

Southfields
Multi-Academy
TRUST



Linden Lodge
School



Southfields
Academy

Southfields Multi Academy Trust Modern Slavery and Human Trafficking Statement 2023-24

Introduction

This statement sets out Southfields MAT's actions to understand all potential modern slavery risks related to its activity and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st of September 2023 to 31 August 2024.

As part of the education sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Southfields MAT is absolutely committed to preventing slavery and human trafficking in its mission to deliver exceptional education at the heart of the community, and to ensuring that its supply chains are free from slavery and human trafficking

We hope that our five values permeate everything we do and are obvious wherever and whenever anyone encounters Southfields MAT.

Our Values

We have key values that underpin all we do:

- Respecting the individual
- Positive thinking and Teamwork
- Being Caring and Supportive
- Celebrating achievement
- Being Ambitious

Risk Management

As part of our initiative to identify and mitigate risk we have identified the principal areas which carry material risks. Suppliers to Southfields MAT are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting any Southfields MAT contract. Southfields MAT reserves the right to exclude any bidder who has been convicted of an offence under the Modern Slavery Act 2015.

Additionally, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

Procurement and Supply chain management

A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium or appointed through means of a formal tender process run by the multi-academy trust.

Our supply chains include:

- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers
- Premises management maintenance and services
- ICT equipment and services
- Catering services and supplies
- Cleaning services and supplies
- Peripatetic music services
- Supply/agency staff

We have identified that some of our 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. We will be taking the following steps to promote awareness of this during 2023/24:

- Continue to raise awareness amongst school teams involved in employment, procurement and management, of the risks of modern slavery occurring within our supply chains
- Include compliance with the Modern Slavery Act and Living Wage Accreditation as a condition or criterion in specification and tender documents wherever possible.
- Ensure our supplier on-boarding process includes due diligence around adherence to the Modern Slavery Act 2015
- Work closely with key partners to better understand how they are managing risks associated with Modern Slavery. Consult with our recognised Trade Unions

Our policies to resist modern slavery and human trafficking

We have reviewed our existing policies and procedures in light of the Act. Our policies and procedures are kept under review to make sure that they reflect the changing needs of Southfields MAT and of the staff, students/pupils and the communities it serves.

Among the policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act in Linden Lodge School are:

- Code of Conduct
- Equality & Diversity Statement
- Fraud Policy
- Safer Recruitment Policy
- Whistleblowing Policy

We are determined that there shall be no modern slavery or human trafficking Southfields MAT. Our policies evidence our commitment to act ethically and with integrity throughout our organisation.

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.

Training and continuing vigilance

All staff within Southfields MAT receive training on awareness of modern slavery or human trafficking during our safeguarding training.