

Diocese of Ely Multi Academy Trust

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

The Diocese of Ely Multi Academy Trust (DEMAT) is committed to ensuring there is no modern slavery or human trafficking in either our business or those of our suppliers.

DEMAT has a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking within the Trust and across our suppliers. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2019 - 2020.

DEMAT consists of primary schools based in Cambridgeshire, Peterborough, Norfolk and Suffolk, all within the Diocese of Ely and we have over 1000 employees across the trust. We are the Trust of choice for Church of England primary schools within the Diocese, who wish to become academies. The Trust central office is based in Ely. Information regarding the Trust can be found at: www.demat.org.uk

Our core values are:

- To ensure that our academies are centres of excellence, with a focus on academic outcomes and the nurture of resilience & respect, as set out in the Ofsted Inspection Handbook.
- To promote high quality professional development and encourage mutual support in the pursuit of effective teaching and good pupil progress.
- To develop innovative and aspirational thinking, building on our long educational heritage and to make use of the latest research in pedagogy and child development.
- To foster, maintain and celebrate Christian distinctiveness in our schools.
- To ensure our academies have a particular vocation to the least advantaged, enabling them through education to change their life opportunities.

Our suppliers

There are a number of suppliers from whom we buy in services – these range from school level support e.g. cleaning, catering, maintenance, out of school club services, to management systems and auxiliary services e.g. recycling, stationery and equipment.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

To date, we haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers. If any allegations or intelligence of concern were brought to our attention, we will take immediate action and report it to the relevant authorities.

Policies

DEMAT has the following policies for identifying and preventing slavery and human trafficking in our operations:

Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of the whistleblowers.

Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the Trust. We strive to maintain the highest standards of employee conduct and ethical behaviour.

Child Protection and Safeguarding policies

Our school Child Protection policies are based on the Department for Education statutory guidance: Keeping Children Safe in Education and all employees are required to read and understand this document.

Each school has a Designated Safeguarding Lead. Safeguarding procedures are overseen by an appointed Local Governing Body member and are reported on at every Local Governing Body meeting. We conduct regular safeguarding audits of our schools.

Action:

- DEMAT will ensure that all schools are made aware of this statement.
- Any employee who has suspicions of modern slavery or human trafficking must utilise the Whistleblowing procedure in order to report their concerns immediately. All schools and the central team are made aware of the procedure and who to contact by way of posters in relevant staff areas.
- Any concerns raised by members of the community related to DEMAT, its employees or pupils, must be dealt with in confidence and the relevant individual, should be signposted to either the school's Complaints Policy or DEMAT's Whistleblowing procedure.
- DEMAT will review and update where required, procurement processes to include checks to confirm suppliers are compliant with the Modern Slavery Act.

Risk management

- Risk management is embedded in the day to day operation of DEMAT. Executive Directors will formally identify and document the major risks and those will be kept under review by the Trust Audit Committee.

Monitoring

DEMAT will monitor any this statement including concerns raised, annually. This will be done via the Trust Audit Committee and the Personnel Committee who review personnel and safeguarding matters.

We will seek to review:

- How many reports have been made by our employees that indicate there are issues.
- If that is the case, what steps we took to report and address the allegations.

A handwritten signature in black ink, appearing to read 'Adrian Ball', written in a cursive style.

Adrian Ball
Chief Executive