



## THE CAM ACADEMY TRUST MODERN DAY SLAVERY STATEMENT

### **Modern slavery statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, for the year ending 31<sup>st</sup> August 2021.

### **Introduction**

The Cam Academy Trust is a multi-academy trust committed to providing high quality education for everyone. As at August 2021 the CAT Trust comprised of 7 primary schools and 4 secondary schools in Cambridgeshire and one in Bedfordshire. It has around 1,200 employees and an annual turnover in excess of £45m and procures services and goods from third party providers predominantly based within the UK.

As an organisation dedicated to helping people improve their lives through learning, we want all individuals that our business impacts upon to have access to education and subsequent employment that is decent and helps to improve individual circumstances. Modern slavery is contrary to this purpose and our organisational values.

In order to be free from servitude, forced or compulsory labour and slavery, we are committed to ensuring that no modern slavery or human trafficking within any part of our organisation or supply chains exist.

The Modern Slavery Act in the UK requires that companies publish a slavery and human trafficking statement. This covers slavery, servitude and forced or compulsory labour, as well as human trafficking.

### **Raising awareness**

All colleagues are to be briefed on this statement in the autumn term, and a request made that this is included in the induction process for all new staff. A short video about victims of modern slavery will be shown to staff to further raise awareness <https://www.youtube.com/watch?v=q-5GVA5Ig-Y>

### **Risk Assessment and Management**

The Cam Academy Trust has identified and documented the major risks to which the Trust is exposed. These risks are regularly reviewed by the Senior Executives, the Audit & Risk, the Finance & Resources Committees and the Trust Board. Regular and robust internal and external audits are carried out and results are reported to the Audit & Risk Committee.

### **Due diligence and policies in relation to slavery & human trafficking in the Trust's business**

The Cam Academy Trust employs people from the UK, EU and beyond. Our recruitment processes are set out in our Recruitment & Selection Policy and we ensure that all prospective employees are legally entitled to work in the UK. A copy of the Recruitment & Selection Policy is available on our website. The Trust undertakes all relevant statutory vetting checks including:

- Criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references. Guidance relating to checking and recording a person's right to work in the UK is also available on the website.



- Whistleblowing Policy – the Trust has in place a Whistleblowing Policy, aimed principally at employees and places a duty on them to report misdoings and improper conduct. The Trust is committed to ensuring that all concerns raised under this policy are fully investigated and appropriate action taken.

### **Due diligence in relation to slavery & human trafficking in the supply chain**

The Cam Academy Trust's Financial Regulations have been updated to include reference to the Modern Slavery Act.

The Trust has identified that some procurement may take place within sectors where modern slavery offences could occur, such as within our uniform, catering, cleaning and construction supply chains. Key finance colleagues have been briefed on its implications for procurement and contracts are set up where checks have already been assessed.

The Trust is committed to including compliance with the Modern Slavery Act as a condition in specification and tender documents wherever possible.

### **Focus in our academies on slavery & human trafficking**

All our academies work towards educating others on slavery & human trafficking through:

- Educating pupils and students, for example through the History (slavery, and child labour) and Geography (human trafficking) and Textiles (accessing clothing from ethical sources)
- Child protection / family support, where human trafficking has been highlighted as a high risk in some academies.
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This document was approved by the Chair of the Board of Trustees on the 20<sup>th</sup> October 2021