Modern Slavery Statement

Document Type	Policy
Document Version Number	2.1
Date of Approval	23 June 2026
Date of Issue	June 2026
Date of Review	March 2027

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1. Introduction

Flying High Partnership (FHP) is a Multi-Academy Trust based in Nottinghamshire, Nottingham City and Derbyshire. We are committed to providing high quality education to all of our children, regardless of their backgrounds. Our track record demonstrates our ongoing commitment to ensuring schools and our staff 'make every day count' for our children.

FHP is committed to preventing all forms of modern slavery and human trafficking within its operations and supply chains. We uphold the highest standards of ethical conduct and integrity and aim to ensure that slavery and human trafficking are not taking place in any part of our business or with those we work alongside.

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 and relates to the financial year April 2026 to March 2027.

2. Structure, Business, and Supply Chains

Flying High Partnership structure includes central services and school-based teams. The list of our academies can be found on our website: Flying High Partnership Schools.

We work with a variety of suppliers, primarily based in the UK, across areas such as:

- Facilities management and maintenance
- Educational resources and ICT services
- Agency staffing and recruitment
- Cleaning and catering services

All procurement is undertaken in accordance with our Financial Regulations, relevant public procurement law, and ethical standards.

3. Our Approach

We adopt a zero-tolerance approach to modern slavery. FHP acts ethically and with integrity in all its operations and relationships. We expect the same high standards from all of our contractors, suppliers, and business partners.

To ensure this, we have embedded appropriate controls in our procurement, HR and safeguarding practices to identify and manage any risks of modern slavery.

4. Policies and Documentation

We maintain a range of policies and procedures to prevent modern slavery, including:

- Recruitment and Selection Policy: Ensures all staff are recruited fairly and legally
- Whistleblowing Policy: Enables staff and others to raise concerns in confidence
- Safeguarding and Child Protection Policy: Focused on protecting children and identifying exploitation risks

- Financial Regulations and Procurement Policies: Ensures ethical supplier engagement
- Staff Code of Conduct: Outlines the expectations of all employees regarding behaviour and ethical compliance

These policies are reviewed regularly and are accessible to all staff.

In addition, we follow School Teachers Pay and Conditions (STPCD), National Joint Council (NJC) and Derbyshire Single Status pay schemes. This helps reduce risk by improving employee working and pay practices in line with the scheme expectations.

Our audit and risk management processes ensure overall oversight of the process and practices embedded within FHP to reduce modern slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage.

5. Safeguarding

Safeguarding is central to the work of FHP. All staff receive training on safeguarding, which includes awareness of child exploitation, trafficking and indicators of modern slavery. Designated Safeguarding Leads (DSLs) are present in each school and work in close collaboration with the partnerships safeguarding lead based in the central team.

Our safeguarding strategy ensures:

- Annual safeguarding audits
- DSL networks across the partnership
- Collaborative practices with external agencies including Local Authorities
- Inclusion of modern slavery topics in CPD and induction training

6. Identifying and Managing Risk

We recognise that modern slavery risk could arise from two key areas:

- Safeguarding Risk to Pupils and Staff: We maintain robust safeguarding systems and collaborate with external agencies to identify and address any such concerns.
- Supply Chain Risk: Our procurement practices include consideration of modern slavery risk and ethical compliance. Suppliers must confirm adherence to the Modern Slavery Act and may be excluded for non-compliance.

We are committed to strengthening our due diligence and audit processes, including:

- Use of recognised public sector procurement frameworks
- Desk-based reviews of key supplier modern slavery statements
- Inclusion of modern slavery compliance in tender evaluations

7. Training and Capacity Building

To ensure effectiveness in tackling modern slavery:

- All staff complete safeguarding training, including modern slavery awareness

- Key staff involved in procurement receive guidance and access to e-learning on ethical sourcing

Refresher training is provided biennially and during induction for new starters

8. Monitoring and Effectiveness

We measure the effectiveness of our actions through:

- Safeguarding audits and incident tracking
- Monitoring of supplier compliance and declarations
- Ongoing policy review and updates

9. Reporting Concerns

FHP encourages anyone with concerns related to modern slavery, whether within our organisation or supply chain, to report them through our Whistleblowing Procedure or to the relevant safeguarding lead.

To date, FHP has received no disclosures or reports related to modern slavery.