

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 the Executive Team, whilst each school is led and run by a Headteacher and senior leadership team.

The Trust has around 1200 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 professionals 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 (Staff)
- Whistleblowing Policy
- Dignity at Work (anti-bullying and anti-harassment) Policy
- Whole-school Equality Policy
- Due diligence processes

Due Diligence

Anthem follows due diligence processes when procuring goods and services. Where required, the due diligence checks are in line with the Public Contract Regulations 2015. Additional checks will be made where we assess a higher risk of human trafficking or slavery.

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

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.

We include compliance with the Modern Slavery Act as a requirement within the specification of all tenders for the supply of goods and/or services.

Safeguarding

Anthem is committed to promoting the welfare of children and young people. We have policies and procedures in place to promote safeguarding. Anthem's Safeguarding Manager oversees Designated Safeguarding Leads in every school. This team works together with Local Authorities and other stakeholders to combat safeguarding issues including children at risk of trafficking and exploitation, children that have gone missing and children at risk of going missing. All employees complete annual training on child protection, the content of which includes modern day slavery.

Key performance indicators to measure effectiveness

Over the next 12 months Anthem will continue to embed the principles within this statement.

- Refresh Modern Slavery training for those involved in recruitment of staff and procurement of goods and services
- Ensure employees dealing with suppliers receive appropriate updates relevant to modern slavery.

Training on modern slavery and trafficking

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

Each school delivers annual safeguarding training for all staff, including information on Modern Slavery and human trafficking.

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

Financial Year End: 31 August 2024

This statement was approved by the Board of Trustees on 22 October 2024