

## Modern Slavery Statement

### Our Organisation

Wellspring Academy Trust is a multi-academy trust based in Yorkshire, Lincolnshire and the Humber covering five local authority areas. The Trust employs all staff, both centrally and in its academies.

Our academies cover the Primary, Secondary, Alternative Provision and Special sectors. Our determination to make a difference is rooted in moral purpose. We are committed to improving outcomes and life chances for young people through empowered local autonomy and a strong corporate assurance framework.

The Trust is a non-profit organisation; a company limited by guarantee and an exempt charitable trust. The Board of the Trust has approved this statement in relation to section 54 of the Modern Slavery Act 2015.

### Risk management

Via its comprehensive risk management strategy, Wellspring measures and controls operational and strategic risks to ensure that the organisation is and remains strong and sustainable.

### Supply chains

In keeping with Wellspring's commitment to improve outcomes and life chances for young people and to impact positively upon the communities it serves, the Trust wholly endorses the Modern Slavery Act and is committed to ensuring its suppliers of services and or goods comply with the same. This extends to its procurement of any new or renewed contracting arrangements. Wellspring will include - as a matter of course - a contractual clause requiring principal and sub-contractors to adhere to this legislation, adherence to which will be evaluated routinely.

### Policies and Procedures

The Trust has reviewed its existing policies and procedures to support good practice and challenge Modern Slavery and human trafficking. All policies are equality impact assessed.

Equality and Diversity Statement and Policy	Whistleblowing Policy
Pay Policy	Safer Recruitment Guidance (Right to work/DBS checks)
Procurement and Tender Process Guidance	Guidance re gifts and hospitality
Adhere to the Finance Regulations	Child Protection policy in each academy
Adhere to Keeping Children safe in Education	

### Training and Due Diligence

The Procurement department is vigilant to the risk of modern slavery through Wellspring's supply chains, operating under clear guidance. The Trust Board, Executive and Academy Senior Leadership Teams are committed to ongoing compliance.

This statement received approval by the FRR Committee of the Board of the Trust, on 6 March 2019.