

The Active Learning Trust

MODERN SLAVERY STATEMENT for Financial Year 2018-2019

This statement is made to evidence that that the Active Learning Trust was fully compliant with the Modern Slavery Act 2015 during the financial year 2018-19, and continues to be so. The Active Learning Trust was committed to the highest standards of ethical conduct in all its activities. The Active Learning Trust did not engage in, or condone, the practices of human trafficking, slavery or forced labour, and was aware of the need to ensure that all business was conducted in an ethical and transparent manner.

ABOUT ACTIVE LEARNING TRUST

The Active Learning Trust is a multi-academy Trust of primary, secondary and special schools. The Active Learning Trust brings together experienced and successful practitioners who share a collective belief in the effectiveness of school improvement, the primacy of performance management and the potential of new technology to enhance learning. The Trust has the strong moral purpose of enabling schools to deliver high levels of achievement for all pupils, regardless of socio-economic circumstances, family situation or ethnic background. The Trust will secure and sustain improvement in schools by providing leadership and support through academy sponsorship, by working with governing bodies to strengthen their leadership and strategic delivery and through contracted work with school leaders and their teams.

RISK MANAGEMENT

Risk management forms part of the day to day operation of ALT. Trustees, the Chief Executive Officer, (CEO), and Senior Leaders of ALT had formally identified, and documented the major risks to which the Trust was exposed. These risks were reviewed regularly and appropriate risk management strategies were in place. ALT was regularly audited by external and internal auditors, who carried out robust testing of internal controls and reported back to the CEO and Trust Board.

The priority for ALT was the protection of pupils and employees. The Trust had robust policies and procedures in place to minimise any potential risks which were reviewed regularly and cascaded to all employees.

PROCUREMENT

The Active Learning Trust was committed to ensuring there was no modern slavery or human trafficking in any part of the organisation and, in so far as was possible, required suppliers to demonstrate a similar level of commitment. As part of our commitment we:

- Complied with legislation and regulatory requirements;
- Employed a dedicated procurement professional to undertake due diligence checks to ensure that none of the companies in our supply chain were engaged in modern slavery and/or human trafficking;
- Made suppliers and service providers aware that we promoted the requirements set out in the Modern Slavery Act 2015;
- Included compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible. (The sub-contractor may have been required to include equivalent clauses in their own contracts with sub-contractors, where permitted, with the aim of enabling enforcement higher up the supplier chain).
- Evaluated specifications and tenders to ensure that full commitment was given to the issues of modern slavery and human trafficking

CHILD PROTECTION AND SAFEGUARDING

The Active Learning Trust and all Active Learning Trust Schools were committed to providing a safe and secure environment for pupils, staff and visitors and promoted a climate where pupils and adults felt confident about reporting concerns that they may have had about their own safety or the wellbeing of others.

The Active Learning Trust and all Active Learning Trust Schools worked in line with statutory guidance. Our child protection policies were based on the Department for Education publication: *Keeping Children safe in education*, and all employees were required to read and understand this document. Safeguarding training was regularly renewed in line with DfE Guidance.

Each school had a Designated Safeguarding Lead and Safeguarding procedures were overseen by an appointed governor and were reported on at every local governing body meeting. Persistent child absences were investigated and followed up. Regular safeguarding audits of our schools were conducted.

The Active Learning Trust employed a safeguarding Lead as part of the Core Trust. This lead undertook safeguarding checks and reported back to the CEO and relevant committees.

RECRUITMENT

The Active Learning Trust, and its schools, operated a robust recruitment policy, adhered to all safeguarding checks referred to in the Department for Education publication: *Keeping Children safe in education*, and ensured eligibility to work in the UK. Safeguarding all young people across all Trust schools was of paramount importance and the Trust believed that this recruitment process also safeguarded against human trafficking or individuals being forced to work against their will.

The Active Learning Trust undertook all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references. The Active Learning Trust ensured that each school had staff trained in safer recruitment. We also ensured that any contractors of services to our schools provided assurances that they had also carried out the safer recruitment checks.

WHISTLEBLOWING

The Active Learning Trust and all its schools, had a clear Whistleblowing Policy so that all employees could raise concerns about how colleagues, or people receiving services from The Active Learning Trust or its schools, were being treated, or concerns about practices within our business or supply chain, without fear of reprisals. Reported concerns were fully investigated.

PERFORMANCE INDICATORS

The Active Learning Trust determined that the steps taken to ensure that slavery and/or human trafficking was not taking place within the Trust or supply chain had been effective because:

- No reports were received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices had been identified.

*Approved by Bob Dool, Chair of the Board, on behalf of the Trustees
March 2020
(for Financial Year 1st September 2018 to 31st August 2019)*

*Although this statement has been written to evidence procedures for the financial year
1st September 2018 to 31st August 2019, the processes and structures continue to be relevant for the current year.*