



Abbey Multi Academy Trust Policies & Procedures

Modern Slavery Statement

Approved on	11 th September 2025
Approved by	Abbey MAT Board of Trustees
Last reviewed on	9 th October 2024
Next review due	30 th September 2026

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015, for the financial year ending 31 August 2025.

The Trust understands that modern slavery is a growing issue, that it exists in every country and every type of economy; no industry or sector is safe from the risk. We strive to act ethically and with integrity in our business dealings and relationships to endeavour to ensure that there is no modern slavery within the Trust or its supply chain.

Organisation Structure

Abbey Multi Academy Trust (the Trust) comprises eight academy schools located in Leeds and the Calderdale areas, around 650 employees and an annual turnover in excess of £36m. It procures services and goods from third party providers predominantly based within the UK. The Trust is a limited company (company number 07705552).

In line with our core values, the Trust is committed to ensuring there is no modern slavery or human trafficking within any part of its business or supply chain.

We work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

Raising awareness

Throughout the year, various communications and activities will take place to raise awareness with both colleagues and pupils students; for example, the academies will provide lessons on practical human trafficking issues to students.

Each academy undertakes annual child protection and safeguarding training with all staff which includes regular briefings and updates. The suite of training provided covers modern slavery.

Each academy's Child Protection and Safeguarding Policy explicitly raises details and raises awareness on Modern Slavery and human trafficking.

Due diligence in relation to slavery and human trafficking in its business

The Trust employs people solely within England. Our recruitment processes are set out in our Safer Recruitment Policy and ensure that all prospective employees are legally entitled to work in the UK; this commitment is extended as an expectation on all recruitment agencies the Trust engages. A copy of the policy is on our website and can also be obtained by emailing us via Human.Resources@abbeytrust.org

The Trust has a Safeguarding Working Group and will continue to ensure all processes and procedures incorporate all aspects of Safeguarding, Safer Recruitment and safer working practices.

Due diligence in relation to slavery in its supply chain

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement.

The Trust seeks excellence in every area of the organisation and strives to ensure the highest standards of professionalism, integrity and ethical business practice. We are committed to conducting our business in a lawful manner and this includes engaging with our suppliers to ensure that they share our high standards. We buy a wide range of external goods and services and where appropriate do so through established frameworks such as CPC. We expect our suppliers to fulfil their obligations to comply with the Modern Slavery Act. Modern Slavery and Human Trafficking are included within our new supplier risk assessment and due diligence procedures.

Where possible, we include specific anti-slavery clauses in supplier contracts and reserve the right to audit suppliers or request compliance documentation.

We will continue to build upon our existing systems to identify, assess and monitor potential risk in our supply chains. 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.

Safeguarding

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We have a Trust Strategic Lead for Safeguarding who reports to the executive leaders of the Trust. This postholder, along with Designated Safeguarding Leaders in every academy, ensures compliance across the Trust. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust.

These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, each academy proactively works with the local authorities, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared amongst the academies, through regular network meetings and the focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.

Safeguarding is a regular agenda item at full board of trustees meeting and we have a named trustee with portfolio responsibility for safeguarding. Each local governing body has a named governor with responsibility for safeguarding and safeguarding is a regular agenda item at governing body meetings.

Our Child Protection and Safeguarding Policy is reviewed annually by the Executive Leadership Team and the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2025).

Policies

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.

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery:

- Safer Recruitment Policy
- Risk Management Strategy
- Whistleblowing Policy
- Safeguarding and Child Protection Policy
- Single Central Record (SCR), Personnel Files
- Code of Conduct Policy
- Procurement Policy

The Trust operates a Whistleblowing Policy, aimed principally at our employees but also available to our suppliers, which provides the facility for the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. All reports will be fully investigated, and appropriate remedial action taken. The Trust's Fraud and Corruption and Gifts and Hospitality Policies reinforce the principles of ethical working practices.

Measurement of Effectiveness

We will monitor uptake of staff training and expect 100% of employees required to complete training to have done so. We will review a sample of contracts and supplier risk assessments to ensure compliance with our Code of Conduct.

We will continue to take the following steps to promote awareness of this during 2056/2026:

- Include steps for compliance with modern slavery as a condition or criterion in specification and tender documents wherever possible
- Raise awareness among our Abbey MAT Trust teams who are involved in employment, procurement, and management, of the risks of modern slavery occurring within our supply chains
- Ensure relevant new employees receive awareness training as part of their induction
- Ensure finance and HR teams receive regular training in this area.

Risk Assessment and Management

The Trust maintains a risk register to evaluate and review modern slavery risks in high-risk procurement areas (e.g., outsourced cleaning, construction). Risk is assessed based on geography, sector, and supplier practices. Risk management is integrated into our contract and supplier monitoring process.

Focus in our academies on slavery

All our academies work towards raising awareness of slavery & human trafficking through:

- Induction Processes
- Educating colleagues, pupils & students, and parents / carers
- Child protection / family support work, where human trafficking has been highlighted as a high risk in some academies.

This statement covers all academies within the Abbey Multi Academy Trust.

Declaration

This statement has been approved by Abbey Multi Academy Trust Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015.



Helen Pratten



Catherine Garrett

Co CEOs