



## Modern Slavery Statement

### **Introduction**

This statement is made on behalf of St. Mary's Academy Trust pursuant to the section 54(1) of the Modern Slavery Act 2015 and comprises of our slavery and human trafficking statement.

### **Our Business**

We are a small Barnsley based Trust of nine primary schools founded upon our key values, '**children first; lead bravely; own it; straight talking; community**', which determine our approach to our community and stakeholders. We succeed in delivering educational excellence in order that each child thrives within our safe and nurturing environment.

### **Supply Chain**

Procurement of quality goods and services is an important part of ensuring that we can succeed in delivering educational excellence to each child in our schools. Supply chains utilised by the Trust currently include catering, uniform, caretaking and grounds maintenance, furniture and equipment, cleaning, and ICT hardware and construction.

### **Slavery and Human Trafficking Policies**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of the Trust. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and when implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in the Trust and in our supply chains.

### **Due Diligence Process**

We undertake due diligence processes across the Trust and within our supply chains at the time of renewal to: -

- Identify inappropriate employment practices
- Identify, assess and monitor other potential risk areas
- Mitigate the risk of slavery and human trafficking occurring
- Protect whistle-blowers

We undertake due diligence when considering taking on new suppliers, and by reviewing our existing suppliers on a periodic basis. Our due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks of each new supplier.

- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where general risks are identified.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

### **Measuring Effectiveness – Supplier Adherence to Our Values and Ethics**

We have a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant county of operations. Our supply chain compliance programme is maintained and consists of reviews; audits; and self-certification declarations.

### **Training**

To ensure a good level of understanding of the risks of modern slavery and human trafficking in the Trust and in our supply chains, we deliver appropriate training to our senior leadership team and central office to provide the skill and knowledge to those staff responsible for procurement to recognise the key issues and risks and how these must be addressed. We are committed to promoting and maximising awareness of modern slavery risks across our organisation.