



WELLSPRING

We Make A Difference

Modern Slavery Statement

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Target Audience	Public



1. Our Organisation

- 1.1. Wellspring Academy Trust is a multi-academy trust based in Yorkshire, Lincolnshire and the Humber covering eight local authority areas.
- 1.2. Our academies cover the Primary, Secondary, Alternative Provision and Special sectors. Our determination to make a difference is rooted in moral purpose. We are committed to improving outcomes and life chances for young people through empowered local autonomy and a strong assurance framework.
- 1.3. The Trust is a non-profit organisation; a company limited by guarantee and an exempt charity. The Board of the Trust has approved this statement in relation to section 54 of the Modern Slavery Act 2015.

2. Risk Management

- 2.1. Via its comprehensive risk management and assurance frameworks, Wellspring measures and controls operational and strategic risks to ensure that the organisation is and remains strong and sustainable.

3. Supply Chains

- 3.1. In keeping with Wellspring’s commitment to improve the lives and life chances and to impact positively upon the communities it serves, the Trust wholly endorses the Modern Slavery Act and is committed to ensuring its suppliers of services and goods comply with the same. This extends to its procurement of any new or renewed contracting arrangements. Wellspring will include - as a matter of course - a contractual clause requiring principal contractors and sub-contractors to adhere to this legislation, with compliance evaluated routinely.
- 3.2. Vision 2025, the Trust’s Strategic plan, commits to extend its ethical procurement and partnering arrangements beyond statutory guidelines. Successes in this regard are reported annually to the Trust Board and visible within its annual returns.

4. Policies and Procedures

- 4.1. The Trust has policies and procedures to support good practice and challenge Modern Slavery and human trafficking. All policies are equality impact assessed and reviewed every 3 years with the latest review being 2023.

Equality and Diversity Statement and Policy	Whistleblowing Policy
Pay Policy	Safer Recruitment Guidance (Right to work/DBS checks/references)
Procurement and Tendering Policy	Guidance re gifts and hospitality
Adherence to the Finance Regulations	Child Protection policy in each academy
Adhere to Keeping Children Safe in Education	Disciplinary policy
Wellbeing Charter	Grievance Policy
Adherence to the Academy Trust Handbook (DfE)	



5. Training and Due Diligence

- 5.1. The Procurement Department is vigilant to the risk of modern slavery through Wellspring's supply chains, operating under clear guidance. The Trust Board, Executive and Academy Senior Leadership Teams are committed to ongoing compliance.