Modern Slavery and Human Trafficking Policy 2026 - 2027

Learning Academy Partnership (South West)

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced and compulsory labour, and human trafficking.

We adopt a zero tolerance approach to modern slavery and are committed to acting ethically, transparently, and with integrity in all our activities and relationships.

This statement sets out our approach to preventing modern slavery in our operations and supply chains.

Scope

This policy applies to all people working for the Learning Academy Partnership or on our behalf in any capacity, including colleagues, Directors, Agency Workers, Volunteers, Contractors, Consultants, and Business Partners.

Organisational Structure and Supply Chains

The Learning Academy Partnership is a Multi Academy Trust operating schools across Devon and Cornwall serving 2,562 pupils and employing 457 colleagues (current numbers in September 2026). Our supply chains include catering, cleaning, ICT, uniforms, estates management, and recruitment agencies. The supply chain is UK based and the Trust does not directly engage services from outside the UK.

Policies

We have a range of policies which support our approach to preventing modern slavery, including, People Policies, Whistleblowing Policy, Procurement Policy, and Code of Conduct. These policies ensure ethical behaviour and compliance with the Modern Slavery Act.

Due Diligence

Due diligence forms part of both procurement and recruitment activities and includes supplier assurance checks, identity verification, and confirmation of legal employment status.

Risk Assessment and Management

We assess risks in our operations and supply chains, identifying higher risk areas such as catering, cleaning and ICT. Mitigation measures include contractual clauses, supplier compliance checks, and ethical procurement practices.

Procurement

All procurement activities include modern slavery compliance checks. High risk contracts are subject to enhanced due diligence, and suppliers must adhere to ethical standards and cascade compliance through their supply chains.

Recruitment

Recruitment processes are fair, transparent, and aligned with statutory safeguarding requirements, including Keeping Children Safe in Education guidance. All colleagues undergo rigorous pre-employment checks, and agencies must meet our compliance standards.

Training

Relevant staff receive safeguarding and safer recruitment training, including awareness of indicators that may suggest modern slavery or exploitation.

Reporting and Whistleblowing

We encourage reporting of concerns related to slavery or human trafficking through our Whistleblowing Policy, ensuring disclosures can be made without fear of retaliation.

Monitoring and Effectiveness

We review our policies, procedures, and procurement arrangements regularly to assess their effectiveness in preventing modern slavery. Any concerns raised through safeguarding, whistleblowing, or supplier assurance processes are considered as part of our ongoing monitoring and continuous improvement arrangements.

Our Commitment

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Trust's Modern Slavery and Human Trafficking statement for the financial year 2026/27.

This 'Modern Slavery Statement' is published on the Trust's website.

The Trust will review this policy each year and consider monitoring as part of the process.

[redacted] – **Chair of the Board** [redacted]

Joanne Tisdall (Nov 5, 2026 12:08:12 GMT)

Approved by the Board on: 22/10/2026

Easy Read Summary

This policy explains how the Learning Academy Partnership works to prevent modern slavery and human trafficking. We want everyone to be treated fairly and with respect. We check our suppliers, train our colleagues, and make sure our recruitment is safe. If you are worried about modern slavery, you can speak up safely using our Whistleblowing Policy.