



Chiltern Learning Trust (CLT) Modern Slavery Statement

This statement is made on behalf of the Chiltern Learning Trust (company number 07559901) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Chiltern Learning Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing slavery and human trafficking within our activities and to ensuring that supply chains are free from slavery and human trafficking.

This statement sets out Chiltern Learning Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Structure, business, and supply chains

Chiltern Learning Trust is a multi-academy trust (MAT), working within some of the most economically deprived areas of the country. A list of our academies can be found on our website.

Chiltern Learning Trust has two main areas of operations:

- A national level which oversees the business as a whole;
- A local level – e.g. an individual academy.

The majority of our suppliers are UK based and key supply areas cover ICT, catering, maintenance/repairs, agency staff, cleaning and wider technology.

Our approach

We work to the highest professional standards and comply with all laws, regulations, and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

Policies, documentation, and key relationships

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

Procurement and Contracts Policy;

- Complaints Policy;
- Whistleblowing Policy;
- Safer Recruitment Policy;
- Child Protection and Safeguarding Policy;
- Code of Conduct;
- Equal Opportunities Policy
- Supplier terms and conditions.

In addition, we work closely with the National Joint Council (NJC) to help reduce risk by improving employee working and pay practices.

Our Finance & Audit Committee has overall oversight of compliance by receiving the internal scrutiny audit and other external audit reports on our procurement processes and practices to reduce Modern Slavery and ensure our supply chains, which rely on people, can demonstrate adherence to local and national laws and regulations, including paying the national minimum wage.

Identifying and addressing risks

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact Chiltern Learning Trust. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

Supply chain

Chiltern Learning Trust's procurement regulations set out the requirements we have in relation to our engagement with suppliers. Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage, and any on-site staff passing a DBS (Disclosure & Barring Service) check. We publish our standard terms and conditions to ensure providers looking to contract with us are aware of our standards.

Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. Frameworks via public sector buying organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. In the event we opt not to use an existing framework all tenders go through the Director of Operations at which point the modern slavery risk will be considered and incorporated into the tender evaluation criteria.

Safeguarding

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We have a Director of Safeguarding as well as Designated Safeguarding Leads in every school. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, each school proactively works with the local authorities, the local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared amongst the schools and the focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. Safeguarding policy and practice is reviewed at every school training day. In addition, the Chief Executive Officer meets regularly with our Director of Safeguarding, Link Trustee for Safeguarding who also provides regular reports to the Board of Trustees and safeguarding is an agenda item at every full Board of Trustees meeting.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed by the national safeguarding team and audited through the work of the Internal Audit Team. This is also quality assured by the Deputy CEO for Education.

Our Safeguarding Policy, which includes Child Protection, is reviewed annually by the Executive Leadership Team and the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2023).