



L.E.A.D. Academy Trust
Lead • Empower • Achieve • Drive

MODERN SLAVERY STATEMENT





Modern Slavery Statement

This statement is made by L.E.A.D. Academy Trust ('the Trust') and pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement relates to actions and activities during the period April 2023 to March 2024.

The Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Trust is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out the Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Approach

The Trust has a zero-tolerance approach to any form of modern slavery and trafficking. The Trust is committed to acting ethically, with integrity and transparency, in all business dealings and we expect our supply chains, contractors, employees and all other business partners to share the same commitment, including implementing and enforcing effective systems and controls to prevent and deter modern slavery.

Policies, documentation, and key relationships

The following policies and documentation detail our approach to protecting the Trust's pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery. These include:

- Employee Handbook
- Equality Policy
- Safeguarding Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Procurement and Contracts
- Supplier Terms and Conditions

Identifying and addressing risks

The Trust recognises there are two main avenues of risk through which modern slavery could impact the organisation. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.



Procurement and supply chain

The Trust is committed to ensuring there is transparency in our business and our approach to tackling modern slavery is consistent with our obligations under the Modern Slavery Act 2015. The Trust expects the same high standards from all our contractors, suppliers and other business partners and we are evolving and updating our procurement and contracting processes to include specific prohibitions against the use of forced, compulsory and trafficked labour, or anyone held in slavery or servitude, whether adults or children. The Trust expect our suppliers to hold their own suppliers to the same high standards.

Whilst the Trust cannot 100% guarantee supplier adherence with the requirements of the Modern Slavery Act, the Trust will endeavour to eliminate the risks as much as possible. The Trust will do this by ensuring that procurement processes, assessment by auditors, supplier codes of conduct and contractual terms include specific provision relating to the Modern Slavery Act.

Safeguarding

The Trust takes safeguarding extremely seriously in upholding statutory duties and striving to safeguard staff and pupils through a culture of safeguarding

All frontline employees receive safeguarding training which incorporates modern slavery. These employees have an individual responsibility for ensuring that they are familiar with the signs and indicators and that they are aware of our Safeguarding Policies and Procedures so that they are able to respond appropriately.

Safeguarding is an agenda item at every full Board and subcommittee meeting, and the Trust has a named trustee with portfolio responsibility for safeguarding.

Training for staff

Every member of staff, whether based in an academy or not, access safeguarding training. In addition, the Trust has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law are able to raise these concerns in confidence without fear of disciplinary action.

Staff can report any concerns of modern slavery to the Head of Operations for Trust.

Further information and advice:

- Trust head office 0115 8225440
- Home Office website <https://www.gov.uk/government/collections/modern-slavery>
- Modern Slavery website <https://www.modernslaveryhelpline.org/report>
- Modern Slavery helpline 0800 0127 700