



# Modern Slavery Statement

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|------------------|--|------|----------------|
| Policy title     | Modern Day Slavery                                 |      |                |
| Groups consulted | Finance & Resources Committee, RKLT<br>Trust Board | Date | September 2024 |
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## Version History Record

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| 1       |                | Steve Howell | Issued    |
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## 1. Introduction

This statement is made by Red Kite Learning Trust ('the Trust') and pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

The Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Trust 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 the 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.

## 2. Approach

The Trust has a zero-tolerance approach to any form of modern slavery and trafficking. The Trust is committed to acting ethically, with integrity and transparency, in all business dealings and we expect our supply chains, contractors, employees and all other business partners to share the same commitment, including implementing and enforcing effective systems and controls to prevent and deter modern slavery.

## 3. Policies and documentation

The following policies and documentation detail our approach to protecting the Trust's pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery. These include and can be found on our website:

[Red Kite Learning Trust Policies \(rklt.co.uk\)](https://www.rklt.co.uk/policies)

- ☒ Employee Handbook
- ☒ Equality Policy
- ☒ Safeguarding and Child Protection Policy
- ☒ Whistleblowing Policy
- ☒ Terms of Purchase

#### 4. Identifying and addressing risks

The Trust recognises there are two main avenues of risk through which modern slavery could impact the organisation. The first is 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 of our contractors. The second is our supply chain and the vendors we contract.

#### 5. Procurement and supply chain

The Trust is committed to ensuring there is transparency in our business and our approach to tackling modern slavery is consistent with our obligations under the Modern Slavery Act 2015. The Trust expects the same high standards from all our contractors, suppliers and other business partners and requires that at all times during the performance of the contract they comply with the requirements of the Modern Slavery Act 2015 (as amended) within both its business and within its supply chain. The Trust expect our suppliers to hold their own suppliers to the same high standards.

Whilst the Trust cannot 100% guarantee supplier adherence with the requirements of the Modern Slavery Act, the Trust will endeavour to eliminate the risks as much as possible. The Trust will do this by ensuring that procurement processes and contractual terms include specific provision relating to the Modern Slavery Act.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. RKL encourage the use of Frameworks when procuring goods and services via public sector organisations which meet the requirements of the Modern Slavery Act. Where a framework is not used, we will continue to build on our existing due diligence and onboarding checks to mitigate risk. All suppliers who receive a purchase order receive a link to our standard Terms & Conditions which require compliance with the Modern Slavery Act

#### 6. Safeguarding

The Trust takes safeguarding extremely seriously in upholding statutory duties and striving to safeguard staff and pupils through a culture of safeguarding. All frontline employees receive safeguarding training which incorporates modern slavery. These employees have an individual responsibility for ensuring that they are familiar with the signs and indicators and that they are aware of our Safeguarding and Child Protection Policy so that they are able to respond appropriately.

## 7. Training for staff

Every member of staff, whether based in an academy or not, access safeguarding training. In addition, the Trust has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law are able to raise these concerns in confidence without fear of disciplinary action.

**Staff can report any concerns of modern slavery to any member of the Trust Executive Group**

Further information and advice:

- ☒ Trust head office 01423 574410
- ☒ Home Office website <https://www.gov.uk/government/collections/modern-slavery>
- ☒ Modern Slavery website <https://www.modernslaveryhelpline.org/report>
- ☒ Modern Slavery helpline 0800 0127 700