

Title	<b>Modern slavery statement</b>
Prepared by	Hugh Greenway
Date	February 2022



## Background

The Trustees of the Elliot Foundation Academies Trust are cognisant of their obligations under the Modern Slavery Act 2016 and publish this statement for the financial year ending 31st August 2021.

## Related policies

The following policies available on the Trust's website are relevant

- Pay policy
- Equality and diversity policy
- Safer recruitment procedure
- Grievance policy
- Whistleblowing policy
- Trades Union Recognition Agreement
- Safeguarding and Child Protection
- Procurement and tendering

## Risk

The Elliot Foundation Academies whilst unaware of all of the employment terms of conditions of its supply chain is low risk for enabling modern slavery

- 84% of the organisation's turnover is spent on its own staff who are employed according to national standard terms and conditions set out in the National Conditions of Service for Teachers in England and Wales ("Burgundy Book) and the National Agreement and Pay and Conditions of Service for support staff ("Green Book")
- The Trust is committed to paying the Real Living Wage and London Real Living Wage, including enhancing national rates of pay for apprentices and employees engaged through the Kickstart scheme
- Trustees have also committed the Trust to achieving Living Wage Employer status which places a further obligation on ensuring that our supply chain pays the living wage
- The Trust works with all teaching and support staff unions through a National Joint Committee
- Our significant contracts are with RM Education, MHR, Browne & Jacobson, all of which were procured through OJEU compliant processes and Modern Slavery commitments were part of the tender process

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- Catering contracts and catering supplies which are probably the area with the most significant risk are procured through ESPO or other DfE approved frameworks

## Issues in the financial year 2020-21

No issues of suspected modern slavery were reported in the financial year.

## Awareness

All Executive Directors of the Trust are charged with reporting concerns on Modern Slavery and the Trust provides training to them via its E-learning portal. Certificates of course completion are retained by the HR Director.

## Approval

Trustees approved this statement at the Board meeting held on the 11th February 2022 and authorised its posting on the Trust website.