



# Modern Slavery Statement

## Contents

- 1. Background..... 2
- 2. Ethos and Values..... 2
- 3. Organisational Structure ..... 3
- 4. Supply Chain & Procurement..... 3
- 5. Risk Management..... 3
- 6. Associated Policies and Processes..... 4
- 7. Awareness..... 4

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# Modern Slavery statement

## 1. Background

Under the Modern Slavery Act 2015, The Hampshire, Isle of Wight, Southampton and Portsmouth Multi-Academy Trust (HISP) is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains and procurement processes support this commitment. This statement sets out the measures taken by HISP to understand and mitigate the potential modern slavery risks within the organisation. HISP's financial year is September to August. This statement covers the financial and academic year 2022-23

## 2. Ethos and Values

The vision for HISP is to create communities of schools working together in close geographical areas, where the School Leaders and Governing Bodies take collective responsibility and are accountable for children's wellbeing and for standards of education provision in their community. HISP is passionate about the central role of education in improving individual life chances for children and young people. We believe in a local education, with the freedom to collectively support the needs of the community it serves. We promote a 'self-improving community' model, driving up standards in local geographical regions. To achieve our aims we provide quality training to all staff utilising the strengths, knowledge and expertise from within our own schools and from a range of professional partners/alliances. The Trust enables groups of schools within communities to form partnerships with the leaders of the schools taking a collective responsibility and being accountable for education within their community, improving standards, developing the curriculum and identifying and tracking progress.

HISP is committed to

- Improving outcomes and pathways to employment opportunities for students through the provision of the Trusts expertise and the use of resources
- Creating a self-improving school system, based on shared values of respect, perseverance, cooperation and trust
- Holding our Academies to account for standards
- Ensuring a collective responsibility and accountability by schools for student outcomes in their community
- Developing high quality systems and structures allowing School Leaders to focus on teaching and learning
- Recruiting and developing high quality staff and providing CPD opportunities
- Meeting the needs of the local communities
- Developing community engagement
- Promoting an all through curriculum by linking learning through the different phases of education
- Retaining individual school's local identity

# Modern Slavery statement

## 3. Organisational Structure

HISP is a Multi Academy Trust with 4 schools (2 secondary phase and 2 primary phase). HISP is a not-for-profit organisation with exempt charitable status and receives the majority of its funding from the Department for Education. The schools within HISP are supported by a central Managed Services Team that provide support to the schools in standards, HR, Finance, Estate Management, IT Services and Governance. All HISP's operations are based in the UK. HISP has nearly 4,000 pupils and 350 staff in schools across Hampshire, Isle of Wight, Southampton and Portsmouth. HISPs' primary purpose is to provide education to young people. Some of the schools undertake lettings to community organisations such as dance groups, swimming lessons, sports clubs, etc.

## 4. Supply Chain & Procurement

The majority of our procurement is with suppliers who are preapproved through a purchasing consortium or through a tender process. Our supply chains include;

- Education equipment and resources
- Uniform suppliers
- IT equipment
- Estate management, maintenance and services
- Catering services and supplies
- Specialist teachers or consultants, e.g. Peripatetic Teachers, Speech and Language Therapists
- Supply agency staff

## 5. Risk Management

The following processes are in place to mitigate the risk of modern slavery at HISP:

- Suppliers are asked for compliance with the Modern Slavery Act 2015 where possible and within the tender process
- Suppliers are asked to demonstrate their methods of corporate social responsibility during the tendering and selection process
- References are sought where possible when initially using a new supplier
- Supplier financial accounts are assessed where possible
- Ensuring suppliers (in particular contractors) are able to provide the relevant health and safety assurances
- The tender process has been reviewed to include the above checks
- The supplier process has been reviewed in order to identify potential higher risk areas where modern slavery offences could take place

# Modern Slavery statement

## 6. Associated Policies and Processes

The following policies are in place at HISP and promote good behaviour and practice and support the prevention of modern slavery and human trafficking.

- Employee Code of Conduct
- Equality & Diversity Policy
- Anti-Fraud Policy
- Gifts & Hospitality Policy
- Procurement Policy
- Estates Development Plan
- Safer Recruitment Policy
- Whistleblowing Policy
- Complaints Policy and Procedure

The internal audit process covers Finance, HR, IT and Estate Management processes including Health & Safety. Tendering processes are also reviewed as part of the external audit process.

## 7. Awareness

The Board of Trustees, Executive Team and Managed Service Heads of Department have been informed of the duty to comply with the Modern Slavery Act 2015 and to be aware of the supply chain, procurement processes and policies in place to mitigate the risk of modern slavery offences.