Modern Slavery Statement

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Ad Meliora Trust Modern Slavery Statement 2024-2025

This statement is made on behalf of the Ad Meliora Academy Trust (company number 10270029) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

1. Introduction

The Ad Meliora Academy Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out Ad Meliora Academy Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

The Trust does not have an annual turnover of £36 million from the provision of goods and services (as set out in the Act). Therefore, although we are not required to make a modern slavery statement under the Act, the Ad Meliora Academy Trust is choosing to voluntarily comply as we believe it is incumbent upon all organisations to do what they can to tackle modern slavery and human trafficking. This statement is intended to show our commitment to ethical trading principles and to set out the steps we are taking in the business of the Ad Meliora Academy Trust and in our supply chains, Accordingly, we have set out our expectation that they procure goods and services in a transparent way, having regard to the Act.

2. Structure business, and supply chains

Ad Meliora Academy Trust is a small multi-academy trust (MAT), working in North and West Norfolk. The list of our academies can be found below: -

- Blenheim Park Academy
- Greenpark Academy
- Reffley Academy

Ad Meliora Academy Trust has two main areas of operations:

- At Trust level which oversees the business as a whole;
- A local level – e.g., an individual academy.

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, IT services, agency staff and sports coaches.

3. Our approach

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.

4. Policies, documentation, and key relationships

We have a number of policies in place to assist us in our in ensuring compliance with the Act:

- Finance Policy
- Whistleblowing Policy
- Anti-Fraud and Theft Policy
- Gifts and Hospitalities Policy
- Safeguarding Policy
- Code of Conduct

5. Identifying and addressing risks

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact Ad Meliora Academy Trust:

- Through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff or our contractors.
- Through procurement of goods, works and services to support our operations, including contract sports coaching services, merchandise, office supplies and equipment and IT delivery and support. This would also cover the use and recruitment of agency workers, temporary workers and consultants.

6. Supply chain

Our suppliers are expected to comply with all local and national laws and regulations.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually.

7. 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 Designated Safeguarding Leads and two Deputy Leads in each academy. 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 local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Good practice is shared amongst the academies and the focus of safeguarding training always includes detailed training about early identification of those at risk.

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. A Safeguarding audit is completed annually. In addition, the Chief Executive Officer meets regularly with Academy Leaders and regular reports are submitted to the Full Board of Directors.

Safeguarding is an agenda item at every Academy Committee meeting, and we have a named Academy Committee member in each academy with a responsibility for Safeguarding.

Our academy Child Protection and Safeguarding Policies are reviewed annually by the Executive Leadership Team and the Board of Directors. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2024).

Due to the geographical spread of our academies, each academy Designated Safeguarding Lead is required to understand the local safeguarding context. Our policies are published on each academy website.

8. Training

Throughout the year the annual safeguarding training plan across the Trust includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. We are fully satisfied that through our robust safeguarding training, staff could identify and act appropriately for at risk pupils, staff, and contractors.

This is not an area for complacency and we keep under constantly evaluate our safeguarding policy and practice. This enables us to refine and develop excellence in all we do.

We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing which are available to all users of our academies and Trust.

9. Reporting

To date, no referrals have been made in relation to modern slavery.