controls and to establish the Trust as an employer of choice for professionals joining the Trust including a guaranteed offer of a high quality ICT infrastructure and access to opportunities for career progression.

As part of the implementation of this strategic plan, the Trust regularly reviews and updates its policies and procedures to make sure they reflect the needs of the Trust, students, staff and the wider community. The Trust will continue to do this making sure its procurement processes minimize the risk of its involvement in modern slavery and human trafficking.

This will include the Trust working to ensure suppliers and their supply chain provide safe working conditions, treat workers with dignity and respect and act in an ethical manner within the law. Any violation of the Trust's standards will lead to a review of the business relationship and possible termination by the Trust.

Training

Throughout the next 12 months, we will raise awareness of slavery and human trafficking by developing and implementing Trust policies. Provide training to staff under our policies including child sexual

exploitation and educate students on slavery, human trafficking and child sexual exploitation in suitable parts of each Academy's curriculum.

This statement is made pursuant to section 54(1) of the [Modern Slavery Act 2015](#) and constitutes the Trust's Modern Slavery and Human Trafficking statement for the financial year ended 31 August 2021.

Andy Goulty
Chief Executive and Trustee
The Rodillian Multi Academy Trust
21 September 2021