



# Modern Slavery Statement

For the financial year ending 31 August 2025

Policy owner:	Chief Financial Officer	
Last reviewed by / date:	Procurement Manager	February 2026
Approved by / date:	Board of Trustees	12 February 2026
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Current version	Previous version	Summary of key change(s) since last version:
2.0	1.0	<ul style="list-style-type: none"><li>• Updated for 2024/25</li><li>• Introduction of planned actions</li></ul>

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## 1 Introduction

- 1.1 The Gosforth Federated Academies Limited (Gosforth Group, “the Trust”) is committed to preventing modern slavery and human trafficking in all its forms. We recognise our responsibility under the Modern Slavery Act 2015 (“the Act”) to take a robust approach to ensure that our operations and supply chains are free from exploitation.
- 1.2 In line with the Act, 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. Accordingly, this statement is made in line with the Trust’s values - selflessness, objectivity, accountability, openness, integrity, leadership, honesty - and commitment to ensuring that modern slavery and human trafficking is prevented.

## 2 Organisation structure

- 2.1 Gosforth Group is a multi-academy trust made up of six academies located in Newcastle and North Tyneside, providing education to around 6,500 pupils and employing around 700 staff, with an annual turnover of over £50 million.
- 2.2 The Trust’s academies are supported by a central Corporate Services team, which includes Communications and Marketing, Estates and Facilities, Finance and Procurement, Governance, ICT Operations and People and Culture.
- 2.3 The Trust’s primary purpose is to provide education to young people. In addition, some of the academies undertake lettings to community groups, such as sports clubs.
- 2.4 The Trust has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to prevent such practices.

## 3 Due diligence in relation to modern slavery in supply chains

- 3.1 The Trust works primarily with UK-based suppliers. We use compliant frameworks for larger purchasing areas with the biggest risk such as ICT, catering, paper, books, furniture and course materials. The Trust checks contract terms for identification of risk.
- 3.2 As part of procurement tenders, suppliers are asked to confirm their adherence to the Modern Slavery Act. We would exclude bidders who do not comply with the Act.
- 3.3 The Trust is streamlining and significantly reducing its supply chain to control supplier risks. Suppliers who are procured under government procurement frameworks undertake due diligence regarding modern slavery. Modern slavery – environmental considerations are also discussed during supplier reviews.

- 3.4 The Trust's recruitment processes are in line with the Government's *Keeping Children Safe in Education* (KCSIE) document, and we carry out rigorous pre-employment checks, including the right to work. Staff are protected by UK employment law and working time directives.
- 3.5 The Trust has been accredited as a real living wage employer.
- 3.6 The Trust undertakes DBS checks for all key service providers who work with pupils both on site in school and offsite. The Procurement Manager has undertaken modern slavery training certification.

#### 4 Policies and procedures

- 4.1 The Trust has policies and procedures which support the prevention and/or identification of modern slavery or human trafficking. These include:
- Code of Conduct
  - Financial regulations (including procurement)
  - Safer recruitment
  - Safeguarding and Child Protection and annual training for all staff
  - Whistleblowing.
- 4.2 The Trust also adheres to the guidance set out in the Government's *Keeping Children Safe in Education* (KCSIE).
- 4.3 The Trust will continue to develop its policies and processes in line with legislation and government guidance.

#### 5 Risk assessment and management

- 5.1 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.
- 5.2 The Trust uses procurement frameworks which incorporate compliance checks in relation to modern slavery and human trafficking. To be included on a framework, companies must be approved as modern slavery and human trafficking compliant.

#### 6 Training and awareness

- 6.1 The Trust will review its training provision for teaching staff and key area leads, with a focus on identification of modern slavery in our schools, communities and supply chain. This will tie into awareness raising exercises for key staff.

## 7 Monitoring and review

- 7.1 The Trust reviews its policies, procedures, and supply chain relationships to ensure ongoing compliance and improvement.
- 7.2 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.

## 8 Planned actions

- 8.1 The following actions in relation to preventing modern slavery are planned for the upcoming year:
  - Review of training provision in relation to modern slavery;
  - Supply chain risk assessment;
  - Development of Trust-bespoke terms to protect against the risk of modern slavery and wider due diligence issues and termination rights; and
  - Introduction of a supplier Code of Conduct.