



LAURUS
TRUST

Modern Slavery Policy

Date of Review: 01/09/2025

Date of Next Review: 01/09/2028

Policy Title and Summary	Modern Slavery Policy
Author	J Jenkins
Last Review Date	New Policy September 2025
Next Review Date	September 2028
Reviewed By	M Mancey-Johnson S Carty J Jenkins
Date and Responsibility of next update/review	The Modern Slavery Policy will be monitored and reviewed every 3 years
Trade Union Consultation	
Ratification Date	
Audience	All employees
Related Documents	Recruitment Policy Whistleblowing Policy Staff Code of Conduct Safeguarding Policy Bullying and Harassment Procedure Complaints Procedure Laurus Trust Terms and Conditions of Employment Equality Policy
Legal Framework	Modern Slavery Act 2015 Equality Act 2010
Glossary	Modern slavery is defined as the recruitment, movement, harbouring or receiving of children, women or men through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.

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Introduction

This policy follows Section 54, "Transparency in Supply Chains," of the Modern Slavery Act 2015. It explains the steps the Laurus Trust has taken – and continues to take – to prevent modern slavery and human trafficking within our organisation and supply chain.

Modern slavery is a serious crime and a violation of human rights. It includes slavery, servitude, human trafficking, and forced labour – all of which involve taking away a person's freedom for someone else's personal or financial gain. The Laurus Trust has a zero-tolerance stance on modern slavery. We are dedicated to ethical business practices and policies that protect workers from abuse and exploitation. To uphold this commitment, we have strong systems and controls in place to prevent modern slavery in any part of our organization or supply chain.

Scope

This policy applies to:

- All Laurus Trust staff including fixed term employees, casual employees and volunteers;
- All contractors, suppliers and visitors to the Trust.

Roles and Responsibilities

- Human Resources are responsible for ensuring this policy is implemented consistently across the organisation and to provide advice and guidance on its interpretation;
- Line Managers at all levels are responsible for the day-to-day operation of the procedure and ensuring that it is adhered to, raising awareness of its purpose and benefits;
- Employees are expected to display the values of this policy. All staff should understand they as well as the Trust can be held liable for acts of modern slavery.

Principles

We are looking at ways to continuously increase awareness within our organisation, and to ensure a high level of understanding of the risks involved with modern slavery and human trafficking in our supply chains and in our business.

Policies

The Trust is aware of our responsibilities towards our students and employees, the Trust expects all suppliers working with the Trust to adhere to the same ethical principles. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of the Trust. Our internal policies replicate our commitment to acting ethically and with integrity in all our business relationships.

Audit

All aspects of the Trust's working practices are audited periodically throughout the year, both internally and externally.

Financial Regulations

The Trust's Financial Regulations include reference to the Modern Slavery Act in relation to procurement. We are determined that there shall be no modern slavery or human trafficking in the Laurus Trust. Our policies evidence our commitment to act ethically and with integrity. All tenders for supply of services and / or goods include a requirement for the supplier to support us in our commitment to comply with the Modern Slavery Act 2015.

Goals and KPIs to ensure effectiveness of our actions and progress over time

The Laurus Trust are taking action to identify, mitigate and manage modern slavery risks, our specific goals will be outlined in our annual modern slavery statement.

The key performance indicator of the effectiveness of these steps is if:

- No reports are received from our staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Communication and awareness

Educating pupils takes place via a variety of mediums, for example assemblies which aim to raise awareness on modern slavery and child labour. Also, our curriculum allows pupils to develop an understanding on Human Rights, understanding of equality, society, identity and democracy, and how to report issues identified. This is explicitly done through our PSHE curriculum.

This policy and the risk our Trust faces from modern slavery, forms part of the induction process for all individuals who work for us, and training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Compliance

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for or in partnership with us. If anyone working for or with us or suspects a breach of this policy has occurred or that it may occur (either within the Trust, or in the supply chain of any supplier) they must notify their Line Manager or report it in accordance with

the Trust Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, you must raise it with your manager or a Safeguarding Lead.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Breaches of this policy

Any employee who breaches this policy may face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working with us or on our behalf if they breach this policy.

Monitoring and Review

What will be monitored	How/Method/Frequency	Deficiencies/gaps Recommendations and actions
Policy review	Every three years	Where gaps are recognised action plans will be put into place
Number of reports received from staff, the public, or law enforcement agencies to indicate that modern slavery practices have been identified	Monthly	Where reports are received action plans will be put into place

Equality Impact Statement

Names and titles of people involved with this assessment	Rachel Robinson Assistant Trust Director of Inclusion														
Title of Policy – Modern Slavery Policy															
Impact assessment carried out with regard to identified characteristics	<table border="0"> <tr> <td>Race</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Disability</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Sex</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Age</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Religious belief</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Sexual orientation</td> <td><input checked="" type="checkbox"/></td> </tr> <tr> <td>Gender Reassignment</td> <td><input checked="" type="checkbox"/></td> </tr> </table>	Race	<input checked="" type="checkbox"/>	Disability	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>	Age	<input checked="" type="checkbox"/>	Religious belief	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>	Gender Reassignment	<input checked="" type="checkbox"/>
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Disability	<input checked="" type="checkbox"/>														
Sex	<input checked="" type="checkbox"/>														
Age	<input checked="" type="checkbox"/>														
Religious belief	<input checked="" type="checkbox"/>														
Sexual orientation	<input checked="" type="checkbox"/>														
Gender Reassignment	<input checked="" type="checkbox"/>														
Summary of any issues/proposed changes	None														
Date	03.03.25														
Date of next review	March 2028														



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