



Tudor Grange Academies Trust

Modern Slavery Statement

19TH September 2023

Introduction

This statement is made pursuant to the provisions of Section 54 of the Modern Slavery Act 2015 (the 'Act') and with reference to the statutory guidance 'Transparency in supply chains: a practical guide' published in December 2021. It sets out the steps that the Tudor Grange Academies Trust (TGAT) has taken and is continuing to take to ensure that modern slavery of human trafficking is not taking place within our organisation or supply chain.

For the financial year ending 31 August 2023, TGAT comprised 12 schools working together in a model of meaningful, focused collaboration to achieve excellence in their schools.

Secondary schools	Primary schools
Tudor Grange Academy Solihull	Tudor Grange Primary Academy St James
Tudor Grange Academy Worcester	Tudor Grange Primary Academy Haselor
Tudor Grange Academy Redditch	Tudor range Primary Academy Yew Tree
Tudor Grange Academy Kingshurst	Tudor Grange Primary Academy Meon Vale
Tudor Grange Robert Smyth Academy	Tudor Grange Primary Academy Perdiswell
Tudor Grange Samworth (all through school)	Tudor Grange Primary Academy Hockley Heath

The Board of Trustees is the strategic board with accountability for all Academies within the Trust. The Executive Team report to the Trustees who bear ultimate legal responsibility for the Trust's activities. TGAT currently employ over 800 staff.

Supply chain

TGAT uses a number of suppliers to support its operations and activities. These suppliers mostly supply services to us relating to Facilities Management, Catering, IT, Agency workers, HR and Payroll, recruitment, consultants, training providers, travel and professional services. We also procure a limited amount of goods in the form of curriculum resources, office supplies, furniture, IT and other materials used in our day-to-day operations.

The great majority of these goods and services we purchase are from within the UK, where employment legislation is both comprehensive and enforced.

Risk management

The Executive and the Finance and Personnel Committee are responsible for identifying and assessing potential risk factors in relation to the Modern Slavery legislation. The Trust has a comprehensive

recruitment process and is confident that the risk of slavery occurring within our schools and affecting our employees is very low. However, TGAT have identified that some procurement takes place within sectors where modern slavery offences could occur, such as within our cleaning and catering supply chains and within the construction industry. All large contracts have ensured compliance with the legislation however, in order to mitigate such risks, the Trust has developed the following objectives;

- Raise awareness amongst teams involved in employment, procurement, and management, of the risks of modern slavery occurring within our supply chains.
- Ensure our 'New Supplier' form requests all suppliers adhere to the Modern Slavery Act.
- All tenders for supply of services and or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with the Modern Slavery Act 2015.
- Conduct a more in-depth review of our supply chains to better understand the risks of modern slavery occurring within them.
- TGAT's commitment to achieving Value for Money does not compromise the obligations contained in the Act.

Policies

The Trust has developed its own Human Trafficking and Modern Slavery Policy and ensured that new employees are aware of the policy as part of induction. The Trust has a Procurement policy as well as other policies relating to ethical trading. The Trust has comprehensive recruitment procedures which observe equality, diversity and safer recruitment requirements.

The whistleblowing policy has been amended to draw attention to the risk of modern slavery and to stress that a report of concern in relation to those matters can be made under the protection of the whistleblowing policy.

We are determined that there shall be no modern slavery or human trafficking within Tudor Grange Academies Trust. Our policies evidence our commitment to act ethically and with integrity throughout our organisation.

Effectiveness in combating slavery and human trafficking

There have been no reports received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2023 and it was approved by the Chair of Finance & Personnel Committee in September 2023.