

# The Active Learning Trust

## **ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT**

Section 54 of the Modern Slavery Act 2015 requires certain organisations to develop an anti-slavery and human trafficking statement each year. This is the statement for the Active Learning Trust.

The Active Learning Trust is committed to preventing and mitigating exploitation, corruption and bribery in all its forms. We will not accept modern slavery, forced labour and human trafficking anywhere within our operations or supply chain.

### **EMPLOYMENT**

We directly employ more than 1500 staff in the United Kingdom as a combination of school-based staff and a small number of central Trust workers. We are content that our own operations are free of slavery and human trafficking.

- ✓ Colleague across the Trust work under transparent and comparable terms and conditions of service.
- ✓ Our recruitment & selection procedures and safer employment practices are in accordance with UK employment law.
- ✓ We operate a robust recruitment process including conducting eligibility to work in the UK checks and enhanced disclosures and proof of identity arrangements alongside face-to-face interviewing for all employment positions.
- ✓ We have a range of employment policies in place which ensure that our employees are fairly treated, supported and remunerated for their work. These Policies include, but are not limited to Equality & Diversity, Pay & Rewards, Annual Leave, Health & Safety, Codes of Conduct, Prevention of Harassment & Bullying and Whistleblowing. All of these policies are available upon request.

Together these standards provide safeguarding against slavery and trafficking practices or individuals being forced to work against their will.

### **SERVICE & SUPPLY CHAINS**

We have a minority of ancillary-type services to schools which can be delivered under acquired services from other suppliers. For this we have a central procurement specialist service managing the procurement function for the Trust.

- ✓ The suppliers we use for our services are limited to support service functions such as cleaning, catering, teaching supply, public relations and IT support functions.
- ✓ These suppliers are EU and UK based.

- ✓ We also and in accordance with the procurement policy create, negotiate, and have access to a series of frameworks and agreements put in place with a group of suppliers who must procure in accordance with the EU public contracts regulations.
- ✓ We require all staff working in schools via a service contract arrangement to hold enhanced disclosure status to the same level as direct employees of the Trust.
- ✓ We hold supplier companies accountable for ensuring that their workers have the right to remain and work in UK.

The Trust acknowledges that companies providing manual or lower skilled workers to provide services are likely to be at greater risk of potential exploitation. We therefore commit to evaluating tenders for services in a diligent manner in order to expose and exclude the risk of such illegal and immoral behaviours.

## **DUE DILIGENCE**

As part of our approach to eradicating modern slavery, forced labour and human trafficking we will; -

- ❖ Require all commercial organisations bidding for ALT contracts to provide a copy or link to their anti-slavery statement.
- ❖ Where such a statement does not exist (e.g. where the bidder does not meet the Act's criteria for a statement to be produced we will require the bidder to confirm that it is committed to and acts according the moral principles of the Act.
- ❖ An overview of the Act and this Statement will be available to all staff in the senior leadership of the Trust for dissemination and to familiarise them with the key requirements.

Any concern raised about the potential for slavery and trafficking practices will be taken seriously and thoroughly investigated; -

The Trusts Whistleblowing Policy will be available to raise concerns by staff about any matters relating to slavery and trafficking practices or the suspicion of them

The Trusts complaints procedures will be available to raise concerns by anyone who is not a member of staff about matters relating to slavery and trafficking practices or the suspicion of them.

We will know the effectiveness of the steps we are taking to ensure that slavery and human trafficking is not taking place in our organisation if no report are received from employees, the public, or law enforcement agencies to indicate that such unacceptable practices have been identified.