

## Modern Slavery Statement

### 1. Introduction

SHARE Multi-Academy Trust (hereafter referred to as "the trust") is committed to ensuring that modern slavery and human trafficking have no place in our operations, supply chains, or any part of our activities. This statement outlines the trust's approach to identifying and addressing risks related to modern slavery in compliance with the Modern Slavery Act 2015.

### 2. Our Organisation

The trust is committed to providing high-quality education and fostering safe, inclusive environments for all students, staff, and stakeholders. We operate within the public education sector and work closely with suppliers, contractors, and external service providers to meet our objectives.

We recognise our duty to take a robust stance against modern slavery and are dedicated to ensuring transparency in all aspects of our organisation.

### 3. Our Commitment

The trust operates with a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Acting ethically and with integrity in all our business relationships.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within our organisation or supply chains.

### 4. Safeguarding

We take safeguarding seriously in upholding our statutory duties and strive to safeguard pupils and staff in everything we do. We have a Designated Safeguarding Lead in every academy. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the trust. We also work proactively with the local authority and the LADO (Local Authority Designated Officer) to combat safeguarding issues, including child sexual exploitation and human trafficking.

The quality and impact of our safeguarding practice is reviewed at every level of trust governance. Safeguarding policy and practice is under continuous review by senior leaders



and is subject to trust wide external review. The trust has a lead safeguarding director and a nominated safeguarding governor for each academy who sit on a safeguarding committee and safeguarding is an agenda item at every local governing body meeting and trust board meeting.

## 5. Supply Chains

Our supply chains primarily include:

- Procurement of educational materials, IT equipment, and services.
- Catering and cleaning services.
- Construction, maintenance, and refurbishment services.
- Staff recruitment and agency services.

We acknowledge that some areas of our supply chain may carry higher risks of modern slavery. The trust takes appropriate steps to assess and mitigate these risks. Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage, and any on-site staff passing a DBS (Disclosure & Barring Service) check. We publish our standard terms and conditions to ensure providers looking to contract with us are aware of our standards. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors periodically. Frameworks via public sector buying organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default.

## 6. Policies

The trust has the following policies in place to support our commitment to combatting modern slavery:

- **Procurement Policy & Procedure:** Ensures due diligence when engaging suppliers and contractors, requiring compliance with modern slavery legislation.
- **Safeguarding and Child Protection Policy & Procedure:** Protects vulnerable individuals who may be at risk of exploitation.
- **Whistleblowing Policy & Procedure:** Provides a mechanism for staff and stakeholders to raise concerns about unethical practices, including modern slavery.
- **Equality and Diversity Policy & Procedure:** Promotes fair treatment and inclusion across all aspects of the trust's activities.



- **Staff Code of Conduct and Safer Recruitment practices:** Emphasises the trust's commitment to preventing exploitation, ensuring staff uphold ethical practices, and fostering awareness of modern slavery risks within their roles.

## 7. Due Diligence

To prevent modern slavery within our operations and supply chains, the trust has implemented the following measures:

- **Risk assessment:** We identify and evaluate potential risk areas in our supply chains and address them accordingly.
- **Supplier Code of Conduct:** We expect all suppliers to adhere to ethical labour practices and comply with the Modern Slavery Act 2015.
- **Supplier audits:** Periodic assessments are conducted to ensure compliance with anti-slavery measures.
- **Contractual terms:** Contracts with suppliers and service providers include clauses that prohibit the use of forced or trafficked labour.

## 8. Training and awareness

The trust provides training for staff, particularly those involved in procurement and supply chain management, the recruitment of staff and those who work closely with pupils to raise awareness of modern slavery risks and the steps required to mitigate them.

We encourage our staff to be vigilant and report any concerns regarding modern slavery or unethical practices to their Designated Safeguarding Lead, HR Manager or procurement team in accordance with SHARE MAT policy and procedures.

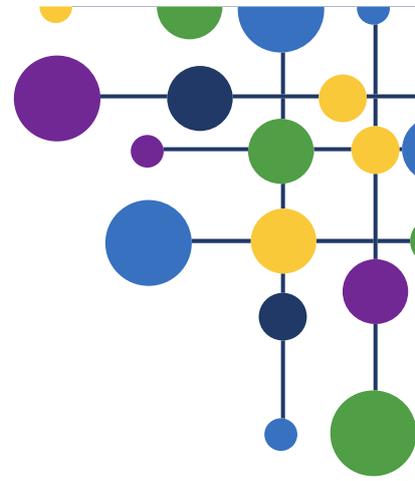
## 9. Monitoring and review

We continually monitor our systems and controls to ensure they remain effective in addressing modern slavery risks. This statement will be reviewed annually and updated as necessary.

## 10. Approval

This statement has been approved by the Board of Directors of SHARE Multi-Academy Trust and is published in accordance with section 54 of the Modern Slavery Act 2015.

Signed by:



A handwritten signature in black ink, appearing to read 'Daniel Quinn', written in a cursive style.

.....

**Daniel Quinn**  
**Chair of Trustees**  
**SHARE Multi-Academy Trust**  
**Dated: 27<sup>th</sup> March 2025**