



Modern Slavery Statement

For the financial year ending 31 August 2023

Policy Owner	Director Finance	Date: 19 February 2024
Approved by:	Board of Trustees	Date: 21 February 2024
Review period	Annually	
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1 Introduction

- 1.1 Following the introduction of the Modern Slavery Act 2015, organisations that are in scope must publish an annual statement setting out the steps taken to prevent modern slavery in their business and in their supply chains.
- 1.2 Currently, organisations that meet all of the criteria below, are required to publish an annual statement. The Government has recently undertaken a consultation and legislation is expected to extend the criteria to include organisations that undertake a public function. An organisation must:
 - Be a 'body corporate' or a partnership, wherever incorporated or formed;
 - Carry out a business, or part of a business, in the UK;
 - Be a supplier of goods or services;
 - Have an annual turnover of £36 million or more
- 1.3 This statement is made in relation to section 54 of the Modern Slavery Act 2015 and outlines the Trust's commitment to ensuring that modern slavery and human trafficking is prevented from taking place in its activities and its supply chain.

2 Organisation structure

- 2.1 The Gosforth Group is a Multi-Academy Trust made up of six academies located in Newcastle and North Tyneside, providing education to around 6,000 pupils, employing circa 700 staff, with an annual turnover of over £40 million.
- 2.2 The academies are supported by a central Corporate Services Team, which includes Estates and Facilities, Finance and Procurement, Governance, HR and IT Operations.
- 2.3 The Trust's primary purpose is to provide education to young people. Some of the academies undertake lettings to community groups, such as sports clubs etc.

3 Supply Chains

- 3.1 The Trust works primarily with UK-based suppliers and contractors. Whilst the Trust does not conduct business in countries where there is a documented problem with human trafficking or modern slavery, the Trust is aware that the companies in its supply chain must share the Trust's commitment to ensure employees are treated fairly and ethically.
- 3.2 All of the Trust's staff are protected by UK employment law and working time directives.
- 3.3 We expect all suppliers to fulfil their obligations to comply with the provisions of the Modern Slavery Act,
- 3.4 The Trust is rolling out a due diligence framework designed to ensure the Trust's suppliers are compliant with the required standards. The framework is designed to include both current and new suppliers, however this work is currently ongoing. Future

statements will include an update on this work. We will continue to build upon our existing systems to identify, assess and monitor potential risk in our supply chains.

- 3.5 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.

4 Policies in relation to Modern Slavery and Human Trafficking

- 4.1 The Trust has a number of policies which support the prevention and/or identification of modern slavery or human trafficking. These policies include:

- Code of Conduct
- Financial Regulations (which includes procurement policies)
- Recruitment Policy
- Safeguarding and Child Protection Policy
- Whistle-Blowing Policy

- 4.2 The Trust also adheres to the guidance set out in the Government's Keeping Children Safe in Education (KCSIE).

5 Due Diligence Processes

- 5.1 The Trust will continue to develop its policies and processes to follow the Government guidance, as set out in section 3.4.

6 Risk Assessment and Management

- 6.1 The main risk for the Trust in relation to modern slavery and human trafficking is within its supply chain. The Trust has reviewed its tender process and all bidders must certify compliance with the Modern Slavery Act 2015 and provide evidence.

- 6.2 The Trust uses a number of procurement frameworks, who carry out compliance checks in relation to modern slavery and human trafficking. To be included on a framework, companies are approved as modern slavery and human trafficking compliant.

7 Key Performance Indicators

- 7.1 As part of the ongoing compliance work identified in section 3.4 above, the Trust will work with suppliers in relation to contract Key Performance Indicators.

8 Training and Awareness

- 8.1 The Board of Trustees, Executive Team, and Corporate Services Team have been informed of the duty to comply with the Modern Slavery Act 2015. Awareness has been raised of the need to comply across the supply chain and the Trust's procurement processes. The Trust's policies and processes support the Trust's work in this area.

- 8.2 The Trust's recruitment processes are in line with KCSIE and the Trust carries out rigorous pre-employment checks, including the right to work.

9 Review

- 9.1 This statement will be reviewed on annual basis or earlier if new guidance or legislation is issued and/or there is a business need for an earlier review.

10 Version Control

Version	Summary of changes
1.0	Initial Statement -

11 Approval

Approved by the Board of Trustees on 21 February 2024

George Snaith
Chair of Trustees
22 February 2024