



Modern Slavery and Human Trafficking Statement

Date of issue:	March 2026
Responsible sub-committee:	People and Remuneration Committee Trust Board
Linked policies:	Safeguarding and Child Protection Policy Safer Recruitment Policy Whistleblowing Policy Risk Management Policy Procurement Policy Staff Code of Conduct
Review Date:	March 2027
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Dissemination via:	Email, SharePoint, Trust website, GovernorHub

Version	Section	Amendments	Date	Author
V1	All		02/03/2026	Scott Burnside and Randa Jelbert

There must be a contents page in the following format

Contents

1. Our Organisation3

2. Our Commitment.....3

3. Our Supply Chains.....3

4. Policies supporting Our Approach3

5. Due Diligence and Procurement4

6. Risk Assessment and Management4

7. Measuring Effectiveness and Governance.....4

8. Training and Awareness.....5

9. Reporting and Whistleblowing.....5

10. Continuous Improvement.....5

11. Approval5

1. Our Organisation

INOVA is a Multi-Academy Trust operating across England and comprising primary, secondary and post-16. The Trust's core purpose is transforming lives through the power of learning by the provision of education and the promotion of the safety and wellbeing of children and young people.

We employ staff across teaching, support and central services and work with a range of suppliers and contractors of different sizes. We are committed to acting ethically and with integrity in all aspects of our work and to ensuring that modern slavery and human trafficking have no place in our organisation or supply chains.

2. Our Commitment

Modern slavery is a crime and a serious violation of human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking, as defined in the Modern Slavery Act 2015.

We take a zero-tolerance approach to modern slavery and human trafficking. We are committed to transparency in our own organisation and in our relationships with suppliers and partners. We expect everyone working for, or on behalf of, the Trust to share responsibility for identifying and preventing exploitation.

Trustees and senior leaders have not identified any confirmed instances of modern slavery within the Trust or its supply chains but remain alert to the need for ongoing vigilance.

3. Our Supply Chains

The majority of the Trust's supply chains are UK-based. Key areas include:

- Estates and capital works
- Catering and cleaning services
- Supply and agency staffing
- Uniform production
- IT and educational resources

Some supply chains involve overseas manufacturing, which presents a higher inherent risk and requires additional scrutiny.

4. Policies supporting Our Approach

The Trust has a framework of policies that underpin its approach to preventing modern slavery:

- Safeguarding and Child Protection Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Risk Management Policy
- Procurement Policy
- Staff Code of Conduct

These policies set clear expectations for ethical conduct, safeguarding and lawful employment practices.

5. Due Diligence and Procurement

The Trust seeks to ensure that its suppliers:

- Comply with UK employment law
- Act ethically and with integrity
- Have appropriate systems and controls in place

This is achieved by:

- Using reputable and established suppliers wherever possible
- Making increasing use of consolidated contracts with providers that publish their own modern slavery statements
- Using recognised public sector procurement frameworks where appropriate
- Including proportionate modern slavery clauses in contracts
- Reserving the right to terminate contracts where serious breaches are identified

Due diligence is also undertaken when schools join the Trust, including review of HR, contractual and financial arrangements, with any concerns addressed as part of the onboarding process.

6. Risk Assessment and Management

The Trust assesses the risk of modern slavery within its direct workforce as low, due to:

- Safer recruitment practices
- Right to Work checks
- DBS checks
- Regulated employment processes

The Trust also assesses the overall risk within its supply chains as low, due to procurement controls and use of reputable providers. However, the Trust recognises that certain sectors, including agency staffing, construction and uniform supply, carry relatively higher risk and therefore receive proportionate attention.

Trustees and senior leaders maintain oversight of these risks and review them regularly.

7. Measuring Effectiveness and Governance

The CFO is responsible for monitoring compliance with the Trust's Anti-Slavery and Human Trafficking Policy.

Oversight is provided through:

- The Trust Board
- Relevant Board committees
- Procurement approval and delegation arrangements
- Regular reporting on significant contracts

This ensures that responsibility for modern slavery risk is embedded within governance and assurance processes.

8. Training and Awareness

The Trust ensures that:

- All staff receive safeguarding training, including awareness of vulnerability and exploitation
- New staff receive information on the Anti-Slavery and Human Trafficking statement and whistleblowing arrangements
- Staff involved in recruitment and procurement understand their responsibilities in identifying risks

9. Reporting and Whistleblowing

The Trust encourages staff, volunteers, contractors and suppliers to raise concerns about potential modern slavery or unethical practice.

Concerns can be raised through:

- Line management
- Designated Safeguarding Leads
- The Trust's Whistleblowing Policy

All concerns will be taken seriously and investigated appropriately.

10. Continuous Improvement

The Trust is committed to:

- Reviewing this statement annually
- Strengthening supplier assurance processes
- Increasing staff awareness
- Learning from best practice across the education and public sectors


11. Approval

This statement was approved by the People & Remuneration Committee on 10 March 2026 and noted by the INOVA Board of Trustees on 26 March 2026 and is signed on its behalf by:

Name:



Derren Sanders



Lee Barber

Role:

Chair of Trustees

Chief Executive Officer

Date:

26 March 2026