



Star

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Star Academies is committed to the highest standards of ethical conduct and to preventing and eliminating any form of modern slavery and/or human trafficking in its operations and its supply chain.

The Trust works primarily with UK-based suppliers and contractors whose employees are protected under UK employment laws and working time directives. Whilst the Trust itself does not conduct business in countries where there is a documented problem with human trafficking and/or modern slavery, we remain acutely aware of the need to ensure that companies within our supply chain share our commitment to treating their employees fairly and ethically.

This statement outlines the steps the Trust will take to understand all potential modern slavery risks and to ensure that our organisation is fully compliant with the Modern Slavery Act 2015.

Aims

- To ensure the Trust fulfils its statutory responsibilities under the Modern Slavery Act 2015;
- To demonstrate the Trust's commitment to combatting modern slavery and human trafficking;
- To outline the procedures the Trust intends to put in place to ensure its current and prospective suppliers are not engaged in any practices associated with modern slavery and/or human trafficking;
- To support the mission, vision and values of the Trust and its establishments.

About Star Academies

Star Academies is a mixed Multi-Academy Trust that runs a diverse network of primary and secondary schools in Lancashire, Greater Manchester, West Yorkshire, the Midlands and London. We are a values-based organisation, committed to enhancing social mobility. All our efforts are geared towards raising the aspirations of children and young people in areas of social and economic deprivation to improve their life chances and help them succeed at the highest levels of education, employment and the professions.

Star Academies is one of the country's leading education providers, and our schools promote excellence in everything they do. In every school, the entire staff team – working in partnership with parents and the local community – is committed to nurturing today's young people and inspiring tomorrow's leaders.

Our Commitment

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation and, in so far as is possible, we require our suppliers to demonstrate a similar level of commitment. We resolve to:

- Comply with legislation and regulatory requirements;
- Make suppliers and service providers aware that we promote the requirements set out in the Modern Slavery Act 2015;
- Consider modern slavery factors when making procurement decisions; and
- Develop an increased awareness of modern slavery issues.

Our Policies

We have reviewed our policies and procedures in light of the Modern Slavery Act 2015 and are confident that they promote anti-slavery and human trafficking practices, in particular the following:

- **Recruitment and Selection Policy** – ensures that all staff recruited to work within the Trust or one of its establishments are subject to rigorous checks, including DBS, disqualification, barred list and prohibition checks together with identity and right to work in the UK checks and references. Where it is necessary to hire agency staff, we only use reputable agencies that have been vetted through the Trust's procurement procedures and who apply the same rigorous employment checks as the Trust.
- **Safeguarding (Child Protection) Policy** - provides a framework for our schools to identify and support pupils at risk of abuse, including children who are at risk of modern slavery, trafficking or exploitation.
- **Vetting and Due Diligence Policy** – ensures that everybody who has a role in our establishments has views and opinions consistent with our values and ethos and protects pupils and staff from inappropriate influences.
- **Whistleblowing 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 Whistleblowing Policy are investigated and appropriate actions taken.
- **Anti-Harassment and Bullying Policy** - promotes an inclusive environment in which all staff and pupils are treated with dignity and respect and harassment and bullying are not tolerated.

Our Supply Chain

We buy a wide range of goods and services, in accordance with public procurement legislation and our ethical sourcing principles and practices. These include construction services and supplies, furniture and stationery, electronics (computers, audio visual, etc.), food and catering supplies, travel services, laboratory supplies (equipment and chemicals etc.), books and printing, and waste and recycling services.

Risk Management

Risk management is embedded in the day to day operation of the Trust. Trustees and Senior Management have formally identified and documented the major risks to which we are exposed. Those risks have been reviewed by the Board and Audit Committee. Risk management strategies have been implemented.

Our internal auditor carries out regular testing of internal procedures and controls, including adherence to policies and procedures. Any areas of non-compliance are included in internal audit reports, which are communicated to senior managers and the Audit Committee and appropriate actions taken.

Embedding the Principles

We are fully committed to embedding the principles and responsibilities set out in the Modern Slavery Act 2015 in all elements of our business practice.

To support our delivery on this commitment, we have appointed a dedicated procurement professional who will ensure that all companies within our supply chain have provided either a valid self-certification, if contracted after an OJEU tender process, or are engaged in compliance with UK law to prevent contracting with organisations who are engaged in modern slavery and/or human trafficking.

The Trust intends to put the following procedures in place during the 2018/19 financial year:

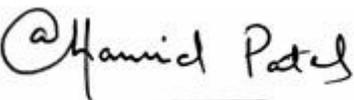
- We will include a definition of modern slavery conditions or criteria in our specification and tender documents wherever possible, and emphasise that if evidence of any such conditions or working practices are found, the contract will be nullified and the Trust will report the company to the relevant authorities;
- We will draft specifications to include a written acknowledgement from suppliers to confirm that they support and uphold the requirements set out in the Modern Slavery Act 2015;
- We will rigorously evaluate specifications and tenders to ensure that appropriate weight is given to the issues of modern slavery and human trafficking;
- We will refuse to award contracts to suppliers who fail to demonstrate their commitment to ensuring that modern slavery and human trafficking are not taking place in their own business or supply chains;
- We will update the Trust's Financial Management Handbook to include reference to the Modern Slavery Act and incorporate new procurement procedures and processes;
- We will gather additional information for new suppliers in relation to the Modern Slavery Act 2015; and
- We will conduct a retrospective information-gathering exercise with regard to our current suppliers;
- We will develop a Supplier Code of Conduct;
- We will develop Key Performance Indicators to evidence our commitment to the principles of the Modern Slavery Act.

Training and Awareness-Raising

Throughout the next twelve months we will continue to raise staff awareness of the Modern Slavery Act 2015.

Our schools will continue to deliver training for staff on Child Sexual Exploitation (CSE) and to educate pupils on slavery and human trafficking through the History and Geography curricula and deliver units on CSE through Citizenship lessons.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st August 2018.

SIGNATURE: 

POSITION: Chief Executive
DATE: 1st September 2018