



**Diocese of Ely**  
multi-academy trust

**Modern Slavery & Human Trafficking  
Statement  
2023-2024**

*Love*  
*Community*  
*Respect*  
*Trust*  
*Ambition*



## Introduction

The Diocese of Ely Multi Academy Trust (DEMAT) is committed to ensuring there is no modern slavery or human trafficking within our organisation or within those of our suppliers.

DEMAT has a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking within the Trust and across our suppliers. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our organisation, and to implement steps to prevent slavery and human trafficking during the financial year 2023 – 2024.

## Our Structure and Values

DEMAT consists of primary schools based in Cambridgeshire, Peterborough, Norfolk and Suffolk, all within the Diocese of Ely and we have over 1000 employees across the Trust. We are the Trust of choice for Church of England primary schools within the Diocese, who wish to become academies. The Trust central office is based in Ely. Information regarding the Trust can be found at: [www.demat.org.uk](http://www.demat.org.uk).

Our core values are:

- **Love** - We engender love and tolerance between and for our staff, pupils and others to foster an inspiring atmosphere of mutual support.
- **Community** - We are committed to ensuring our academies are a living part of the community and contribute positively to its needs.
- **Respect** - We do everything possible to provide a caring, safe, and secure place for our staff and pupils to be happy and respected in our academies so they may achieve their potential.
- **Trust** - We acknowledge accountability and responsibility for our actions but ensure that we encourage each other to make brave decisions and then learn from any mistakes.
- **Ambition** - We are determined that our academies offer a place for the joy of learning, enabling those of all abilities to thrive and go on to lead rewarding lives.

## Our Suppliers

We work with a number of suppliers across our academies, which range from academy level support, e.g. cleaning, catering, maintenance, out of school club services, to management systems and auxiliary services, e.g. recycling, stationery and equipment.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

To date, we have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers. If any allegations or intelligence of concern were brought to our attention, we will take immediate action and report it to the relevant authorities.

## **Policies**

The below policies are in place within DEMAT for the identification and prevention of slavery and human trafficking in our Trust and operations:

### *Whistleblowing Policy -*

We encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.

### *Code of Conduct -*

Our code of conduct encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

### *Child Protection and Safeguarding Policies -*

The Trust's Child Protection policies are based on the Department for Education statutory guidance: Keeping Children Safe in Education (KCSIE) and Working Together to Safeguard Children. All employees are required to read, understand and agree to practise in line with KCSIE & their own academy safeguarding policies.

Each academy has a Designated Safeguarding Lead. Safeguarding procedures are overseen by an appointed Local Governing Body member and are reported on at every Local Governing Body meeting. We conduct regular safeguarding reviews of our academies and monitor our academies' safeguarding self-evaluation processes.

## **Due Diligence Processes**

DEMAT conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes, where required:

- Assessing risks in the provision of particular services.
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts.

- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

### **Risk Management**

Risk management is embedded in the day-to-day operation of DEMAT. Directors formally identify and document the major risks which are kept under review by the Trust Audit and Risk Committee.

### **Awareness and Actions**

- DEMAT will ensure that all academies are made aware of this statement.
- Any employee who has suspicions of modern slavery or human trafficking must utilise the Whistleblowing procedure in order to report their concerns immediately. All academies and the central team are made aware of the procedure and who to contact by way of posters in relevant staff areas.
- Any concerns raised by members of the community related to DEMAT, its employees or pupils, must be dealt with in confidence and the relevant individual should be signposted to either DEMAT's Complaints Policy or its Whistleblowing procedure.
- DEMAT will review and update where required procurement processes to include checks to - confirm suppliers are compliant with the Modern Slavery Act.

### **Monitoring**

DEMAT will monitor this statement annually. Any concerns raised through the processes outlined within this statement will be reviewed via the Trust Audit and Risk Committee and the Personnel Committee, who review personnel and safeguarding matters.

We will seek to review:

- How many reports have been made by our employees that indicate there are issues.
- If that is the case, what steps we took to report and address the allegations.



**Adrian Ball**  
Chief Executive Officer