



## **Ironstone Academy Trust**

### **Modern Slavery Policy Statement**

Ironstone Academy trust is an academy trust in Redcar and Cleveland comprising 6 schools, 260 employees, and 1800 pupils. The trust has an annual turnover in excess of £6 million.

Our trust does not meet the criteria that requires us to publish a modern slavery statement; however, we are passionate about tackling this growing problem and are looking to increase transparency in our operations.

Our trust strongly values:

- The ethical treatment of all individuals.
- The safeguarding of children, young people and vulnerable adults.
- The responsible, accountable and compliant spending of public and charitable funds.

#### **Business and supply chains**

The trust pursues the above values in all aspects of its operations, meaning we are committed to ensuring that business operations are completely free from modern slavery and human trafficking. We procure goods and services from third-party providers solely based within the UK. Our supply chain includes suppliers in the UK and European Union. The Trust uses these to source educational materials and resources. As you might expect, many items are made outside of these areas.

#### **Recruitment**

The trust conducts all its recruitment processes in line with its Child Protection and Safeguarding Policy, which lays out stringent processes for recruiting staff, and thoroughly checking that they are legally entitled to work in the UK.

#### **Policies and procedures**

The trust has implemented a Modern Slavery Policy, and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Our policies are regularly monitored, are officially reviewed as required, and are updated in response to any changes to government regulations or guidelines.

## **Risk assessment and due diligence**

The trust will seek to highlight specific supply chains and recruitment channels in which there is a heightened risk of modern slavery and will assess potential risk areas within these and implement mitigating actions against these risks. These risk assessments will be kept and reviewed as required.

The trust seeks the highest standards of compliance, ethics and integrity in all areas of the organisation and is committed to ensuring due diligence is always conducted with regard to ensuring modern slavery holds no place in its operations. The trust will publish this document on its website and work with suppliers to ensure that they understand and share our values and high standards, and continually work within them.

In order to ensure high standards are continually met, we also maintain the following due diligence practices:

- Obtaining a copy of suppliers' anti-slavery policies or statements.
- Ensuring suppliers can provide relevant health and safety checks.

We expect all suppliers working with the trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations, and we routinely seek assurances from them to this effect.

## **Training**

All staff members, local governors and trustees receive training on financial matters, including modern slavery and the related school policies.

Trustees and staff responsible for financial management, recruitment and procurement have this training refreshed more regularly, for other staff it is on induction.

## **Goals and key performance indicators**

The trust is committed to continually reviewing and improving its practices to ensure modern slavery is in no way a part of its operations. Over the next financial year, we are looking to implement the following control measures to increase our oversight of ethical procurement and recruitment:

- review the procurement policy in light of this statement

This statement applies to all academies within the trust, and central staff.

## **Declaration**

This statement has been created by the CEO and shared with the Trustees and Local Governing Bodies.

Signed \_\_\_\_\_ (CEO) Date \_\_\_\_\_

Last updated: 19th May 2021

