

# Modern Slavery

## Statement

<b>Date of Approval:</b>	24/02/2021
<b>Approved by:</b>	Trust Board
<b>Date of next Review:</b>	August 2026



## Introduction

The Consilium Academies Trust Slavery and Human Trafficking Statement, is made pursuant to section 54 of the Modern Slavery Act 2015. This statement covers the activities of Consilium's Schools and Academies as listed on; [www.consilium-at.com](http://www.consilium-at.com)

All of our school and academies procure goods and services from, and form part of Consilium Academies supply chain. This statement summarises the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

## Our Organisation

Our staff are all based in the United Kingdom, are directly employed and are not in any category identified as vulnerable to modern slavery in this country. Focus therefore, is to ensure there are policies and procedures in place for our contractors and suppliers.

Consilium Academies will operate in a manner which supports this statement and within the vision, values and aims of the Trust. Operational procedures will be in line with the statutory framework at the time of the publication of this Charter and be responsive any future change in statute or expected procedure.

## Aims:

- To ensure that everything that we do has a focus on helping children and young people to succeed to their potential; academically, socially and emotionally.
- To instil a passion for life-long learning and continued improvement; so that our academies, staff and students can grasp their aspirations and ambitions.
- To focus on the development of the whole child; by providing exciting and challenging learning and extra-curricular opportunities and experiences.
- To create a family of academies that is inclusive and embraces diversity, where all members of the community feel supported, inspired and empowered to succeed.
- To ensure that all stakeholders are seen as partners in our work within the communities we serve.

## Our Supply Chain

The Trust is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

The Trust uses a wide range of suppliers who supply goods for sale, provide services at events and support our operations.

## Risk Management Processes

In order to assess the risk of modern slavery, we use the following processes with our suppliers: We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

Based on the potential risks identified, we monitor all suppliers, and particularly new suppliers, to ensure that they have their own statement, procedures and policies to minimise the risk of modern slavery.

We have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems. Our staff are encouraged to share any concerns in this regard with management.

## Training

All staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters and HR personnel undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
- During the year, we have continued to provide advice and guidance to those teams who have direct responsibility for relevant supply chains and the Director of Finance and Operations will participate in further modern slavery training. We will develop a maintain a Modern Slavery Act Guidance document which will be available to staff through the Trust websites.

## Policies

The Trust will continue to develop a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- **Financial Procedures and Policies** which sets out internal requirements for purchasing goods and services.
- **Anti-Corruption and Fraud Strategy**
- **Procurement Policy** covering issues of human rights, child and forced labour and modern slavery, which Trust suppliers are required to comply with.
- **Whistleblowing Policy** which encourages staff to report concerns.
- Equal opportunities and diversity policy
- GDPR Policy
- Disciplinary dismissal and grievance procedures
- Health and safety policy
- Website privacy statement
- Complaints policy
- Environmental policy

## Policy development and review

Consilium Academies Trust policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

## Due Diligence

We will monitor any suppliers we believe present any level of modern slavery risks in our supply chain. This includes those who support the procurement of goods and materials for our use in our academies and schools particularly where those goods and materials are acquired from suppliers in high risk countries.

All suppliers which we class as high risk must:

- complete our Modern Slavery Act Due Diligence Questionnaire which covers their governance, policies, training and supply chain management processes; and
- on an annual basis and prior to sourcing, provide full detail of the supply chains they are proposing to commission goods from on behalf of the Trust

The Director of Finance and Operations and the Finance team are responsible for assessing the information submitted by suppliers. Should a supplier fail to provide the information requested or to meet Trust expectations, Consilium will take appropriate action, which may include not entering into a relationship or terminating the relationship with the supplier concerned with immediate effect.

### Looking Ahead

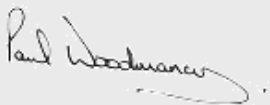
Over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers.

### Approval

This statement has been formally approved by the Trustees of Consilium Academies and signed on their behalf . This will be reviewed annually.

**Date: 24.02.2021**

**Signed: Paul Woodmancy**



Chair of Consilium Academies Trust Board