



ANTI-MODERN SLAVERY STATEMENT

September 2023

To be reviewed September 2024



James Montgomery Academy Trust (JMAT) is a multi-academy sponsor with a clear geographical context in the Yorkshire and Humberside region. In that capacity, it acts as one employer across all the Academies which it sponsors.

JMAT is an academy trust and is also an exempt educational charity, subject to company law and is a not for profit organisation. The Board of Directors is the legal governing body of all academies with the Multi Academy Trust and remain accountable in law and to OFSTED and the Education Funding Agency for the exercise of its functions. Its Directors, who are appointed on a voluntary basis, are drawn from the public and private sectors, and bring significant educational and other professional expertise.

The Trust is responsible for the leadership, governance and performance of a wide range of academies including infant, junior, and primary schools. It seeks to drive up educational standards utilising educational expertise, capacity and experience to secure transformational change in the future life chances of all young people in its charge. The Chief Executive Officer, David Silvester, is a highly experienced National Leader of Education.

The Trust has noted the requirements of the Modern Slavery Act 2015 (the "Act"). This statement is made on behalf of James Montgomery Academy Trust (updated September 2023) in line with the disclosures included within the Trust Financial Statements for the year ended 31 August 2023 approved by Directors.

Our policies to resist modern slavery and human trafficking

We have reviewed our existing policies and procedures in light of the Act. We are confident that our policies promote good behaviour among our colleagues at work and within our Trust. Our policies and procedures are kept under review to make sure that they reflect the changing needs of the Trust and of the staff, pupils and the communities it serves.

Among the policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act in the Trust are:

- Code of Conduct and Confidentiality
- Equality and Diversity Policy
- Staff and Pupil Equality, Equity and Diversity Policies
- Fraud Policy
- Gifts, Hospitality and Relation Party Policy
- Safer Recruitment Policy
- Whistleblowing Policy

The whistleblowing policy also draws attention to the risk of modern slavery or human trafficking and to stress that a report of concern in relation to those matters can be made under the protection of the whistleblowing policy.

We are determined that there shall be no modern slavery or human trafficking in James Montgomery Academy Trust. Our policies evidence our commitment to act ethically and with integrity throughout our organisation.

All tenders for supply of services and/or goods include a requirement for the supplier to report on their ethical trading including ensuring they also comply with the Modern Slavery Act 2015.

Training and continuing vigilance

We have discussed the Act, its purpose and the Trust's attitude to it, at a Board of Directors meeting. We have alerted the Executive Leadership Team to it and challenged them to continue to consider where the risk of modern slavery or human trafficking may arise in the Trust. We have provided guidance to our procurement team members on the need to avoid those risks and on possible indicators of them during procurement. We will continue to enhance the assurances we seek from suppliers as to their avoidance of modern slavery and human trafficking.

Declaration

This statement has been approved by the Trust Board of Directors and is made pursuant to Section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read 'D Silvester', written in a cursive style.

David Silvester
Chief Executive Officer

September 2023