



*Achieving excellence together*

# Modern Slavery and Human Trafficking Policy

<b>Approved by:</b>	Trust Board		
<b>Responsible department:</b>	MAT Core Team		
<b>Last review date:</b>	July 2024	<b>Last reviewed by:</b>	COO
<b>Last updated:</b>	August 2024	<b>Last updated by:</b>	COO
<b>Next review due :</b>	August 2025		

## **Introduction**

Listed below are the steps Great Heights Academy Trust (GHAT) has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains. This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

## **Our commitment to the principles of the Modern Slavery Act 2015**

GHAT is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities' employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

## **Our supply chain**

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers, where possible through UK government frameworks.

## **Our policies in relation to the Modern Slavery Act 2015**

The following policies are available to all staff through the GHAT intranet:

- Safeguarding Policy
- Code of conduct
- Whistleblowing policy
- Bullying and harassment policy
- Equality policy
- Recruitment and selection policy

## **Embedding the principles**

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- Ensuring that consideration of the modern slavery risks and prevention are added to GHAT's policy review process as an employer and procurer of goods and services
- Making sure procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices
- Implementing reporting mechanisms, including confidential and anonymous channels, for staff to report concerns
- Engaging in industry-wide initiatives and partnerships to combat modern slavery, and participating in forums, working groups, and collaborations to share best practices and improve industry standards.
- Our statement is registered with the Home Office to make it easier for people to find it.