

## **Modern slavery statement**

### **The Enquire Learning Trust**

The Enquire Learning Trust (Trust) is a Multi Academy Trust which comprises of 29 primary academies across the North of England.

We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.

We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together. This will ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.

We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.

We take learning seriously and work together to create a vibrant culture in which this can happen. We know that it's what we do that counts and that our thinking must be visible in classrooms if it is to have leverage. Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them and to hear their voice in authentic ways; in turn, using their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

### **Introduction**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This statement sets out the actions taken by The Enquire Learning Trust:

- to understand all potential modern slavery risks related to our Multi Academy trust;
- to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own operations and our supply chains.

### **Risk Management**

Trustees and Directors have formally identified and documented the major risks to which the Trust is exposed. Those risks are reviewed annually by the Audit, Risk and Finance Committees. Risk management is embedded in our day to day processes.

Our internal and external auditors carry out regular testing of our internal procedures and controls including adherence to policies and procedures. Any non-compliances are included

in their reports which are communicated to the Directors and the Audit, Risk and Finance Committee.

### **Child Protections and Safeguarding Policy**

The Trust has a Child Protection and Safeguarding policy in place which focuses on the need to ensure that its children are safe, feel safe and are fully supported in this respect by their academy. This policy provides a framework for our academies to develop secure processes for identifying and supporting pupils at risk of abuse. The Safeguarding policy specifically identifies modern slavery and trafficking as forms of harm and provides guidance for staff who believe a child is at risk of harm.

Principals, together with Designated Safeguarding Leads, are required to ensure that staff have at least annual safeguarding training and access to up to date relevant information in relation to forms of neglect and abuse. Safeguarding children who may have been trafficked forms part of this training. Our academies have processes in place to ensure that the voice of the child is heard and that children are able to disclose any concerns they may have. If children are persistently absent from school the reasons for this will be investigated.

The Director of Performance and Effectiveness is the Trust's Safeguarding Officer. Their role is to provide assurances to the Board of Trustees that our safeguarding policies and procedures are being adhered to and that training has been delivered.

### **HR Policies**

In accordance with our aim of providing an outstanding education for all children across the Trust, the Trust wishes at all times to act and be seen to be acting with the utmost integrity and expects all employees to act in the same manner. The Trust is committed to the provision of a working environment for all employees, prospective employees and others working or visiting its academies, which promotes an open, honest and transparent working environment. We are committed to ensuring that all employees are treated with dignity and respect and are able to carry out their job role free from conflict, risk, harassment or any other behaviour perceived to be compromising, demeaning or demoralising. The Trust has a number of HR policies in place which ensure that this ethos is put into effect. All new employees receive appropriate training in relation to the Trust's policies and procedures.

It is a statutory requirement for all academies to undertake certain recruitment and vetting checks on individuals working within our establishments and maintain a live Single Central Record of these checks. Therefore, all our academies and the central office are able to demonstrate that vetting checks, including proof of right to work in the UK, have been carried out for all staff.

### **Whistleblowing Policy**

The Trust's Whistleblowing Policy places a duty on all employees to report any suspicion or concern they may have that other employees, Academy Improvement Committees, Directors or Trustees are involved in actual or potential fraudulent or corrupt activities

The policy sets out a clear process for reporting such concerns and provides protection for individuals who do so. The Trust is committed to ensuring that any concerns of this nature are taken seriously and investigated. Our Whistleblowing Policy will be amended to specifically mention the risk of modern slavery and to stress that a report of concerns in relation to those matters can be made under the protection of the policy.

## **Procurement**

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry. All tenders for supply of services and or goods will include a requirement for the supplier to report on their ethical training to include ensuring that they also comply with Modern Slavery Act 2015.

We will continue to seek assurances from suppliers as to their avoidance of modern slavery and human trafficking.

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

## **Reporting**

Where the Trust believes Modern Slavery is taking place they will report all evidence to the police immediately and subsequently to the Board of Trustees.