

Modern Slavery Statement

1. Background

Under the Modern Slavery Act 2015, The Hamwic Education Trust (HET) 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 HET to understand and mitigate the potential modern slavery risks within the organisation.

HET's financial year is September to August. This statement covers the financial and academic year 19-20.

2. Ethos and Values

The vision for HET is to create communities of schools working together in close geographical areas, where the School Leaders and Governing Bodies take a collective responsibility and are accountable for children's wellbeing and for standards of education provision in their community.

The HET 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 in Partnerships with the School 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.

HET 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 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

3. Organisational Structure

HET is a Multi Academy Trust with 29 schools (1 secondary phase, 1 Hospital School and 27 primary phase). HET 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 HET are supported by a central Managed Services Team that provide support to the schools in standards, HR, finance, estate management and IT services. All of HET's operations are based in the UK.

HET has over 10,000 pupils and 1200 staff in schools across Hampshire, Poole and Dorset.

HETs' 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 HET:

- 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

6. Associated Policies and Processes

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

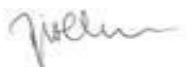
- Employee Code of Conduct
- Equality & Diversity Policy
- Anti-Fraud Policy
- Gifts & Hospitality Policy
- Procurement Policy
- Estates Development Plan
- Safer Recruitment Policy
- Whistleblowing Policy
- Complaints Policy and Procedure

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 Directors, 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.

8. HET Board Approval:

| <i>Date</i> | <i>Signature</i> | <i>Role</i> |
|--------------------|---|----------------------------------|
| Tuesday 5 May 2020 |  | Dave Ellis Chair of HET Board |