

THE CAM ACADEMY TRUST MODERN DAY SLAVERY STATEMENT	
Approved by Trust Governors:	12th December 2018
Reviewed:	August 2018
Date of next review:	August 2019 <i>This policy is currently under review</i>
Responsible Officer:	Trust HR Manager

Modern slavery statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, for the year ending 31st August 2018.

Introduction

The Cam Academy Trust is a group of ten schools located in Cambridgeshire. It has around 1,000 employees and an annual turnover in excess of £34m 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 there no modern slavery or human trafficking within any part of our organisation or supply chain exists.

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.

Slavery & human trafficking policy

The Cam Academy Trust is working to develop an Anti-Slavery & Human Trafficking Policy in consultation with key stakeholders and recognised Trade Unions. This policy, when approved by the board will be published on our website alongside a copy of this statement.

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-5GVA5lg-Y>

Due diligence in relation to slavery & human trafficking in its 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. Guidance relating to checking and recording a person's Right to Work in the UK is also available.

Due diligence in relation to slavery & human trafficking in its supply chain

The Trust's Financial Regulations have been updated to include reference to the Modern Slavery Act and key finance colleagues have been briefed on its implications for procurement.

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) & 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.