

Trust Statement

Modern Slavery



Modern Slavery Statement

2019/20



1. Introduction

Nova Education Trust is committed to the highest standards of ethical conduct in all our activities and making continuous improvements in this area. Nova Education Trust does not engage in, or condone, the practices of human trafficking, slavery or forced labour.

This statement is designed to address the requirements of Part 6 Section 54 of the Modern Slavery Act (2015).

2. Nova Education Trust

Nova Education Trust is a cross-phase Multi-Academy Trust based in Nottinghamshire. Our trust is committed to providing high quality education to all of our students, regardless of their backgrounds. Our track record demonstrates our ability to deliver our core goal, achievement for every child.

The schools in our portfolio include both secondary and primaries, working in a range of contexts. We also run a successful School Centred Initial Teacher Training programme and a Teaching School Alliance which links 23 schools together sharing effective practice and developing new models for staff development.

The Nova Education Trust is committed to providing the very best educational opportunities for children and young people by striving to further develop outstanding teaching and care in all our schools.

We follow three simple principles that define our ethos and underpin the work we do:

- We are dedicated to providing opportunity for all through high quality education provision
- We are focused on delivering the highest levels of attainment for every child in our care
- We are committed to being a socially responsible employer and community partner

3. Risk management

Risk management is embedded in the day to day operation of Nova Education Trust. Directors and Executive Directors of Nova Education Trust have formally identified and documented the major risks to which Nova Education Trust is exposed. These risks have been reviewed by the Audit Committee, and appropriate risk management strategies are in place.

Due to the nature of the organisation, protection of pupils and employees has been identify as a risk area for Nova 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.

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

Nova 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.

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.

Each school 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 audits of our schools.

5. HR policies

Nova Education Trust is committed to safer recruitment processes. All staff recruited are subject to the rigorous recruitment procedures outline within the Nova 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, Nova 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.

The principles of equality and diversity are at the heart of school life, and Nova Education Trust expects all employees to be treated equitably and with respect.

6. Whistleblowing policy

Nova Education Trust has in place a Whistleblowing policy, aimed principally at our employees but also 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

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

We have continued to raise awareness of Modern Slavery with our Head Office team in 2019/20, and now will be taking the following steps to raise awareness of all staff within our schools during 2020/21:

- Specific training for relevant groups of staff on Modern Slavery issues to increase their awareness of Modern Slavery and human trafficking so that there are able to understand, identify and be able to report of these risks
- To review and update procurement processes to include checks to confirm suppliers are compliant with the Modern Slavery Act

This statement relates to the financial year 2019/20 which ended on 31 August 2020.

This statement will be reviewed on an annual basis in line with the trust's financial year.

John Tomasevic
Chief Executive Officer