

Modern Slavery Statement

Our Statement

This Statement is made on behalf of Swale Academies Trust (the Trust) with regards to the Modern Slavery Act 2015 (the Act). This statement summarises how the Trust operates, the policies and processes in place, risks identified and how we monitor them and train our employees.

This statement is published in accordance with section 54 of the Act and relates to the financial year September 2018 to August 2019.

Swale Academies Trust does not engage in or condone the practices of human trafficking, slavery or forced labour.

About the Trust

Swale Academies Trust is a multi-academy trust (MAT) established under the Academies Act 2010. The academy trust is a company limited by guarantee and an exempt charity, its memorandum and articles of association are the primary governing documents of the Trust. The Trustees of Swale Academies Trust are also the directors for the purposes of company law.

The Trust is currently responsible for the leadership, governance and performance of 15 primary and secondary schools in London, Kent and East Sussex.

Our Suppliers

Our current contractors and suppliers are predominantly based in the United Kingdom.

Our supply chains include:

- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers
- Estate management maintenance and services
- ICT equipment and services
- Catering / cleaning services and supplies
- Supply/agency staff

When procuring goods and services relating to higher risk categories the Trust will ensure suppliers can, wherever possible, demonstrate their compliance to the Act as a condition or criterion in the specification and tender documents.

Policies to resist modern slavery and human trafficking

We continuously review our policies and procedures. The policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act are:

- Code of Conduct
- Equalities Objectives
- Anti-Fraud and Corruption
- Acceptance of Gifts and Hospitality
- Safer Recruitment
- Whistleblowing
- Safeguarding

Risk Management

The Trust has identified the areas which carry the biggest risk are student/staff uniform supply, cleaning and catering services and the construction industry. We will be taking the following steps to promote awareness of this:

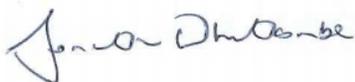
- Raise Awareness amongst staff involved in employment, procurement and management of the risks of modern slavery occurring within our supply chains
- Conduct a review of our supply chains to better understand the risks of modern slavery occurring within them

Next Steps

The Trust commits to taking the following steps during the next academic year:

- Circulate this statement to all employees to raise awareness of the policy
- Ensure that references to the risk of modern slavery or human trafficking are included in relevant policies as and when they come up for review
- Review any existing contracts/suppliers that represent a potential risk of modern slavery and work with suppliers to ensure that they monitor their supply chains and take appropriate action

Approved by the Board of Directors on 29 March 2019.



Jon Whitcombe
Chief Executive Officer
29 March 2019