

# Chorus Education Trust

## Modern Slavery Statement

**Important:** This document can only be considered valid when viewed via one of the following sources: the trust or school website, internally via the central policies and procedures intranet (SharePoint / MLE).

If this document has been printed or saved to another location, you must check that the version number on your copy matches that of the document in the above locations.

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## Version Control

Version	Section	Amendments	Date ratified:	Author name and job title
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## 1. Introduction

Modern slavery is a crime resulting in an abhorrent abuse of human rights. It is constituted in the **Modern Slavery Act 2015** by the offences of ‘slavery, servitude and forced or compulsory labour’ and ‘human trafficking’.

Trustees will not tolerate modern slavery and encourage all those employed by the Trust, or associated with it, to take a proactive approach to tackling this type of crime. Trustees have not had cause to believe that modern slavery practices have occurred within the Trust or within its supply chains, but remain keenly aware of the need for continued vigilance.

The Trust strongly values:

- Ethical treatment of all
- The safeguarding of children, young people, and vulnerable adults
- The responsible, accountable and compliant spending of public and charitable funds.

## 2. Business structure and supply chains

### 2.1. Structure and values

Chorus Education Trust (CET) is a multi-academy trust based in Sheffield and Derbyshire. At September 2024 it comprised of 8 schools, 4 primary and 4 secondary, with over 5,750 pupils and 800 staff.

It is a single legal entity and an exempt charity, whose financial year ends on 31st August, its main business is the provision of education.

The trust upholds the values above in all aspects of its operations, meaning it is committed to ensuring its business operations are completely free from modern slavery and human trafficking.

### 2.2. Supply chain

It is supported by a large number of suppliers of various sizes, the vast majority of which are entirely UK-based. A considerable proportion of procurement is with suppliers who are appointed through a means of formal tender process. Our supply chains include agencies (to cover absent employees), specialist services (legal, audit, occupational health, digital services), contractors (building and maintenance work, catering) and suppliers (equipment and facilities).

The trust has a **Scheme of Delegation** and **Finance Policy** which set out procurement arrangements, including asking potential suppliers of goods and services mandatory questions pertaining to their approach to the prevention of modern slavery in the workforce and their companies’ ethical standards. We also expect our suppliers to agree to our standard Terms of Business that actively note we expect all of our suppliers to comply with the **Modern Slavery Act 2015** including, but not limited to, taking a robust approach to slavery and human trafficking within its own supply chains and paying staff the minimum wage.

## 3. Policies relating to slavery and human trafficking

### 3.1. Policies

The Trust has a **Child Protection and Safeguarding Policy** which references modern slavery, it maintains due regard for the **Modern Slavery Act 2015** in all policies, procedures and processes relating to financial management and procurement. The policies are regularly monitored by the Executive Team and the Board of Trustees, they are reviewed and updated in response to any changes in government legislation and guidelines.

### 3.2. Recruitment

The Trust conducts all recruitment process within it's **Safer Recruitment Procedures**, which set out stringent processes for recruiting staff and thoroughly checking they are legally entitled to work in the UK.

## 4. Due diligence and risk assessment

### 4.1. Due diligence

As an ethical organisation, we act reasonably to ensure we do not encourage unethical responses from others and risk management is embedded in the day-to-day operation of the Trust.

The Trust seeks the highest standards of compliance, ethics and integrity in all areas compliant with the **Nolan Principles of Public Life** across the organisation and is committed to ensuring modern slavery holds no place in its operations. We expect all suppliers working with the Trust to ensure they are compliant with the **Modern Slavery Act 2015** and routinely seek assurances from them to this effect.

### 4.2. Effectiveness of procedures

Our internal auditors carry out testing of internal procedures and controls including adhering to policies and procedures on a regular basis. These reports are reviewed by the Audit and Risk Committee of the Board of Trustees.

### 4.3. Risk assessment

Trustees and the Executive Team have formally identified and documented the major risks to our organisation, and these are reviewed by the Board of Trustees and the Audit and Risk Committee on a regular basis.

Trustees deem the risk of modern slavery and human trafficking to be:

- Very low – for systematic modern slavery within the Trust itself, due to robust recruitment practices.
- Low – for systematic modern slavery with its supply chains, due to procurement processes, contracting with reputable often larger firms or local authorities.

## 5. Training for employees

All employees, governors (of school Local Governing Bodies) and trustees receive training on aspects of modern slavery and our policies and procedures relating to safer recruitment, safeguarding and child sexual exploitation on a regular basis.

This statement applies to all parts of Chorus Education Trust, including:

<b>Primary Schools</b>	<b>Secondary Schools</b>	<b>Other</b>
Bradwell Junior school	Eckington School	Chorus Central Team
Hady Primary School	Hope Valley College	South Yorkshire Teaching Hub
Malin Bridge School	Silverdale School	The National Specialist SCITTs
Stocksbridge Junior School	Westfield School	