

Modern Slavery Policy Statement

Date Published	April 2024
Version	1
Approved Date	April 2024
Review Cycle	1 year
Review Date	April 2025



1. Introduction

- 1.1. Modern slavery is defined as the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.
- 1.2. This statement has been published in accordance with the Modern Slavery Act 2015. It describes the Trust's approach to preventing modern slavery and human trafficking in our supply chains or any part of our business.
- 1.3. Nexus Multi Academy Trust was founded in 2016 and has the highest ambitions possible for anyone and everyone we work with. The vision for Nexus is that we are constantly "Learning together, to be the best we can be". This vision is what we aspire for and is as relatable to every employee and partner of our Trust as it is to our children, young adults and their families.
- 1.4. We recognise that as an education provider, there are two main ways by which modern slavery could impact the Trust. The first is through safeguarding practices, which cover child sex exploitation or human trafficking, which can have a direct impact on our pupils. The second is our supply chain and the vendors we contract.

2. Safeguarding

- 2.1. Nexus MAT believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them from harm, including modern slavery and trafficking. All staff are required to follow the Trust's Safeguarding policy and practice. Awareness training around modern slavery and trafficking is available to all staff within the Trust.

3. Supply Chains

- 3.1. The Trust seeks excellence in every area of the organisation and we work to the highest professional standards, complying with all laws, regulations and rules relevant to our business and in turn expecting the same high standards from those we work with. The Trust works primarily with UK based suppliers, buying a large range of external goods and services including Facilities Maintenance Management and Services, Education Equipment and Resources,

ICT Equipment and Services and Teaching Supply/Agency Staff. All purchases are made in accordance with Public Procurement Law and Trust Financial Regulations. All suppliers to the Trust are required to fully comply with the requirements of the Modern Slavery Act 2015 and this is specified in the Trust's Procurement Policy. The Trust reserves the right to exclude any bidder, contractor or service provider who has been convicted of an offence under the Modern Slavery Act 2015.

4. Policies, Procedures and Training

4.1. The Trust reviews policies and procedures on an ongoing basis to ensure they remain compliant and fit for purpose. The Trust has a suite of policies that effectively mitigate the risk of slavery and human trafficking taking place within its business or supply chains and provide support to staff. These policies include, but aren't limited to:

- 4.1.1. Procurement Policy
- 4.1.2. Recruitment & Selection Policy
- 4.1.3. Risk Management Policy
- 4.1.4. Safeguarding Policy
- 4.1.5. Whistleblowing Policy

4.2. The Trust's HR Team is trained to ensure that, through rigorous recruitment checks, we do not employ people who are under-age or who do not have the right to work in the UK. All contracts adhere to the European Working Time Directive. We are committed to ensuring the relevant training is given to staff at all levels.

4.3. We are committed to continuous work to ensure the issue is highlighted and the Trust continues to deliver on its commitment, including:

- 4.3.1. Circulating the Modern Slavery Policy Statement to all staff to raise awareness of the policy.
- 4.3.2. Promoting the training available on Modern Slavery.
- 4.3.3. Seeking to obtain assurance that potential suppliers have appropriate controls in place to mitigate the risk of modern slavery within their organisation; and to ensure this requirement is reviewed to fully comply with the Modern Slavery Act 2015.

5. Approval

5.1. This statement was approved by the Nexus MAT Board of Directors and is published on the Trust website under Statutory Information.