

## **SRPA Modern Slavery Statement 2024-2025**

This statement is made on behalf of the Sir Robert Pattinson Academy (company number 07690250) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement relates to actions and activities during the academic year September 2024 to August 2025.

SRPA recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out SRPA'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**

SRPA is a single academy trust (SAT), working within and around the south of the City of Lincoln.

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

## **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.

- Academy Financial Handbook 2024
- Procurement Policy;
- Concerns and Complaints Policy;
- Whistleblowing Policy and Procedure;
- Single Central Record (SCR), Personnel Files and Safer Recruitment Policy;
- Child Protection and Safeguarding Policy;
- Code of Conduct;
- 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 Audit & Compliance Scrutiny Committee (ACSC) has overall oversight of the process and practices embedded within SRPA to reduce Modern Slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage. The members of the Committee work together with the HR Committee as appropriate on these areas.

## **Identifying and addressing risks**

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact SRPA. The first is through matters of a safeguarding nature which covers child sexual 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**

SRPA'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 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 being considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. In the rare event we opt not to use an existing framework, all tenders go through the Academy Business Manager, at which point the modern slavery risk will be considered and incorporated into the tender evaluation criteria.

We have completed a desk-based audit of our key suppliers' statements to reassure ourselves they continue to operate in accordance with the requirements of the act. No areas of risk were identified. We continue to ensure that we support staff in working with existing and new suppliers through training and understanding of our processes embedded in our procurement practices to prevent modern slavery and human trafficking, and fully understand our duty as a Trust as prescribed in legislation namely in the form of e-learning. Safeguarding colleagues also cover modern slavery within their CPD programme.

## **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 over 40 trained safeguarding leads at the Academy. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Academy. These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, the Academy proactively works with the local authority, the local safeguarding partnership, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared 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 full meeting of the Board of Trustees as a standing item and a very detailed evaluation on each occasion. This has been crucial during the Covid 19 pandemic so that we sustain high quality safeguarding work with all pupils whether learning remotely or learning on site at the Academy.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed by SLT DSL and audited through the work of the Link Trustee and the wider Board of Trustees.

Safeguarding is an agenda item at every full Board of Trustees meeting and we have a named Trustee with portfolio responsibility for Safeguarding. This Trustee is also the Chair of the Education Scrutiny Committee.

Our SRPA Child Protection and Safeguarding Policy is reviewed annually by the Senior 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 (2023). Throughout the Covid 19 pandemic we have issued Addendums to this policy in accordance with updated guidance and requirements issued by Government.

## **Key performance indicators to measure effectiveness of steps being taken**

### **Training**

Every member of staff at the Academy, is trained on the policy (either in person or via e-learning) and is required to declare annually that they have read and understood the policy and their training. In addition, SRPA also has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of disciplinary action.

Throughout the year the annual safeguarding training plan across the Academy includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential

risks. We are fully satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff and contractors.

This is not an area for complacency however and we keep under close scrutiny and evaluation our safeguarding policy and practice. This enables us to refine and develop excellence in all we do and in this Modern Slavery Statement for 2024-25 we recognise the impact of the pandemic is not to be underestimated as we continually enhance the knowledge of our staff to prevent slavery and human trafficking and child sexual exploitation. Safeguarding awareness sessions for modern slavery (and trafficking) at academy level are included within our staff safeguarding CPD plan.

We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing or modern slavery which are available to all users of our Academy.

## **Reporting**

To date, no referrals have been made in relation to modern slavery. Since the date of issue of our policy, there has been one referral made for child sexual exploitation.

Signed: **Dale Hardy, Accounting Officer for SRPA**

Approved by the Board of Trustees, September 2024