



Modern slavery statement – August 2024

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

Introduction

Loxford Academy Trust is a Multi-Academy Trust comprising seven academy schools located in London and North Essex.

We recognise and confirm our responsibility to take a robust approach to Modern Slavery and Human Trafficking and are committed to preventing such activities right through the education services we offer and our supply chains.

Due diligence in relation to slavery & human trafficking in its business

The Trust employs people solely within England. Our recruitment processes are set out in our Safer Recruitment Policy and Procedure and ensure that all prospective employees are legally entitled to work in the UK.

Right to Work checks are evidenced in all staff's personnel files.

The Trust is also fully compliant with Keeping Child Safe in Education 2023/24 and 2024/25

Each academy school completes safeguarding audits conducted by a Director, which includes oversight of Safer Recruitment Processes and the Single Central Register.

Due diligence in relation to slavery & human trafficking in its supply chain

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement.

We are committed to conducting our business lawfully and this includes engaging with our suppliers to ensure that they understand and share our values and responsibilities.

The Trust complies with public procurement law when buying in a range of educational goods and services.

We will continue to build upon our existing safeguards when completing due diligence on prospective partners and reserve the right to exclude any tender bid, contractor or service provider who is non-compliant with the Modern Slavery Act 2015.

Focus in our academies on Modern Slavery & Human Trafficking

All our schools work towards raising awareness of Modern Slavery & Human trafficking through:

- Educating colleagues, pupils & students, and parents / carers

- Child protection where human trafficking has been highlighted as a high risk
- Human Resources and Safeguarding training
- Risk assessments and due diligence with tender bids
- Whistleblowing policy
- All reports or concerns are to be fully investigated

Continuing steps:

The Trust has confidence in its policy and procedures, which are regularly reviewed, to ensure the promotion of good behaviour amongst our workforce and supply chains. Such policies include:

Code of Conduct;
Employee Handbook;
Equality and Diversity;
Fraud;
Gifts and hospitality;
Safer Recruitment;
Dignity at Work/ Grievance Policy and Procedure;
Whistleblowing and
Tendering

Effective communication with our suppliers continues to confirm an understanding and commitment with our expectations.

Suppliers are asked to confirm their agreement to the principles in the Modern Slavery Act 2015.

Next Steps:

Training and continued vigilance:

Enhance the knowledge of staff and stakeholders on the warning signs of Modern Slavery and Human Trafficking via our Safeguarding Training Programme and training for Designated Safeguarding Leads;

Ensuring this training is completed via Induction Processes for all new staff and volunteers on day one of employment/ placement.

Ensure the 'Duty to Notify' the Home Office of any individual encountered in England and Wales who we believe is a suspected victim of slavery or human trafficking, is well known as well as who to report this to in the organisation. This duty includes pupils/ students of the schools within the Trust.

Mrs Anita Johnson OBE
CEO/ Head teacher
Loxford School Trust