



*Creative
Education
Trust*

MODERN SLAVERY STATEMENT

1. Introduction

- 1.1 This Statement is designed to satisfy the requirements of Part 6 Section 54 of the Modern Slavery Act (2015).
- 1.2 Creative Education Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area.
- 1.3 Creative Education Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

2. About Creative Education Trust

- 2.2 Creative Education Trust is a charity and multi-academy trust. Our network of non-selective state schools across the Midlands and East Anglia works together to empower young people with the knowledge, skills and creativity they need to succeed in school and beyond. Our focus is on improving academic standards, innovation in the curriculum and offering the best training and development for staff.
- 2.3 What we do is unique. To help young people connect what they learn, we use six key concepts: Structure; Pattern; Meaning; Performance; Human Interaction; and Practice.

3. Risk Management

- 3.1 Risk management is embedded in the day to day operation of Creative Education Trust. Directors and Executive Directors of Creative Education Trust have formally identified, and documented the major risks to which Creative Education Trust is exposed. These risks have been reviewed by the Audit Committee, and appropriate risk management strategies are in place.
- 3.2 Due to the nature of the organisation, protection of pupils and employees has been identified as a risk area for the Creative Education Trust. The trust has robust policies and procedures in place to minimise any potential risks, but is also committed to continuous review and improvement in this area.



- 3.3 We are regularly audited, which includes compliance with policies and procedures. Any non-compliance is reported to the Audit Committee and appropriate actions taken.

4. Child Protection and Safeguarding Policy

- 4.1 The Creative Education Trust is committed to providing a safe and secure environment for pupils, staff and visitors and promoting a climate where pupils and adults feel confident about sharing any concerns that they may have about their own safety or the wellbeing of others.
- 4.2 Our schools contribute to inter-agency working in line with the statutory guidance, *Working together to safeguard children*, and follow each local authority's safeguarding procedures set up by the Local safeguarding Children Board (LSCB). Our school Child Protection policies are based on the Department for Education publication: *Keeping children safe in education*, September 2018, and all employees are required to read and understand this document.
- 4.3 Each school has a Designated Safeguarding Lead. Safeguarding procedures are overseen by an appointed local academy council member and are reported on at every academy council meeting or rapid improvement board meeting. We conduct regular safeguarding audits of our schools.

5. HR Policies

- 5.1 Creative Education Trust is committed to safe recruitment processes. All staff recruited to work in one of the trust's academies will be subject to the rigorous recruitment procedures outlined within Creative Education Trust Safer Recruitment policy. The importance of safeguarding and protecting children attending our academies is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, Creative Education Trust undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references.
- 5.2 The principles of equality and diversity are at the heart of school life, and Creative Education Trust expects all employees to be treated equitably and with respect.



6. Whistleblowing policy

- 6.1 Creative Education Trust has in place a Whistleblowing Policy, aimed principally at our employees but also available to our suppliers that encourages the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. The trust is committed to ensuring that all concerns raised under the Whistleblowing policy are fully investigated and appropriate action taken if required.

7. Procurement

- 7.1 A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium or appointed through means of a tender process.

8. Next steps

- 8.1 We have raised awareness of modern slavery with our Head Office team in 2017/18, and now will be taking the following steps to raise awareness of all staff within our schools during 2018/19:
- Train all staff to be aware of modern slavery issues 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.
 - Include compliance with the Modern Slavery Act as a condition or criterion in specification and tender documents wherever possible.

This statement relates to financial year 2017/18, which ended on 31 August 2018.

This statement will be reviewed on an annual basis in line with Creative Education Trust's financial year.

Approved by Board of Directors on 7 December 2018

Signed by:

A handwritten signature in black ink, appearing to read 'D Anderson'.

Name: David Anderson
Title: Chair
Date: 7 December 2018