



Modern Slavery and Human Trafficking Statement (Financial Year 2025/2026)

FREQUENCY OF REVIEW : Every year

COMMITTEE: Personnel Committee

APPROVED: June 2025

DATE OF NEXT REVIEW: Summer Term 2026

Unless there is material change

Adopted by the Board of TrustEd Schools Alliance

Signed _____
Chair of Personnel Committee

Dated _____

Signed _____
Chief Executive Officer (CEO)

Dated _____

Introduction

TrustEd and the schools within our Trust are committed to improving our practices to combat slavery and human trafficking in carrying out our functions and providing services and in ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out the Trust referring to both our Trust Central functions and our schools throughout this document and actions in identifying the potential modern slavery risks related to our services and businesses. It also sets out the mitigating steps taken aimed at ensuring that there is no slavery or human trafficking in our own services, within our own supply chains and within the supply chains of contractors that we deal with.

We recognise we have a responsibility to take a robust approach to slavery and human trafficking which also includes our responsibilities to notify the Secretary of State of suspected victims of slavery or human trafficking further to section 52 of the Modern Slavery Act 2015.

Modern Slavery Statutory Guidance

The Trust recognises that people of all ages can be the subject of slavery (which can take various forms such as slavery, servitude, forced and compulsory labour) and human trafficking and if so, are the victims of violation of their fundamental human rights, illegal exploitation and crime. The Trust wishes to disrupt such criminal activity where possible and will report suspected criminal matters to the relevant authorities including the Gangmasters and Labour Abuse Authority (GLAA) and West Mercia Police, Shropshire, Telford and Wrekin ICB, The Probation Service, all health providers and the voluntary and independent sector to help raise awareness and respond to the risks of modern slavery in our community.

Organisational Structure and Business

As a Multi Academy Trust we provide and commission a wide range of Education based services. We only operate within the United Kingdom, and within the county of Shropshire.

This statement covers the activities undertaken by the Trusts direct employees and agency workers engaged by the Council and services delivered on the Council's behalf by third party organisations as part of the Council's supply chains.

Safeguarding

We at TrustEd Schools Alliance take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We have Designated Safeguarding Leads in every academy. These colleagues work to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, each academy proactively works with the Local Authority, local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues including child sexual exploitation and human trafficking. The focus of safeguarding training always includes training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. The CEO and DDOE meet regularly with the Attendance and Safeguarding Trustee who also provides regular reports to the Trust Board. Safeguarding is an agenda item on our LGB agendas.

Our Supply Chains

Our supply chains and operating partners: Children's Services, Social Services, Food and Catering suppliers, Equipment suppliers, Passenger Transport providers, Construction and Building Contractors, Property Maintenance Contractors, ICT supplies, Systems and Services Providers and Various Professional Services Providers.

We recognise that some of these supply chains may contain higher risk activities and aim to direct resources as appropriate to address such risks.

Our Policies and Procedures

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains/pending partners or in any part of our work. Our policies and procedures reflect our commitment to acting ethically and with integrity in all our professional and business relationships and to implementing and enforcing effective systems and controls to take steps to ensure slavery and human trafficking is not taking place.

Our policies and procedures which assist to prevent and respond to issues around modern slavery and human trafficking in the wider community of Shropshire include:

- **The Trust recruitment and selection policies for employees**

These policies help us ensure we are recruiting the right people to the right roles within the Trust and includes robust processes for checking:

- The entitlement of applicants to work in the country.
- Gaps in employment.
- Qualifications (where required).
- References (one of whom must be their previous manager).
- Statutory checks with the Disclosure and Barring Service and relevant professional bodies (where appropriate to do so).

These processes help prevent us from recruiting both victims and perpetrators of modern slavery and human trafficking.

- **Employees Code of Conduct**

The code makes it clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour in all its operations and when managing our supply chain.

- **Whistleblowing Policy**

The Trust has adopted a Whistleblowing Policy, to encourage reporting any concerns relating to unlawful activity or activity that does not meet established standards or working practices. The Trust's whistleblowing procedures provide specific contact points and designed to make it easy for people to come forward and voice concerns and make disclosures, without fear of retaliation or victimisation.

- **Safeguarding Adults process**

Our safeguarding processes and policies explain when we expect concerns to be raised when they are experiencing or at risk of abuse. The definition of abuse includes all forms of exploitation. If exploitation is identified a safeguarding enquiry will be undertaken with the person affected.

- **Child Exploitation Pathway**

The safeguarding policies have been developed to respond to concerns when children are identified as being at risk of exploitation. We operate these policies within the agreed Shropshire LA policies and procedures.

- **Agency Workers Managed Service**

The Trust uses only specified, reputable employment agencies to source labour. These relationships and working practices are regulated at school and trust level in line with KCSIE expectations.

- **Procurement**

The Trust Procurement staff ensure the procurement of larger value goods and services on behalf of the Trust include relevant due diligence to mitigate the risk of slavery and human trafficking occurring in our supply chains. This includes tenderer's declarations during the procurement process in respect of their compliance with the Modern Slavery Act 2015 and confirmation that they are not involved in such prohibited activity.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with the Modern Slavery Act 2015 we require all tenderers to confirm that they are compliant with the annual reporting requirements under the Act, where it is applicable to them. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. However, serious violations of the Trust's supplier expectations will lead to the termination of the business relationship.

Shropshire Safeguarding Community Partnership

A Modern Slavery Statement template has been produced and agreed for partnership use.

Reporting

To date no referrals have been made in relation to Modern Slavery.