



South Pennine Academies Statement on Slavery and Human Trafficking (Financial Year 01 Sept 2018 – 31 August 2019)

In accordance with section 54 of the Modern Slavery Act 2015, South Pennine Academies (SPA) is committed to combatting and preventing modern slavery. SPA is a multi-academy trust with a clear geographical context in Kirklees, Calderdale and Oldham.

We are committed to understanding modern slavery risks. SPA has a zero tolerance for slavery and human trafficking and does not believe there to be any such issues within its business and supply chain. The Trust encourages accountability, fairness, transparency and is committed to the eradication of any Modern Slavery & Human Trafficking within its business and supply chains and is working towards that aim.

We recognise there is more work we can do to ensure our policies and procedures are all as effective as they possibly can be to prevent exploitation, however we are confident that our current policies promote anti-slavery practices amongst our colleagues. We are reviewing our suppliers to ensure that they comply with the act.

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

The Board of Trustees of South Pennine Academies is the legal governing body of all academies within the Trust. This statement has been approved by the Board of Trustees and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

The Trust implements several policies which help to support our anti-slavery stance, including:

- Safer Recruitment Policy
- Staff Code of Conduct
- Anti-fraud Policy
- Gifts and Hospitality Policy
- Whistleblowing Policy
- Scheme of Delegation
- Governors Handbook

What we are going to do in the Future

As part of this reporting exercise and in the coming years, the Trust expresses its commitment to work towards greater transparency towards the people working on the Trust's supply chains.

Within the next year we aim to deliver:

- A Modern Slavery & Human Trafficking policy



- Conduct a Modern Slavery & Human Trafficking (MSHT) risk assessment of our suppliers
- Update our existing policies and cascade to all staff through leadership
- Review our procurement arrangements and standard trading terms
- On an annual rolling basis, request confirmation from suppliers that their businesses and supply chains are MSHT-free
- All new suppliers are to be asked to confirm that they meet the requirements of the act

This statement has been approved by the Board of Trustees and will be reviewed at least once annually.

Signed

A handwritten signature in black ink that reads "J. Acklam".

Ms Jane Acklam, OBE, BEd (Hons), PG Dip, NPQH

Chief Executive Officer

March 2019