

Modern Slavery Statement

Salterns Academy Trust is committed to preventing modern slavery and human trafficking in all aspects of its work. We operate robust recruitment, safeguarding and procurement processes and expect the same high standards from our suppliers and contractors. We maintain a zero-tolerance approach to any form of exploitation and encourage concerns to be reported through our whistleblowing and safeguarding procedures.

Policies and Procedures

The Trust's commitment to preventing modern slavery is supported through a range of policies and procedures, including:

- Whistleblowing Policy
- Safeguarding and Child Protection Policies
- Staff Codes of Conduct
- Procurement and Financial Procedures
- Equality, Diversity and Inclusion Policies
- Grievance and Complaints Procedures
- Employment Policies

These policies help ensure that staff and stakeholders understand their responsibilities and know how to report concerns.

Recruitment and Employment Practices

The Trust operates robust recruitment procedures designed to ensure that all employees are recruited fairly and legally. This includes:

- Conducting appropriate pre-employment checks.
- Verifying identity and right-to-work documentation.
- Ensuring employees enter into employment voluntarily.
- Paying staff in accordance with applicable employment legislation and national agreements where relevant.
- Providing clear terms and conditions of employment.

Supply Chain Management

The Trust recognises that the risk of modern slavery may be greater within certain sectors and supply chains than within its direct operations.

When procuring goods and services, we seek to:

- Purchase from reputable suppliers.
- Require suppliers and contractors to comply with relevant employment legislation.
- Consider ethical and responsible sourcing as part of procurement activity.
- Raise concerns with suppliers where potential risks are identified.
- Take appropriate action where evidence of non-compliance is identified.

While the Trust's supply chains are generally considered low risk, we remain vigilant and will review our arrangements periodically.