



Modern Slavery Act Transparency Statement

The Education Alliance (TEAL) is a Multi-Academy Trust whose purpose is to make great schools and happier, stronger communities so that people have better lives. We do this by advancing high-quality education that values all young people equally through:

- Ensuring all schools in the TEAL family are successful and all our young people thrive.
- Developing the next generation of great teachers and leaders.
- Connecting with civic leaders and influencing the system so that it becomes fairer, more inclusive and ethical.

We will always:

- Do what is right.
- Stand shoulder to shoulder.
- Focus on quality in everything we do.

We are committed to promoting ethical business practices and our policies illustrate this, ensuring we are adequately able to protect our employees from being abused and exploited in their work environment.

Our contracts, terms and conditions, policies, procedures and practices ensure we prevent modern slavery in our workplaces.

We are committed to ensuring our workers are not being exploited and that they are safe at work. This includes following employment, health and safety and human rights laws. We regularly review our policies and procedures to ensure they remain robust and legally compliant and we review our employment policies with our recognised trade unions.

The following policies, procedures, processes and terms are important in reducing/removing the risk of modern slavery in our organisation, and our procurement, due diligence and preferred supplier documentation highlights TEAL's ethical stance and our expectations on partner organisations within our supply chain.

- Recruitment and Selection
- Performance Development
- Capability
- Complaints
- CCTV
- Expectations and Code of Conduct
- Declarations and Conflicts of Interest
- Equality, Diversity and Inclusion
- Grievance
- Health and Wellbeing
- Whistleblowing
- Finance Manual
- Standard Terms and Conditions
- Governance Framework

Our supply chains include recruitment agencies (e.g. for cover for absent teachers), specialist services (e.g. legal, audit, occupational health and employee benefits), contractors (e.g. building and maintenance works) and suppliers (e.g. equipment and facilities). We have a Governance Framework and a Finance Manual that details our procurement arrangements, which includes asking suppliers/service providers mandatory questions pertaining to their approach to preventing modern slavery in the workforce and their company ethical standards. We also expect our suppliers/service providers to agree to our standard Terms of Business for the purchase of goods and services that actively notes 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 their staff the minimum wage

We have developed a workload charter with our trade unions to promote safe working practices, supporting staff in achieving a healthy balance in life and clarifying expectations.

As an ethical organisation, we act reasonably to ensure we do not encourage unethical responses from others (e.g. unreasonable timescales resulting in suppliers potentially breaching rules to meet demands). Our risk register includes risks relating to modern slavery, ensuring risks are managed effectively across TEAL.

This statement was approved by the Board of Trustee's on 12 February 2025.

A handwritten signature in blue ink that reads "KADow". The signature is written in a cursive style with a large 'K' and 'D'.

Karen Dow
Chair of the TEAL Board of Trustee's