

Slavery and Human Trafficking Statement 2017/2018

The Trustee Board of the Learning in Harmony Trust is aware of the company's obligations under the Modern Slavery Act 2015. Trustees are aware that it is their responsibility to ensure that the company and its officers comply with this and all other relevant company, charity, employment, education, safety and environmental legislation.

In the financial year 2016/17 the Trust did not meet the £36 million turnover threshold for the Modern Slavery Act legislation to apply. This does not mean that the trust has not considered how it will ensure compliance with the legislation as new schools join during the 2017/18 financial year taking us above the turnover threshold.

This statement sets out the actions that have been , and will be, taken by the Trust to meet its obligations under the Modern Slavery Action 2015.

What is Modern Slavery?

Modern slavery is an international crime, affecting an estimated 29.8 million people around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will across many different sectors such as agriculture, hospitality, construction, retail and manufacturing. The Trust has an obligation not to force individuals to work against their will. The Trust recognises its duty to avoid contracting with organisations that force individuals to work against their will. In addition, the trust recognises its duty to report concerns about members of the Trust's community, be they parents or pupils.

Our Values

The Trust's values of enabling success, acting with integrity, being a nurturing community and encouraging innovation provide the context of a zero tolerance position on violations of human rights and modern slavery laws. Our values underpin how we operate and are embedded throughout our processes and systems.

We seek to treat everyone fairly and consistently, creating a workplace and environment that is open, transparent and trusted. Our Trust is a family of schools working within diverse communities and we seek to ensure the best outcomes for all individuals within those communities.

Our structure and supply chains

We employed an average of 761 direct employees during the 2016/17 financial year, working in eight schools; five in Newham and three in Southend-on-Sea.

Our procedures

We have a number of procedures in place that contribute to ensuring modern slavery does not occur in our schools or supply chains.

Employment practices:

Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above.

We need to review the use of zero-hours contracts and our approach to the living wage and [living wage accreditation](#).

Transparency in our supply chains:

We recognise our Trust is exposed to greater risk when dealing with its suppliers. All of our suppliers are based in the United Kingdom. The following measures to review and manage this risk are in place:

We will examine our supply chain and confirm that all organisations that supply us goods and services and that operate above the £36 million turnover threshold can demonstrate that they are actively complying with the Modern Day Slavery Act and have a statement under section 54.

We will work with the smaller suppliers in our supply chain to raise awareness of modern day slavery and our role as an ethical organisation will be to encourage those suppliers to seek assurances from their own supply chain that individuals are not subject to modern slavery practices.

Our Finance Procedures manual, which sets out our procurement policy, will be reviewed annually, and updated as and when deemed appropriate to reflect our long term aspiration to have a supply chain with zero-tolerance of zero-hours contracts and encourages the living wage.

Employee training:

We want to help our staff and pupils to understand more about this growing issue. We want

them to know how to report any suspicions they may have, whether in a business or personal context. We will look at how we can build this appropriately into our curriculum and will highlight the modernslavery.co.uk site to all our employees, which holds useful information on how to recognise different types of slavery, how to spot the signs and provides details of a telephone helpline.

Reporting knowledge or suspicion of slavery:

We already have in place a whistleblowing policy which ensures that anyone who has concerns has a means of raising their concerns confidentially.

Date approved by Trustee Board: 12th December 2017