

The Willows School Academy Trust

Modern Slavery Statement

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Introduction

The Willows School Academy Trust is a charity and company limited by guarantee that operates as a single standalone Academy Trust. We are funded primarily by the Department for Education and regulated by the Education and Skills Funding Agency.

Our approach is built on three values: 'Learning, Achieving, Succeeding'. These values reflect the culture we want to achieve throughout our organisation, from the boardroom to every classroom in one of our schools. Together we create ambitious and successful schools in which every child thrives. The Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area. We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

Organisation structure and supply chain

The Trust is a simple standalone Academy Trust for children aged 5-11 with an EHCP I providing training for people working in and with schools, and trainee teachers. It is led and run by a Head Teacher appointed by Trustees. The schools Headteacher is also the Accounting Officer. Each school is led and run by a Headteacher and senior leadership team.

The Trust has just over 30 employees. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and safeguard employees from any abuse or coercion once in our employment.

Procurement of goods and services occurs at school level with oversight from procurement professionals as part of a central support function. Our supply chain is extensive, and we procure goods and services primarily from a wide range of UK suppliers.

Policies in relation to slavery and human trafficking

The Willows School Academy Trust is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

The Willows School Academy Trust maintains the following policies which are reviewed cyclically:

- Code of Conduct
- Whistleblowing Policy
- Anti-Harassment Policy
- Dignity at Work Policy
- Equality Policy

The Headteacher alongside the SLT and Governing Body is responsible for investigating any suspected instances of modern slavery and human trafficking.

Over the next 12 months we will be focusing on due diligence procedures regarding human trafficking and slavery in our supply chain, particularly those linked to services outsourced to third parties.

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Risk assessment and management

The Trust has assessed the risks of modern slavery and human trafficking as follows:

High risk activities

We do not believe there to be any high-risk operations within the Trust or within our supply chain with regards to modern slavery and human trafficking.

Medium risk activities

Supply chains linked to the catering and cleaning provisions as a consequence of the use of external contractors.

Supply chains linked to the manufacture of ICT equipment and school uniforms, as a consequence of the Trusts use of external suppliers to provide items and the likelihood that supplies are manufactured overseas.

Low risk activities

Provision of agency staff predominantly in teaching and support staff.

We will include compliance with the Modern Slavery Act as a requirement within the specification of alltenders for the supply of goods and/or services.

Key performance indicators to measure effectiveness

Over the next 12 months The Willows School Academy Trust will continue to embed the principles within this statement.

Refresh Modern Slavery training for those involved in recruitment of staff and procurement of goods and services

Ensure employees dealing with suppliers receive appropriate updates relevant to modern slavery.

Training on modern slavery and trafficking

The Willows School Academy Trust has an online training portal for its staff that includes a module on Modern Slavery awareness. This module is available to all staff but is a mandatory requirement for those involved in recruitment of staff and procurement of goods and services.

Each school delivers annual safeguarding training for all staff, including information on Modern Slavery and human trafficking.

Additional training will be identified for those managing contracts for outsourced activity to ensure that suppliers are being monitored appropriately.

This statement was approved by the Headteacher, Malcolm Shaw on September 2024.