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## **MODERN DAY SLAVERY STATEMENT**

This statement is made to ensure that The Cam Academy Trust is fully compliant with the Modern Slavery Act 2015. The Cam Academy Trust is committed to the highest standards of ethical conduct in all its activities and does not engage in, or condone, the practices of human trafficking, slavery or forced labour, and is aware of the need to ensure that all business is conducted in an ethical and transparent manner.

### **Introduction**

The Cam Academy Trust is a group of eleven schools and one associate member school located in Cambridgeshire. It has around 1,200 employees and an annual turnover is circa £45m and procures services and goods from third party providers predominantly based within the UK.

The Trust brings together accomplished professionals with a common belief in the importance of school improvement, the value of performance management, and the potential for emerging technologies to improve education. This enables schools to attain high standards of accomplishment for every student, irrespective of their socioeconomic status, family structure, or ethnic heritage. The Trust is committed to securing and sustaining school improvement by offering leadership and support through academy sponsorship, collaborating with local advisory boards to enhance their strategic delivery and leadership, and through contracted work with school leaders and their teams.

As an organisation dedicated to helping people improve their lives through learning, we want all individuals that our business impacts upon to have access to education and subsequent employment that is decent and helps to improve individual circumstances. Modern slavery is contrary to this purpose and our organisational values.

In order to be free from servitude, forced or compulsory labour and slavery, we are committed to ensuring there no modern slavery or human trafficking within any part of our organisation or supply chain exists.

The Modern Slavery Act in the UK requires that companies publish a slavery and human trafficking statement. This covers slavery, servitude and forced or compulsory labour, as well as human trafficking.

### **Procurement**

The Cam Academy Trust is committed to ensuring there is no modern slavery or human trafficking in any part of the organisation and, in so far as is possible, requires suppliers to demonstrate a similar level of commitment. As part of our commitment, we resolve to:

- Comply with legislation and regulatory requirements;
- Employ a dedicated procurement professional who will undertake due diligence checks to ensure that none of the companies in our supply chain are engaged in modern slavery and/or human trafficking;
- Make suppliers and service providers aware that we promote the requirements set out in the Modern Slavery Act 2015;

- Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible
- Evaluate specifications and tenders to ensure that full commitment is given to the issues of modern slavery and human trafficking

### **Recruitment**

The Cam Academy Trust employs people from the UK, EU and beyond. Our recruitment processes are set out in our Safer Employment Policy and we ensure that all prospective employees are legally entitled to work in the UK. A copy of the Safer Employment Policy is available on our [website](#).

Guidance relating to checking and recording a person's Right to Work in the UK is also available.

This statement is available to all colleagues and is included in the induction process for all new staff. A short video about victims of modern slavery will be shown to all new staff to further raise awareness <https://www.youtube.com/watch?v=q-5GVA5lg-Y>

### **Due diligence in relation to slavery & human trafficking in its supply chain**

The Trust's Financial Regulations have been updated to include reference to the Modern Slavery Act and key finance colleagues have been briefed on its implications for procurement.

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

All our schools work towards educating others on slavery & human trafficking through:

- Educating pupils and students, for example through the History (slavery, and child labour) & Geography (human trafficking) and Textiles (accessing clothing from ethical sources)
- Child protection / family support, where human trafficking has been highlighted as a high risk in some academies.

### **Whistleblowing**

The Cam Academy Trust and all its' schools, have a clear Whistleblowing Policy so that all employees can raise concerns about how colleagues, or people receiving services from the Trust or its' schools, are being treated, including concerns about practices within our organisation or supply chain, without fear of reprisals.

### **Performance Indicators**

The Cam Academy Trust shall know the effectiveness of the steps being taken to ensure that slavery and/or human trafficking is not taking place within the Trust or supply chain:

- If no reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Policy monitoring by the Audit & Risk committee.