



# Modern Slavery Statement 2024/25

## 1. Introduction

Coastal Collaborative Trust (CCT) is committed to operating responsibly and with high ethical standards, particularly regarding human rights, and we will not tolerate human trafficking and any other kinds of slavery within our operations. We also expect equally high standards from all our suppliers.

## 2. Organisational structure and supply chains

Coastal Collaborative Trust was established in 2024 when a small group of secondary schools and a sixth form college joined together to form a multi-academy trust with a vision to nurture a love of learning, raise aspirations and improve the life chances for our students. We are currently a community of three academies with over 4700 children and young people and around 500 staff.

Core to our approach is a robust governance structure. We aim to build leadership capacity and understanding of the issues raised by modern slavery, to ensure a consistent approach, and to build understanding across the Trust. In line with our values, CCT is committed to ensuring there is no modern slavery or human trafficking within any parts of its business or supply chain.

The success of our Trust is reliant on our people and the people we work with, including our suppliers and partners. We expect our employees, suppliers, and partners to uphold our values of:

- Aspiration with Integrity
- Respect and Kindness
- Enthusiasm for Excellence
- Inclusion and Opportunity
- Collaboration and Community.

The Trust has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships. It achieves this by implementing and enforcing effective systems and controls. We buy all our goods and services in accordance with public procurement legislation and our Financial Regulations.

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. Our supply chains include:

- education equipment, textbooks, and resource suppliers
- student and staff uniform suppliers
- estate management maintenance and services
- IT equipment and services
- catering services and supplies
- cleaning services and supplies
- peripatetic music services
- supply/agency staff

The Trust works primarily with UK-based suppliers and contractors whose employees are protected under UK employment laws and working time directives.

## 3. Policies in relation to slavery and human trafficking

We are confident that our policies promote good behaviour among our colleagues at work and within the Trust. Our policies and procedures are kept under constant review to ensure they reflect the changing needs of the Trust and of the staff, students, and the communities it serves.

Among the Trust policies and procedures that we consider give us strength in avoiding modern slavery or human trafficking under the Act are:

- Equality and diversity policies
- Financial Regulations
- Safeguarding and child protection policies
- Safer recruitment policies
- Whistleblowing Policy.

#### **4. Risk assessment and due diligence processes**

CCT regularly reviews its supplier processes and never knowingly issues contracts to suppliers who do not adhere to the Modern Slavery Act 2015. If we had evidence to suggest a supplier was not acting in accordance with the Act, their contract would be nullified, and the supplier reported to the relevant authorities. The Trust reserves the right to exclude any bidder, contractor or service-provider who has been convicted of an offence under the Modern Slavery Act 2015.

We expect all our suppliers to fulfil their obligation to comply with the provisions of the Act and will continue to refuse to award any contract to suppliers who fail to demonstrate their commitment to ensuring that modern slavery and human trafficking are not taking place within their own business or supply chains.

#### **5. Training and awareness raising**

Throughout the next twelve months we will continue to raise staff awareness of the Modern Slavery Act 2015. Our Academies will continue to deliver training for staff on Child Sexual Exploitation (CSE) and to educate students on slavery and human trafficking through the curriculum and PSHE lessons.

Staff will continue to receive training on safeguarding and safer recruitment practice.

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This statement is made on behalf of The Coastal Collaborative Trust (CCT) pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement. The statement was approved on 31<sup>st</sup> January 2025.

This statement will be reviewed and updated in August 2025 in line with the end of the 2024-25 financial year.

Nadine Galloway  
**Chair of Trustees**

Iain Siddall  
**Trust Leader**