

The Golden Thread Alliance Modern Slavery Statement 2024 – 2025

This statement is made on behalf of The Golden Thread Alliance (company number 10250958) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement outlines the actions and activities we have undertaken during the period from September 2024 to August 2025.

The Golden Thread Alliance recognises its responsibility to maintain a robust approach to preventing slavery and human trafficking within its operations. We are fully committed to ensuring that there is no modern slavery or human trafficking in any part of our activities or within our supply chains.

This statement outlines The Golden Thread Alliance's efforts to understand the potential risks of modern slavery related to our operations and to implement measures designed to eliminate the possibility of slavery or human trafficking occurring within our organisation or supply chains.

Structure, Business, and Supply Chains

The Golden Thread Alliance is a multi-academy trust operating across both Dartford and Gravesham, which include areas of economic deprivation. A list of our schools can be found on our website.

We operate at two levels:

- A national level, overseeing the broader operations across all our schools;
- A local level, handling day-to-day management at each individual school.

Our suppliers are primarily UK-based and the key areas we engage with include catering, maintenance and repairs, agency staff, and cleaning services.



Our Approach

We hold ourselves to the highest professional standards, complying with all relevant laws and regulations. We expect the same high standards from everyone we work with, ensuring that no part of our business or supply chain is involved in modern slavery or human trafficking. Our organisation acts ethically and with integrity in all its charitable and business dealings.

Policies, Documentation and Key Relationships

Our approach to preventing modern slavery and human trafficking is detailed in several key policies and documents, including:

- Finance and Procedures policy, outlining procurement and contracts;
- Complaints Policy;
- Whistleblowing Policy;
- Single Central Record (SCR), Personnel Files, and Safer Recruitment Policy;
- Safeguarding Policy;
- Code of Conduct;
- Supplier terms and conditions.

Additionally, we work closely with relevant authorities and national bodies to ensure our practices align with the highest standards, including employee pay and working conditions.

Our Finance Audit & Risk Committee has overall responsibility for ensuring compliance with the Modern Slavery Act 2015. They work closely with the People and Development Committee to ensure our supply chains comply with local and national regulations, including those related to modern slavery.

Identifying and Addressing Risks

As a Trust, we recognise two main areas of risk for modern slavery:

1. Safeguarding risks, such as child sexual exploitation or human trafficking, that could directly impact our pupils or colleagues;
2. Supply chain risks, related to the vendors and contractors we work with.



Supply Chain Management

Our procurement regulations detail our requirements when engaging suppliers. We expect all suppliers to comply with local and national laws, including paying the minimum wage and ensuring that colleagues working on-site pass DBS (Disclosure & Barring Service) checks.

We use frameworks from public sector buying organisations to ensure compliance with the Modern Slavery Act. If we opt not to use a framework, modern slavery risks are evaluated during the tendering process. Our procurement processes undergo regular internal and external audits.

We have reviewed the modern slavery statements of our key suppliers and found no significant risks. Our colleagues are supported with reminders and guidance to ensure procurement practices prevent modern slavery every term.

Safeguarding

At The Golden Thread Alliance, safeguarding is a priority. We have a dedicated safeguarding team, including a Trust Safeguarding Lead and Designated Safeguarding Leads at each school. These colleagues work together to ensure best practices in safeguarding, including the identification of risks related to modern slavery, child exploitation, and human trafficking.

We work closely with local authorities and safeguarding partners to combat exploitation and share best practices across our academies. Safeguarding practices are reviewed at multiple levels of governance, and our policies are updated regularly to reflect statutory requirements and best practices.

Our Child Protection and Safeguarding Policy is reviewed annually and is fully compliant with the latest guidance, including Keeping Children Safe in Education. We ensure that each school is familiar with the local safeguarding context, and this is reflected in our policies and practices.



Key Performance Indicators to Measure

Effectiveness Training

All colleagues, including those in the central team, are sent reminders and guidance on modern slavery and human trafficking on a termly basis. This statement is also shared with all colleagues on a termly basis. We also have a Whistleblowing Policy that enables colleagues to raise concerns about wrongdoing in confidence, without fear of disciplinary action.

Throughout the year, safeguarding training includes detailed modules on identifying and responding to potential risks of exploitation. Our robust training programme ensures that colleagues can recognise and act appropriately when they encounter issues related to modern slavery.

We constantly evaluate our safeguarding policies and processes to enhance our ability to prevent slavery, human trafficking, and exploitation.

We reaffirm our commitment to preventing slavery and human trafficking in all forms. We continue to train our colleagues, refine our processes and work collaboratively with our partners to ensure our supply chains are free from modern slavery and that those at risk are protected.

