Modern Slavery Statement

This statement is pursuant to section 54 of the Modern Slavery Act 2015.

The Griffin Schools Trust (GST) is a growing Multi-Academy Trust comprising twelve schools located in East London, Medway, North Warwickshire and the West Midlands.

Modern Slavery is a crime and a violation of fundamental human rights in order to exploit a person's liberty for commercial gain.

The Griffin Schools Trust works to the highest professional standards and comply with all laws, regulations and rules relevant to our industry and we are committed to the highest standards of ethical conduct in all our activities and we do not engage in, or condone, the practices of domestic servitude, sexual exploitation, forced marriage, forced criminality, and forced labour.

The policies we have in place and this statement reflect our commitment to act responsibly, ethically and with integrity within all our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. The Griffin Schools Trust mitigates the risk of modern slavery occurring by having a robust recruitment and selection process with a Safer Recruitment policy and a Whistleblowing policy. The Whistleblowing policy enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of disciplinary action. GST is confident that these, and other policies, effectively mitigate the risk of slavery and human trafficking taking place within its business or supply chains, and provide support to staff should they have any concerns. Our policies are reviewed by the Board of Trustees.

Staff are encouraged to raise concerns about any issue or suspicion of modern slavery or child Labour. It is mandatory for all staff to carry out Safeguarding training at least annually and to have read and understood the governments Keeping Children Safe in Education document. The annual safeguarding training includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. We are fully satisfied that through our robust safeguarding training staff are able to identify and act appropriately for at risk pupils, staff and contractors.

The Griffin Schools Trust is committed to ensuring that all directly employed and contracted staff receive fair remuneration for the role(s) they perform. This is demonstrated through our commitment to ensuring staff receive, as a minimum, the National Minimum Wage, set annually by the government. This commitment means that all staff, whether employed directly, as contractors or through our subcontractors, receive at least the appropriate National Minimum Wage.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. The Griffin Schools Trust will not knowingly support or deal with any businesses involved in slavery or human trafficking. Agency staff are recruited through established reputable sources that can provide assurance that they comply fully with the requirements of the legislation relating to the rights and welfare of their workers. We expect our suppliers to hold their own suppliers to the same high standards. We will withdraw from existing contracts (where we may lawfully do so), or decline to enter into or renew a contract where any supply chain is unable to give sufficient confirmation or commitment to these practices in their business/es.

Our Risk Registers are reviewed regularly at individual school level, Trust level, and at Board level to ensure full transparency. Whilst we cannot 100% guarantee supplier adherence with the requirements of the Modern Slavery Act we will endeavour to carry out due diligence and eliminate the risks as much as possible.

Approved by the Board of Trustees

Signed by Mike McCreedy ..... Date 02 December 2024
Chair of the Board of Trustees

Signed by Anne Powell ..... Date 02 December 2024
Chief Executive Officer