

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") and sets out the steps that Elevate Multi Academy Trust ("Elevate") has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our organisation or supply chains.

Elevate is determined that there shall be no modern slavery or human trafficking in Elevate. Elevate's policies evidence its commitment to act ethically and with integrity throughout the organisation.

Elevate has a clear geographical context in North and West Yorkshire. In that capacity, it acts as one employer across all the Academies. Elevate is unique in being a hybrid multi academy trust of both Church of England and non-Church schools. Elevate benefits from having the support of its members being two Church of England Dioceses (York and Leeds), York St John University and two non-Church members.

Elevate is an academy trust and also an exempt educational charity, subject to company and charity law, and a not-for-profit organisation. The board of trustees of Elevate is the legal governing body of all Academies operated by Elevate and remains accountable in law and to Ofsted and the Education and Skills Funding Agency for the exercise of its functions. Its trustees, who are appointed on a voluntary basis, are drawn from the public and private sector and bring significant educational and other professional expertise.

Elevate is responsible for the leadership, governance and performance of its primary Academies. It is a primary education trust of 7 Academies. Elevate's main driving force is the educational vision of 'Keep Up Not Catch Up' which has an embedded ethos of exceptionally high expectations for all, by all. This includes children achieving outstanding outcomes as a result of exemplary teaching in a safe, happy and nurturing learning environment.

Elevate has over 248 employees in the organisation.

Elevate observes the requirements of the Act

Elevate's Supply Chains

Elevate's supply chains include:

- education equipment, textbooks and resources suppliers;
- children and staff uniform suppliers;
- estate management maintenance and services;
- ICT equipment;
- catering services and supplies;
- cleaning services and supplies; and

- peripatetic Music services.

Due Diligence Processes for Slavery and Human Trafficking

As part of Elevate's initiative to identify and mitigate risk, Elevate has identified the principal areas which carry material risks. All tenders for the 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 Act. Suppliers to Elevate are required to fully comply with the Act. Elevate reserves the right to exclude any bidder who has been convicted of an offence under the Act.

Due Diligence in Relation to Slavery & Human Trafficking in its Business

Elevate employs people solely within England. The recruitment processes are set out in each academy's Safer Recruitment Policy and ensure that all prospective employees are legally entitled to work in the United Kingdom. A copy of the policy is on the website.

Policies on Slavery and Human Trafficking

Elevate is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. The Anti Slavery and Human Trafficking Policy reflects Elevate's commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in Elevate's supply chains.

Elevate has reviewed its existing policies and procedures in light of the Act and is confident that they promote good behaviour among its colleagues at work and within Elevate. Policies and procedures are kept under review to make sure they reflect the changing needs of Elevate and of its staff and children and the communities it serves.

Among the policies that are considered to strengthen the avoidance of modern slavery or human trafficking under the Act are:

- Code of Conduct & Confidentiality;
- Equality & Diversity Policy;
- Fraud Policy;
- Gifts, Hospitality & Related Party Policy;
- Safer Recruitment Policy; and
- Whistleblowing Policy.

Training

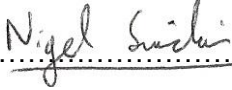
To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and our organisation, Elevate provides training to its staff.

Effectiveness in Combating Slavery and Human Trafficking

Elevate uses the following indicators to measure how effective it has been in ensuring that slavery and human trafficking is not taking place in any part of its business or supply chains:

- no reports have been 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 Act and constitutes Elevate's slavery and human trafficking statement.


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Rev Nigel Sinclair
Chair

12.03.2019

Date