

MODERN SLAVERY ACT STATEMENT

DOCUMENT INFORMATION – FRONT SHEET

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DOCUMENT DETAILS

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*delete where applicable

1. INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights.. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This statement sets out the actions taken by LiFE Multi Academy Trust to understand all potential modern slavery risks related to our organisation and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own operations and our supply chains.

2. ABOUT LIFE MULTI ACADEMY TRUST

LiFE Multi Academy Trust is a charitable company . The Trustees of LiFE Multi Academy Trust sit as a Board, who delegate powers and functions as set out in its [Scheme of Delegation](#), which is reviewed and published annually. As of 1 September 2024, LiFE Multi Academy Trust comprises 10 state sector academies. LiFE MAT also has a controlling interest in a subsidiary Company, LiFE MAT Services Limited, which manages 3 day nurseries, the letting of its school estate to the general public and manages Governor services to other schools and trusts. LiFE MAT Services, whilst an independent limited company adopts the same approach as LiFE MAT to the eradication of modern slavery and human trafficking.

The overall aim of LiFE MAT is to promote excellent education, providing strong schools which enable all young people to make a success of their lives. Our charity was formed in 2012 when Bosworth Academy reached out to other local schools to join them in working collaboratively to focus on the most important social and educational challenges of the day. And in our continued determination to learn, improve and achieve excellence

3. MISSION

a. Our Long term goal

- Outcomes equal to the best nationally and internationally for every school and every child
- Every child receives a truly rounded education resulting in a strong moral compass, a globally competitive skill set and a confident sense of self
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families and other local stakeholders.
- Providing high quality buildings, engaging classrooms and excellent sporting facilities
- Delivering innovative learning resources and materials



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- Ensuring a well-disciplined and caring environment
- Exploiting cutting edge technologies to expand the opportunities for students, staff and our community to benefit from learning in a digital age.

b. Our Medium term objectives

- Each school is confident and thriving in its development; schools are beyond challenge from OFSTED in achieving the aims and values of the LiFE MAT.

4. MANAGEMENT

Trustees, Directors and Senior Executives have formally identified and documented the major risks to which LiFE MAT is exposed. Those risks are reviewed by the Board, the Audit and Risk Committee and the Executive team. Risk management strategies have been implemented to ensure risk management is embedded in our day-to-day processes.

Protection of pupils and employees has been identified as one of the principal risk areas for LiFE MAT. Systems and procedures to minimise these risks are constantly being reviewed and updated.

We carry out regular testing of internal procedures and controls including adherence to policies and procedures. Any non-compliances are included in internal audit reports, which are communicated to senior managers and the Audit and Risk Committee. As part of the whistleblowing policy the Head of Hr and/or Head of Governance will investigate any allegations of impropriety.

5. CHILD PROTECTION AND SAFEGUARDING POLICY

LiFE MAT has Safeguarding and Child Protection policies in place which focus on the need to ensure that its pupils are safe, feel safe and are fully supported in this respect by their School. These policies provide a framework for our schools to develop secure processes for identifying and supporting pupils at risk of abuse. Our Safeguarding Policy specifically identifies modern slavery and trafficking as forms of harm and provides guidance for staff who believe a child is at risk of harm.

Headteachers, together with Designated Safeguarding Leads, are required to ensure that staff and governors have safeguarding and child protection training that is regularly updated. Staff also receive regular safeguarding and child protection updates and have access to up to date, relevant information in relation to forms of neglect and abuse. Safeguarding children who may have been trafficked forms a part of this training. Our schools have processes in place to ensure that the



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voice of the child is heard and that pupils are able to disclose any concerns they may have. If children are persistently absent from school the reasons for this will be investigated.

The MAT central team employs a Safeguarding Lead who carries out audits to provide assurance that safeguarding policies and procedures are adhered to and that training has been delivered.

6. HR POLICIES

In accordance with our aim of providing an excellent education for children and young people across all its schools, LiFE MAT intends at all times to act and be seen to be act with the utmost integrity and expects all colleagues to act in the same manner. LiFE MAT is committed to the provision of an open, honest and transparent working environment for all colleagues, prospective colleagues, and others working in or visiting its premises. We are committed to ensuring all colleagues are treated with dignity and respect and are able to carry out their job role free from conflict, risk, harassment or any other behaviour perceived to be compromising, demeaning or demoralising. The Trust has a number of HR policies in place which ensure that this ethos is put into effect. New staff are inducted with appropriate training regarding its policies and procedures.

It is a statutory requirement for all schools and academies to undertake certain recruitment and vetting checks on individuals working within their establishment and to maintain a live Single Central Record of these checks. Therefore, all our schools and the central office are able to demonstrate that vetting checks, including proof of right to work in the UK, have been carried out for all staff.

7. WHISTLEBLOWING POLICY

The LiFE MAT Whistleblowing Policy places a duty on all employees to report instances of impropriety, including but not limited to criminal activity and improper conduct. The policy sets out a clear process for reporting such concerns and provides protection for individuals who do so. LiFE MAT is committed to ensuring that any concerns of this nature are taken seriously and investigated. Our Whistleblowing Policy specifically mentions the risk of modern slavery and stresses that a report of concern in relation to those matters can be made under the protection of the policy.

8. PROCUREMENT AND SUPPLY CHAINS

We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as the construction industry and within our catering, grounds maintenance, cleaning, school uniform, goods and materials together with ICT supply chains. Any



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contractors who work in our schools are required to check an individual's right to work in the UK and carry out a DBS check prior to hiring staff to work in our schools. Tenders for supply of services and or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with Modern Slavery Act 2015. When one of our schools is selecting a new school uniform supplier, we will consider potential suppliers' ethical trading policies and review their code of conduct for suppliers as part of the selection process. When engaging contractors for construction projects our contracts require the contractors to comply with the Modern Slavery Act 2015 and ensure compliance by all sub-contractors. . We will continue to seek assurances from suppliers as to their avoidance of modern slavery and human trafficking. Our supplier terms and conditions allow us to terminate an agreement with immediate effect if a supplier breaches our requirements in relation to Modern Slavery Act compliance.

During the academic year 2024/25 we will continue to raise awareness amongst central team colleagues and school operations managers of the risks of modern slavery occurring within our supply chains. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2025.

9. REPORTING

To date, no referrals have been made in relation to modern slavery.

The Head of Governance and/or Director of HR are the members of staff who other staff can contact to report concerns.

a. Employees should normally raise concerns with their Line Manager in the first instance. However, this will depend on the nature of the concern, the seriousness and sensitivity of the issue, and who is allegedly involved.

b. Employees who feel unable to approach their Line Manager, may contact the Headteacher. Where the concerns being raised relate to the Headteacher, employees may contact the Chair of the LGB, the Trust's Head of Governance and/or Director of HR.

c. Trade Union members may wish to contact their union representative for assistance or advice on raising an issue. Where the concerns relate to the CEO, employees may contact the Chair of the Trust Board.

d. Where an employee is concerned that the Governing Body or the Trust Board is acting or proposing to act unreasonably or has failed to discharge its duties, this can be raised with the Secretary of State for Education but would normally be raised with the Chair of the Trust Board.



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e. Alternatively, where concerns are of a serious nature and criminal activity is suspected, employees have the right to raise issues directly with the Police or other relevant agency as they see fit.

Signed

Elizabeth Shears Warren

Chair of LiFE Multi Academy Trust Board of Trustees

Date – 09.12.2024