

# MODERN SLAVERY STATEMENT



## 1. Introduction

- 1.1 This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act [2015].
- 1.2 Southernly Point Co-operative Multi-Academy Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area.
- 1.3 Southernly Point Co-operative Multi-Academy Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

## 2. About Southernly Point Co-operative Multi-Academy Trust

2.1 Southernly Point Co-operative Multi-Academy Trust is comprised of 2 secondary schools and 17 primary schools across Helston and the Lizard Peninsula, Cornwall. Our work is underpinned by the co-operative values: self-help, self-responsibility, equity, equality, democracy, solidarity, social responsibility, openness, honesty and caring for others. Our aim is to 'Enable Excellence for All'. We are child centred, values driven, built on strong relationships, committed to individuality and inclusion and focussed on the very best learning.

2.2 Our objectives are to achieve:

- Excellence in Teaching and Learning
- A culture of high expectations and aspirations, continuous improvement and commitment to learning
- Resilient people who show respect for others and contribute as active citizens to their communities
- Outstanding leaders at all levels through the schools and Trust who are confident, proactive and effective
- Excellent support services to enable and support a sustainable educational model for the community, optimising depth and breadth in the capability and capacity of the Trust.

## 3. Risk Management

- 3.1 Risk management is embedded in the day to day operation of Southernly Point Co-operative Multi-Academy Trust. The Trustees have formally identified, and documented the major risks to which the Trust is exposed. These risks have been reviewed by the Audit Committee and appropriate risk management strategies are in place.
- 3.2 Due to the nature of the organisation, protection of pupils and employees has been identified as a risk area for the Trust. The Trust has robust policies and procedures in place to minimise any potential risks but is also committed to continuous review and improvement in this area.
- 3.3 We are regularly audited, which includes compliance with policies and procedures. Any non-compliance is reported to the Audit Committee and appropriate actions taken.

## 4. Child Protection and Safeguarding Policy

- 4.1 Southernly Point Co-operative Multi-Academy Trust is committed to providing a safe and secure environment for pupils, staff and visitors and promoting a climate where pupils and adults feel confident about sharing any concerns that they may have about their own safety or the wellbeing of others.
- 4.2 Our schools contribute to inter-agency working in line with the statutory guidance *Working Together to Safeguard Children*, and follow each local authority's safeguarding procedures set up by the Local Safeguarding Children Board (LSCB). The Trust's Child Protection and Safeguarding Policy is based

on the Department for Education publication *Keeping Children Safe in Education*, September 2018, and all employees are required to read and understand Part 1 of this document.

**4.3** Each school has a Designated Safeguarding Lead who is part of the Trust DSL's Network Group who audit each other's practice to ensure a robust and vigilant approach is maintained. There is a Safeguarding Governor at every school and a Safeguarding Trustee. Safeguarding is a standing item at Local Governing Body meetings and at the Trust Board.

## **5. HR Policies**

**5.1** Southerly Point Co-operative Multi-Academy Trust is committed to safe recruitment processes. All staff recruited to work in one of the Trust's schools will be subject to the rigorous recruitment procedures outlined within the Trust's Safer Recruitment Policy. The importance of safeguarding and protecting children attending our schools is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, the Trust undertakes all relevant statutory vetting checks including criminal record checks [DBS checks], barred list checks and prohibition checks together with right to work and references.

**5.2** In line with our co-operative values, the Trust expects all employees to be treated equitably and with respect.

## **6. Whistleblowing policy**

**6.1** The Trust has in place a Whistleblowing Policy, aimed principally at our employees but also available to our suppliers, that encourages the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. The Trust is committed to ensuring that all concerns raised under the Whistleblowing policy are fully investigated and appropriate action taken if required.

## **7. Procurement**

**7.1** A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium or appointed through means of a tender process.

**7.2** We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as within our catering supply chains and the construction industry. We will be taking the following steps to promote awareness of this during 2018/19:

- Raise awareness amongst the Central Team and school administrators of the risks of modern slavery occurring within our supply chains.
- Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible.
- Conduct a more in depth review of our supply chains to better understand the risks of modern slavery occurring within them.

Chair of Trustees:



Kevin Thomas

Date: 13<sup>th</sup> December 2018

This statement will be reviewed on an annual basis in line with Southerly Point Co-operative Multi-Academy Trust's financial year.

Southerly Point Co-operative Multi-Academy Trust

Self Help Self Responsibility Equity Equality Democracy Solidarity

Social Responsibility Honesty Openness Caring for Others