

## Modern Slavery Statement

### Introduction

Anthem Schools Trust is a charity and company limited by guarantee that operates state funded schools in England. We are funded primarily by the Department for Education and regulated by the Education and Skills Funding Agency.

Our approach is built on three values: integrity, collaboration and excellence. These values reflect the culture we want to achieve throughout our organisation, from the boardroom to every classroom in one of our schools. Together we create ambitious and successful schools where every child thrives.

The Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area. We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

### Organisation structure and supply chain

The Trust operates 16 state funded schools, both primary and secondary, as well providing training for people working in and with schools as well as trainee teachers. It is led and run by a Chief Executive, appointed by Trustees, and Education Executive Team, whilst each school is led and run by a Headteacher and senior leadership team.

The Trust has just over 1,000 employees. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and safeguard employees from any abuse or coercion once in our employment.

Procurement of goods and services occurs at school level with oversight from procurement professions as part of a central support function. Our supply chain is extensive, and we procure goods and services primarily from a wide range of UK suppliers.

### Policies in relation to slavery and human trafficking

Anthem is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

Anthem maintains the following policies which are reviewed cyclically:

- Code of Conduct.
- Whistleblowing Policy
- Anti-Harassment Policy
- Dignity at Work Policy
- Whole-school Equality Policy
- Due diligence processes

The Education Executive Team with school Headteachers are responsible for investigating any suspected instances of modern slavery and human trafficking.

Over the next 12 months we will be focusing on due diligence procedures regarding human trafficking and slavery in our supply chain, particularly those linked to services outsourced to third parties.

### Risk assessment and management

The Trust has assessed the risks of modern slavery and human trafficking as follows:

#### High risk activities

- We do not believe there to be any high-risk operations within the Trust or within our supply chain with regards to modern slavery and human trafficking.

#### Medium risk activities

- Supply chains linked to the catering and cleaning provisions as a consequence of the use of external contractors.
- Supply chains linked to the manufacture of ICT equipment and school uniforms, as a consequence of the Trust's use of external suppliers to provide items and the likelihood that supplies are manufactured overseas.

#### Low risk activities

- Provision of agency staff predominantly in teaching and support staff.

### Key performance indicators to measure effectiveness

Over the next 12 months Anthem will work to embed the principles within this statement. In particular we will:

- Increase staff awareness strategy for the Modern Slavery Act 2015 and reporting mechanisms if a case of slavery or human trafficking is suspected.
- Develop measures (e.g. KPI, assurance) to evidence our commitment to the principles of the Modern Slavery Act.

### Training on modern slavery and trafficking

Anthem has an online training portal for its staff that includes a module on Modern Slavery awareness. This module is available to all staff but will be a mandatory requirement for those involved in recruitment of staff and procurement of goods and services.

Additional training will be identified for those managing contracts for outsourced activity to ensure that suppliers are being monitored appropriately.

This statement was approved by the Chief Executive on 31 March 2020.

**Andy Yarrow**  
Chief Executive