

Modern Slavery Act Transparency Statement

The Education Alliance is a Multi-Academy Trust, which currently has four secondary schools and a primary school (South Hunsley School, Driffield School, Malet Lambert School, Snaith School and Hunsley Primary).

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. We also have policies, systems and processes that promote ethical practices in our supply chains.

Our contracts, terms and conditions, policies, procedures and practices ensure we prevent modern slavery in our workplaces. We have robust procurement and preferred supplier arrangements which enables us to choose ethical partners and suppliers.

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 are important in reducing/removing the risk of modern slavery in our organisation, and our procurement, due diligence and preferred supplier documentation will be reviewed to ensure it clarifies the Trust's ethical stance and our expectations internally and through our supply chains.

- Recruitment and Selection
- Appraisal
- Capability
- Code of Conduct
- Complaints
- CCTV
- Declarations and Conflicts of Interest
- Dignity and Respect
- Equality and Diversity
- Grievance
- Health and Wellbeing
- Whistleblowing

Our supply chains include agencies (e.g. for cover for absent teachers), specialist services (e.g. legal, audit, occupational health and employee assistance), contractors (e.g. building and maintenance works) and suppliers (e.g. equipment and facilities). We have a preferred supplier list for agencies and review this each year to ensure we work with other good employers. We will review our review documentation to include an assessment of their ethical practice.

We are working with our recognised trade unions through our Trade Union Forum to develop a workload charter. The intention is to promote safe working practices, support staff in achieving a healthy balance in life and clarify expectations. We are also reviewing working practices with the aim of reducing workloads and duplication of effort. We will review our statutory and mandatory training list to ensure we include modern slavery in the training provided for our employees.

As an ethical organisation, we will 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).

We will review our risk register to ensure modern slavery risks are managed effectively across the Trust.