

Modern Slavery Statement

Slavery and Human Trafficking Statement for the Financial Year ending 31st August 2020

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by The Priory Federation of Academies Trust (the Trust) and its academies during the year ending 31st August 2020 to prevent modern slavery and human trafficking in its education arms, business units and supply chains.

Organisation

The Trust provides EYFS, primary, secondary and special education to a community of children and young people, as well as vocational, apprenticeship and teacher training opportunities to the post-16 sector. The Trust is the over-arching body responsible, at the end of the 2019-20 academic year, for: The Priory Academy LSST; The Priory City of Lincoln Academy; The Priory Witham Academy; The Priory Ruskin Academy; The Priory Belvoir Academy; The Priory Pembroke Academy; Willoughby Academy; Ling Moor Primary Academy; Heighington Millfield Primary Academy; Huntingtower Community Primary Academy; Waddington Redwood Primary Academy; and Cherry Willingham Primary Academy. The Trust, which also operates a Teaching School, employs more than 1,000 members of staff and has an annual turnover of more than £36m.

Our supply chains

The Trust seeks excellence in every area of the organisation and strives to ensure the highest standards of professionalism, integrity and ethical business practice. We are committed to conducting our business in a lawful manner and this includes engaging with our suppliers to ensure that they share our high standards. We buy a wide range of external goods and services, including construction services and supplies, furniture and stationery, electronics (computers, audio visual etc), food and catering supplies, travel services, laboratory supplies (equipment, chemicals etc), books, cleaning services, printing and waste and recycling services and do so in accordance with public procurement law. A large proportion is bought through frameworks established by collaborative consortia.

We expect our suppliers to fulfil their obligations to comply with the provisions of the Modern Slavery Act. Modern Slavery and Human Trafficking are included within our new supplier risk assessment and due diligence procedures. We will continue to build upon our existing systems to identify, assess and monitor potential risk in our supply chains. The Trust reserves the right to exclude any bidder, contractor or service-provider who has been convicted of an offence under the Modern Slavery Act 2015.

Training and policies

The Trust reminds all members of staff and volunteers on an annual basis of the values included within its Code of Conduct and receives acknowledgement of the Code from its freelancers, consultants and suppliers. Our HR team and associated support staff are trained to ensure, through our rigorous recruitment checks, that we do not employ people who are under-age or who do not have the right to work in the UK. Our contracts adhere to the European Working Time Directive.

The Trust operates a Whistleblowing Policy, aimed principally at our members of staff but also available to our suppliers, which encourages the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. All reports will be fully investigated and appropriate remedial action taken. The Trust's Anti-Corruption and Bribery Policy reinforces the principles of ethical working practices.

Further steps

During the course of the next financial year, the Trust will seek to develop:

- Effective communications with our suppliers to confirm their understanding and compliance in line with our expectations.
- The inclusion of modern slavery and human trafficking clauses in our standard terms and conditions.
- Specific training on modern slavery risks for relevant groups of staff.

Governance

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Trust's slavery and human trafficking statement for the financial year ending 31st August 2020.



Ian Jones

Chief Executive Officer

31st August 2020