

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Introduction

RMAT is committed to the highest standards of ethical conduct. This includes a commitment to prevent and eliminate any form of modern slavery and/or human trafficking in its operations and its supply chain.

RMAT works with UK based suppliers and contractors whose employees are protected under UK employment law. Although RMAT does not conduct business in countries where there is active human trafficking and/or modern slavery, RMAT is aware of the need to ensure that companies within our supply chain, share our commitment to treat their employees fairly and ethically.

This statement sets out the ways RMAT has and will combat modern slavery and human trafficking to ensure that RMAT remains compliant with the [Modern Slavery Act 2015](#).

### RMAT's structure, business, and supply chains

RMAT is a charitable multi academy trust which runs a network of mixed secondary schools in North and West Yorkshire. Each academy is led and run by a Principal assisted by other senior leaders. RMAT educates around 4500 students and employs 485 staff.

RMAT's supply chain includes catering and cleaning companies together with education supply staff.

### RMAT Policies

RMAT operates the following policies which promote anti-slavery and human trafficking practices:

- **Anti-Bullying Policy** – The aim of this policy is to create a safe and secure environment for everyone to learn and work in.
- **Anti-Fraud, Bribery and Corruption Policy and Strategy** – This policy encourages openness and for staff to be able to raise genuine concerns in good faith including concerns about modern slavery and/or human trafficking.
- **Child Protection Policy & Safeguarding** – Provides a framework for our Academies to identify and support students who are at risk of abuse including those at risk of modern slavery, trafficking, or exploitation.
- **Recruitment & Selection Policy** – This policy ensures that all staff recruited to RMAT are subject to rigorous statutory checks. Where agency staff are used, reputable agencies are used in line with RMAT's procurement procedures and agency staff are subject to the same statutory checks as RMAT staff.
- **Whistleblowing Policy** – This policy encourages staff to report concerns about potential wrongdoing which includes any related to modern slavery and/or human trafficking. All concerns raised under the policy are investigated and appropriate actions are taken.

### Due Diligence Processes

Support is provided to staff engaged in procurement by a resolute procurement manager. Further assistance can be accessed from the COO and/or the Human Resources team who will investigate any suspected instances of modern slavery and human trafficking.

## **The Risk of Modern Slavery and/or Human Trafficking to RMAT**

The risk of RMAT for involvement in modern slavery and/or human trafficking is within its supply chains for catering and cleaning due to the use of external contractors together with supply chains linked to the manufacture of ICT equipment and Academy uniforms and the likelihood that supplies are manufactured overseas. There is also a lower risk from the provision of agency staff.

RMAT has set out in its Finance Regulations, the procedures for staff to follow in respect of procurement which with the support of the Procurement Manager should prevent orders being placed with companies that are engaged in the use of modern slavery or human trafficking. The Human Resources team support staff in the appointment of agency staff and ensure compliance with all statutory requirements.

### **Measuring effectiveness**

RMAT's strategic plan aims for it to be consistently in the top tier nationally for student progress and to strive to be the top performing trust by 2026, to provide an innovative curriculum, to become a strong and diverse trust which improves the life chances of more children and young people, to develop RMAT as an employer of choice, to ensure RMAT's financial strength is maintained, to become environmentally sustainable and to develop RMAT as a partner of choice.

As part of the implementation of this strategic plan, RMAT regularly reviews and updates its policies and procedures to make sure they reflect the needs of RMAT, students, staff, and the wider community. RMAT will continue to do this making sure its procurement processes minimise the risk of its involvement in modern slavery and human trafficking.

This will include RMAT working to ensure suppliers, and their supply chain provide safe working conditions, treat workers with dignity and respect and act in an ethical manner within the law. Any violation of RMAT's standards will lead to a review of the business relationship and termination by RMAT.

### **Training**

Throughout the next 12 months, we will raise awareness of slavery and human trafficking by developing and implementing RMAT policies. Provide training to staff under our policies including child sexual exploitation and educate students on slavery, human trafficking, and child sexual exploitation in suitable parts of each Academy's curriculum.

This statement is made pursuant to section 54(1) of the [Modern Slavery Act 2015](#) and constitutes RMAT's Modern Slavery and Human Trafficking statement for the financial year ended 31 August 2024.

**Saira Luffman**  
**Chief Executive and Accounting Officer**  
**RMAT**  
**7 October 2024**