



FUTURE ACADEMIES

LIBERTAS PER CULTUM

Modern Slavery Statement 2020/2021

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1. Introduction

- Future Academies works principally with UK-based suppliers. Contractors and employees are protected under UK employment laws and working time directives. Future Academies does not conduct business in countries where human trafficking / modern slavery is known to be an issue. Nevertheless, we take all reasonable precautions to ensure that companies within our supply chain share our commitment to treating employees fairly and ethically.
- We are committed to the highest standards of ethical conduct in all our activities. Future Academies believes that there is a low risk of slavery or human trafficking having a connection to any activities of the Trust.

2. Structure and Supply Chains

- This statement covers the activities of the Future Academies Multi Academy Trust, including its 10 academies.
- Each of our academies is lead and run by its Principal and other senior leaders who are held accountable by our Trust board via Local Governing Bodies. These academies are situated in London and Hertfordshire.
- Future Academies supply chains are primarily drawn from the catering, contract cleaning and education supply market.
- Our financial procedures manual and procurement processes refer to the Trust Modern Slavery policy.

3. Policies on Modern Slavery

- Future Academies has a Modern Slavery policy in place approved by the Trust Board.
- This policy reflects our commitment to ensuring that employees and subcontractors are paid fairly and properly for their work.
- Future Academies Modern Slavery Policy is displayed both on the main Trust website and on individual academy sites.
- In addition, the schools all have extensive policies and support structures for the safeguarding and welfare of students.

4. Due Diligence Processes

- Staff and suppliers must ensure that they read, understand and comply with our Modern Slavery policy.

- Staff must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under the Modern Slavery policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

5. Risk Assessment

- Future Academies do not believe there to be any high risk operations within the Trust or within its supply chain with regards to modern slavery and human trafficking.
- Medium risk activities are considered to be linked to the catering and cleaning provision by external contractors. Supply chains linked to the manufacture of ICT equipment and school uniforms are considered medium risk as a result of external suppliers providing items that are manufactured overseas.
- Low risk activities are considered to be the provision of agency staff in teaching and support roles.
- Wider safeguarding risks relating to our students also exist, and

6. Measuring Effectiveness

- Future Academies Employee Handbook sets out the high ethical and high standard of conduct expected of all staff who work for the Trust.
- All employees of Future Academies are issued with the latest iteration of this handbook at the start of each academic year. Staff are expected to familiarise themselves with its contents, including mandatory policies such as Modern Slavery.

7. Training for Staff

- Future Academies operates a fair and transparent recruitment process in line with the provisions of the Keeping Children Safe in Education guidelines.
- Recruitment agencies used by the Trust are vetted prior to doing business with the Trust to ensure full compliance with all relevant legislation relating to modern slavery.
- All employees of the Trust undergo thorough pre-employment checks including to check that they are genuine applicants operating as free agents with the required level of propriety. These include verification of identity, references, evidence of qualifications, criminal record disclosure and right to work checks.

- For roles covered by agency workers, the Trust will ensure that similar checks to those employees are carried out. This is done by obtaining written verification from the agency that the checks have been undertaken and the outcomes are satisfactory.
- All staff are trained to identify the risks and signs of modern slavery, trafficking and exploitation of children, and how to manage those risks.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Trust's modern slavery and human trafficking statement. It has been approved by the Board, who review and update it annually.