



TKAT

# Anti-slavery and human trafficking statement

Academic year ending 31 August 2023

This statement was approved by the Board of Trustees on 14th December 2023 and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

## **Background**

The Kemnal Academies Trust (referred to herein as the 'TKAT' or 'The Trust') was established on 1st September 2010 and is one of the largest multi-academy trusts in the south of England with 45 Primary and Secondary Academies. TKAT is a company limited by guarantee and is an exempt charity.

## **Definitions and scope**

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

This statement sets out TKAT's actions to understand all potential modern slavery risks related to its operations and to put in place steps that are aimed at ensuring that there is no direct or indirect slavery or human trafficking within the Trust or its supply chains.

As part of the Education sector, the Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement applies to all persons working for and/or on behalf of TKAT in any capacity, including employees at all levels, directors, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

## **Statement of intent**

- As a Trust, we are committed to raising awareness of modern slavery and human trafficking within our academies, as part of our responsibility for the safeguarding of pupils.
- TKAT maintains a zero-tolerance approach to modern slavery and human trafficking, and we are committed to acting ethically and with integrity in all our business dealings and relationships.
- We expect our external suppliers and contractors to abide by this statement, and will carry out appropriate due diligence within our procurement process to evaluate the modern slavery and human trafficking risks of each new supplier to ensure that TKAT will not knowingly enter a business relationship with a non-compliant organisation.

## **Accountability**

The TKAT Board of Trustees has overall responsibility for ensuring that this statement complies with our legal and ethical obligations, and that all those under its scope are aware of and compliant with it.

Within our academies, the Headteacher and the Local Governing Body are responsible for ensuring compliance with this statement in relation to any parties working with or on behalf of that academy.

Individually, employees are responsible for notifying their line manager should they become aware of any activities, within the Trust or by any of its external suppliers or partners, that is not compliant with the Statement of Intent above.

### **TKAT policies for reference**

All new and revised TKAT Policies are subject to scrutiny by the Trust's Senior Leadership Team, Policy Stakeholder Group and recognised Unions via the Consultation process.

To support our statement of intent, the following policies are in place to promote good practice across the Trust, and to provide clear and consistent mechanisms for handling any issues of concern. They are published online and are subject to regular review in order to remain fit for purpose:

- **Diversity, Equal Opportunities and Inclusion**
- **Gifts and hospitality policy**
- **Safeguarding and Child Protection Policy**
- **Procurement policy** - The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct may lead to the termination of the business relationship.
- **Whistleblowing and Complaints policies** - The organisation encourages all its workers, stakeholders and other partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing and complaints procedures are designed to make it easy for individuals or organisations to make disclosures, without fear of retaliation.
- **Code of Conduct** - The Trust-wide Code of Conduct supports the Trust's commitment to ensuring that employees understand the actions and behaviour expected of them when representing the organisation. The Trust strives to maintain the highest standards of employee conduct and ethical behaviour within Academies, the Corporate centre and when and managing its supply chain.