Venn Modern Day Slavery and Human Trafficking Statement

1	Owned and reviewed by	Director of Operations
2	Approved by	The Board
3	Approval date	4 November 2026
4	Date of next review	Annually
5	Version number	1
6	Related documents (if applicable)	• Procurement Policy • Safer Recruitment Policy • Whistleblowing Policy • Safeguarding and Child Protection Policy • Attendance Policy
7	Applies to	☒ All staff ☐Support staff ☐Teaching staff
8	Available on	☒Venn website ☐School website ☒SharePoint

Venn Academy Trust (VAT) is a charitable company limited by guarantee with registration number 09662303 and Sole Member of the subsidiary company Venn Education Group (VEG). Venn Education Group is a charitable company limited by guarantee with registration number 16743074.

Venn wide policies are centrally held policies and are the direct responsibility of VAT. Venn wide policies are created by the VAT Central Team and adopted by the VEG Board.

Venn Modern Day Slavery and Human Trafficking Statement

Introduction

Venn Academy Trust is a multi-academy trust operating across Yorkshire. As a single employer for all its academies, the Trust is committed to upholding the highest standards of integrity and accountability. The Trust is an exempt charity and a company limited by guarantee, which is governed by a Board of Trustees. The Board of Trustees is the legal governing body of each academy within the Trust and remains accountable in law and to Ofsted and the Department for Education for the exercise of its functions.

Venn Education Group is a subsidiary company of Venn Academy Trust and aligns with its values.

Together they are referred to as Venn.

Definition

Modern slavery is defined as the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Modern slavery is also a violation of fundamental human rights. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude forced or compulsory labour or facilitating their travel with the intention of exploiting them soon after.

Venn is fully committed to preventing Modern Slavery and Human Trafficking in all aspects of its operations and supply chains, in compliance with the Modern Slavery Act 2015.

Structure and Supply Chains

This statement covers the activities of Venn and its network of academies, which includes primary, specials and independent schools. Venn works predominantly with UK-based suppliers and contractors, ensuring that employment practices are aligned with UK law and ethical standards.

Venn is committed to working only with organisations that share its values and ethical approach to employment. Those who are involved in procurement have appropriate modern day slavery training.

Policies which include prevention of Modern Day Slavery

Venn maintains a suite of policies that support ethical conduct and compliance with the Modern Slavery Act, including:

- Procurement Policy
- Safer Recruitment Policy
- Whistleblowing Policy

- Safeguarding and Child Protection Policy
- Attendance Policy

Recruitment
Venn recruitment processes include comprehensive pre-employment checks, such as identity verification, right to work, references, qualifications, and DBS checks. These measures ensure that all staff are employed freely and fairly. Those involved in recruitment have training in this area.

Safeguarding
Venn believes that a child or young person should never experience abuse of any kind. Venn has a responsibility to promote the welfare of all children and young people and to keep them safe. Venn is committed to practise in a way that protects them from harm, including modern slavery and trafficking. This topic is included in the annual safeguarding training calendar. Modern day slavery and the National Referral Mechanism (NRM) are included in the Keeping Children Safe In Education update delivered to all schools within Venn in September.

Pupils who are performing with a child performance license or working are monitored to ensure this is proportionate and within reason, so they are not being exploited in anyway.

The referrals to the NRM are monitored by the Director of Safeguarding.

Measuring Effectiveness
Contracts of large value which could potentially be higher risk are managed centrally to ensure consistent oversight. Regular reviews are conducted to monitor compliance and performance. Any non-compliance by suppliers may result in contract termination.

Any known breaches of the commitments set out in this statement by employees will result in disciplinary action.

Our Commitment
Venn recognises its responsibilities under the Modern Slavery Act 2015. This statement is made pursuant to section 54(1) of the Act.