

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Transforming Education in Norfolk (TEN) is established as a charitable company limited by guarantee, with its affairs governed by its Memorandum and Articles of Association dated 16 May 2012 and amendments thereto. TEN Group is registered in England and Wales, company number 08070464, and registered with the Charity Commission under charity number 1148753.

TEN is the parent company of the TEN Group. TEN's Board of Trustees play a key role in setting the strategy for the Group and co-ordinates inter-institutional activities, standards and targets, as well as setting Group policies.

The educational providers in the TEN Group consist of:

- Norfolk Academies, a multi academy trust (a company limited by guarantee) managed by a Board of Directors and responsible for Wayland Academy Norfolk, Fakenham Academy Norfolk, Attleborough Academy Norfolk and Wayland Junior Academy Watton. Individual academies each have a local Academy Council in place, which collectively act in an advisory capacity to the Norfolk Academies Board.
- Norfolk University Technical College, an academy trust (a company limited by guarantee), managed by a Board of Governors.
- City College Norwich, a further and higher education corporation, managed by a Board of Governors.

In addition to the educational providers, the Group consists of:

- Norfolk Educational Services Limited, a company limited by shares, providing shared services within the Group, and managed by a Board of Directors.
- TEN Commercial Services Limited (TCS), a company limited by shares, providing services for customers outside of the group, and managed by a Board of Directors. TCS is currently not trading and is dormant.

TEN was established for the public benefit and for general charitable purposes according to the laws of England and Wales, and has the following objects:

- a) to advance, for the public benefit, education and training in Norfolk and elsewhere;
- b) to provide, for the public benefit, the best possible learning opportunities for students.

The TEN Group's supply chain is made up of a number of third party providers, many of which are procured through a recognised consortium for the education sector. The TEN Group procures a varied range of items to support educational activity – from text books to bricks. The TEN Group also procures a range of services such as cleaning and catering.

The TEN Group adopts a zero-tolerance approach to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our direct activity or in our supply chains.

The steps that we have taken to reduce the risk of modern slavery in the TEN Group are:

1. The TEN Group is a Living Wage employer and not only do directly employed staff receive the Living Wage but, when tendering for contracted out services, we also stipulate that these contractors must pay the Living Wage to its staff working at the TEN Group.
2. We have in place robust policies for Whistleblowing, Grievance and Dignity at Work and staff are aware of how to raise concerns in relation to any perceived wrong-doing or poor practices in the TEN Group.
3. We have a thorough procurement process and adhere to the European Public Contracts Directive.
4. All staff employed within the TEN Group or through contractors are subject to stringent pre-employment checks before they are able to undertake work for us.
5. The TEN Group will ensure that key staff undertake training on modern slavery, where deemed necessary.

Following a review of the effectiveness of the policies, procedures and practices we have in place, we are confident that there is no slavery or human trafficking in our business or supply chains. We will continue to monitor this on a regular basis and take appropriate action should any risks or evidence of slavery or human trafficking become apparent. For more information see our Full Statement [here](#).

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 August 2018.

#### **APPROVAL BY TRANSFORMING EDUCATION IN NORFOLK BOARD**

I, Susan Guest, hereby certify that the information contained in the above Modern Slavery and Human Trafficking Statement is factual and has been approved by the Transforming Education in Norfolk Board.

Signed: 

Name: Susan Guest

Position: Chair

Date: 17 December 2018