

Endeavour Multi Academy Trust

Modern Slavery and Human Trafficking Statement

Endeavour Multi Academy Trust (Company Number 10713045) is an academy Trust based in Staffordshire comprising seven schools, 530 employees and 1,637pupils. We are committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chains. We recognise our responsibility under the Modern Slavery Act 2015 and take a zero-tolerance approach to any form of exploitation.

Our Values

The Trust promotes a culture of integrity, inclusion, and safeguarding. We are committed to:

- The ethical treatment of all individuals.
- The protection and welfare of children, young people, and vulnerable adults.
- Responsible and transparent use of public funds.

Purpose of this Statement

This statement outlines our commitment to:

- Ensuring our operations and supply chains are free from modern slavery and human trafficking.
- Promoting awareness and accountability among staff, suppliers, and partners.
- Conducting due diligence and risk assessments to identify and mitigate risks.
- Providing training and guidance to staff, governors and trustees.

Scope

The aims of this statement are applicable to the Trust's operations and supply chain; to our Memorandums of Understanding and agreements; and to all those with whom we have a working commercial relationship.

Our supply chain includes:

- Audit
- Catering
- Corporate Costs
- Educational Consultancy
- Educational Suppliers
- Estates and Facilities Management
- Hire of Equipment
- Insurance
- License and Subscriptions

- Marketing and Advertising
- Music Services
- Printing, Postage & Stationary
- Recruitment
- School Uniform
- Staff Development
- Staff Expenses
- Support Staff Costs
- Technology Costs
- Telephony
- Utilities

We expect all suppliers to:

- Comply with the Modern Slavery Act 2015
- Provide evidence of fair pay and safe working conditions
- Share their anti-slavery policies and practices

Roles and Responsibilities

The Chief Executive Officer (CEO) will hold the Executive and Headteacher's within individual schools responsible for taking steps to ensure the policy is promoted, understood and implemented by all employees and any individuals who may represent their organisation or deliver our products and services.

All employees, representatives and those delivering our products and services are responsible for taking steps to promote the principles of this statement to help prevent slavery and human trafficking. Similarly, all individuals are expected to report any breaches of the policy.

Recruitment and Employment Practices

All recruitment is conducted in line with the [Trust's Safeguarding Policy](#). We ensure:

- Rigorous checks on the right to work in the UK
- Transparent and fair hiring processes
- Ongoing monitoring of employment practices

Policies and Procedures

The Trust and its schools have implemented safeguarding policies which reference modern slavery and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Our policies are monitored regularly, officially reviewed and are updated in response to any changes in government regulations or guidelines.

Risk Assessment and Due Diligence

We assess risks in our supply chains and partnerships, considering:

- Country-specific risks – exposure may be greater in global supply chains in countries where protection against breaches of human rights is limited, particularly with regards to rights of foreign contract workers to retain their own ID and papers, and/or where work arrangement by agents is common etc.
- Sector vulnerabilities - there are different risks and levels of risk in different sectors. For example, the risks and arrangements which generate bonded labour situations for workers in the extractives sector may differ to those in manufacturing.
- Transaction and partnership risks - Banks and financial institutions face transaction risks when they inadvertently support modern slavery or bonded labour through financing operations, supply chains, or money laundering. Additionally, business partnership risks vary depending on the nature of supplier relationships; long-term partnerships may pose lower risks due to better familiarity with partners' practices, while new relationships can also be low-risk if thorough due diligence is conducted.

Procurement and Supply Chain Management

In order to ensure high standards are continually met, we also maintain the following due diligence practices with regard to new suppliers:

- Obtaining evidence that suppliers pay their staff at least the correct minimum wage.
- Obtaining a copy of suppliers' anti-slavery policies or statements.
- Ensuring suppliers can provide relevant health and safety checks.

We expect all suppliers working with the Trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations, and we routinely seek assurances from them to this effect, ensuring any weak areas are investigated and appropriate actions take

Training and Awareness

All staff, governors, and trustees receive training on safeguarding and modern slavery every two years. Key personnel involved in procurement and recruitment receive annual refresher training.

Goals and Key Performance Indicators

Endeavour Multi Academy Trust is committed to regularly reviewing and strengthening its practices to ensure modern slavery has no place in its

operations or supply chains. In alignment with our values of integrity, inclusion, and safeguarding, we will take the following achievable and strategic steps over the next financial year to enhance ethical procurement and recruitment:

- Deliver statutory and role-specific training
- Strengthen recruitment practices through best practice HR
- Enhance procurement procedures
- Maximise the use of Public Sector Buying Organisations (PSBOs)
- Improve supplier performance monitoring

Schools

This statement applies to all schools within the Trust, including:

- Cherry Trees School
- Christ Church Primary School
- River View Primary School
- Tower View Primary School
- Two Rivers High School
- Two Rivers Primary School
- Wightwick Hall School

Declaration

This statement has been approved in full by the Endeavour Multi Academy Trust board of trustees, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.

Signed:


Mr S Crane

Mr S Crane
Chair, Board of Trustees

Date: 12/01/2026

Ms G Brindley
Interim CEO, Endeavour Multi Academy Trust

Date: 12/01/2026