

Modern Slavery Statement

This statement is made on behalf of the Extend Learning Academies Network Trust (ELAN), pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act'), and constitutes our group's slavery and human trafficking statement for the financial year ending 31 August 2023.

Our business and structure

ELAN is a multi-academy trust comprising of a central team and nine primary schools within North Somerset. ELAN serves the educational needs of circa 2,900 children and young people from the ages of 2 to 11 years and employs circa 600 colleagues. We are a company limited by guarantee and an exempt charity registered in England & Wales.

Purpose and voice

As an organisation whose purpose is the education and safeguarding of children in our care, we wholeheartedly endorse the legislation as a crucially important development in tackling slavery and human trafficking and we will not trade or partner with any business or organisation which is involved in this practice however remotely or indirectly.

Furthermore, we have made our employees aware and we all share our stewardship obligation to demonstrate and promote fair and reasonable standards in the treatment of people who are operating within their sphere of influence.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Our supply providers

The Modern Slavery Act applies not only to the organisation's own employees but also to suppliers, sub-contractors and other business partners which it works with. ELAN will not knowingly support or deal with any businesses involved in slavery or human trafficking. Our supply chains may include the following works, goods and services but not limited to:

- education equipment, textbooks and resources suppliers
- educational data, training and support services
- uniform suppliers
- estate management maintenance and services
- ICT equipment and services
- catering services and supplies
- cleaning services and supplies
- peripatetic music services
- sports coaching services
- supply / agency staff
- training providers
- business consultants
- auditors (finance and HR)

We have reviewed the risks that these supply providers can present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and contractors to demonstrate a zero tolerance approach to exploitation.

To this end, all new contracts and those renewing, now include a clause requiring that our suppliers, and their subcontractors, comply with the Act, and include the trust's right to terminate in the instance of any breach of this obligation and will raise awareness and seek assurance of compliance with the Modern Slavery Act 2015.

Our people

We have promoted to all our employees that modern slavery is a global problem that affects us all. We have shared examples of how individuals can unwittingly be part of the cycle. We have highlighted that everyone has a vital role to play in tackling the issue.

We have adapted and re-promoted to incorporate modern slavery and human trafficking issues, including our whistleblowing policy which allows employees to report any concerns confidentially. All staff are required to undertake a specific training course called PREVENT to increase their awareness of modern slavery and human trafficking so that they are able to understand, identify and be able to report on these risks. This is also covered in safeguarding children training and this is refreshed annually.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each year.

NAME: Rosemary Carr, Chair of the Board

Date: 05/12/2023