

Modern Slavery and Human Trafficking Statement

**Fairfax Multi-Academy Trust
May 2019**

1. Introduction

We are committed to improving our practices to combat slavery and human trafficking. In line with our values, the Trust is committed to ensuring there is no modern slavery or human trafficking within any part of the business or supply chain. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

2. Organisation's structure

Fairfax Multi-Academy Trust (FMAT) currently comprises of four academies, located in the West Midlands. The Trust has around 600 employees and has an annual turnover in excess of £25m. FMAT procure services and goods from third party providers predominately based in the UK.

3. Due diligence processes for slavery and human trafficking

The Trust employs people solely within England. Our recruitment processes are set out in our Recruitment and Selection Policy and ensure that all prospective employees are legally entitled to work in the UK.

In addition, each of the Trust's Academies:

- has an annual safeguarding audit;
- undertakes annual child protection training with all staff, including information on modern slavery and human trafficking;
- has a Safeguarding Policy which raises awareness on modern slavery and human trafficking.

4. Supplier adherence to our values

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement.

The Trust seeks excellence in every area of the organisation and strives to ensure the highest standards of professionalism, integrity and ethical business practice. We are committed to conducting our business in a lawful manner and this includes engaging with our suppliers to ensure that they share our high standards. We buy a wide range of external goods and services, including construction services and supplies, furniture and stationery, electronics

(computers, audio visual etc.), food and catering supplies, travel services, laboratory supplies (equipment, chemicals etc.), books, cleaning services, printing and waste and recycling services and do so in accordance with public procurement law. A large proportion is bought through frameworks established by collaborative consortia. We expect our suppliers to fulfil their obligations to comply with the provisions of the Modern Slavery Act.

Slavery and Human Trafficking are included within our new supplier risk assessment and due diligence procedures.

5. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also require our business partners to provide training to their staff and suppliers and providers.

All our academies work towards raising awareness of slavery & human trafficking through:

- Induction processes;
- Educating colleagues, pupils & students, and parents / carers;
- Child protection / family support work, where human trafficking has been highlighted as a high risk in some academies.

This statement covers all academies within Fairfax Multi-Academy Trust including:

- Fairfax
- Bournville School
- Erdington Academy
- Smith's Wood Academy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Fairfax Multi-Academy Trusts (FMAT) Slavery and Human Trafficking Statement for the financial year ending 2019.

Chair of the Trust Board: Mr Simon Small

Signature: _____

Date: _____