



WCAT

Modern Slavery and Human Trafficking Statement



1. Introduction

This statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015). Wakefield City Academies Trust (WCAT) is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area.

WCAT does not engage in, or condone, the practices of human trafficking, slavery or forced labour. Our statement explains the steps that we have taken to prevent modern slavery from occurring within our organisation.

This statement is made in line with the disclosures included within the Trust's Financial Statements for the year ended 31 August 2018 approved by Directors on 17 December 2018.

2. About WCAT

WCAT is an exempt educational charity, subject to company law and is a not for profit organisation. The academies that were under WCAT's control covered West, South and East Yorkshire and the emphasis was on achieving excellence through partnership.

3. Procurement, supply chain and due diligence

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour.

We purchase goods and services in accordance with the Academies Financial Handbook which demonstrates compliance with current legislation and procurement best practice. The range of WCAT supply chains include, but are not limited to:

- Facilities management
- Education equipment and textbooks
- ICT equipment
- Teaching supply/agency cover

We perform due diligence checks on all suppliers to ensure they comply with relevant employment practices.

4. Policies and procedures

We have reviewed our policies and procedures in light of the Modern Slavery Act and will continue to develop them to ensure we keep up to date with all relevant legislation. Among the policies that assist us in preventing and avoiding modern slavery or human trafficking are:

- Code of conduct and confidentiality
- Equality and Diversity Policy
- Anti-Fraud Policy
- Gifts, Hospitality and Related Party Policies
- Safer Recruitment Policy
- Whistleblowing Policy

5. Risk Management

Risk management is embedded in the day to day operation of WCAT. The major risks have been identified and documented and the appropriate risk management strategies are in place.

Due to the nature of the organisation, the protection of pupils and employees has been identified as one of our key risks. We have robust policies and procedures in place to minimise any potential risk, and are committed to continuous review and improvement in this area.

6. Measuring effectiveness and training for staff

We will keep our approach to modern slavery and human trafficking under review to ensure there are no instances within the organisation. Relevant courses will continue to be provided to staff to enable them to have the necessary skills to recognise the areas of risk and apply relevant policies and procedures to prevent any inappropriate behaviour and activities.

Declaration

This statement has been approved by the WCAT Board of Directors and is made pursuant to Section 54(1) of the Modern Slavery Act 2015



John Hargreaves

Interim Chief Executive Officer

25 March 2019