

# Modern Slavery and Human Trafficking Policy 2025 - 2026

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.

The Learning Academy Partnership adopts a zero tolerance approach and is committed to acting ethically and with integrity in all our business dealings 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 November 2025). 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 robust policies to prevent modern slavery, including People Policy, Whistleblowing Policy, Procurement Policy, and Code of Conduct. These policies ensure ethical behaviour and compliance with the Modern Slavery Act.

## Due Diligence

We conduct due diligence in procurement and recruitment processes, including supplier audits, mandatory compliance declarations, and identity verification for all colleagues and agency workers.

## 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

We operate a transparent recruitment process aligned with Keeping Children Safe in Education. All colleagues undergo rigorous pre-employment checks, and agencies must meet our compliance standards.

## Training

All colleagues receive safeguarding and safer recruitment training, which includes awareness of modern slavery indicators.

## 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

The Learning Academy Partnership is committed to maintaining the highest standards of professional conduct and ethical behaviour. Our policies support this commitment by promoting fairness, respect, and integrity across the Trust. We regularly review our policies and procedures to ensure they remain relevant and responsive to the evolving needs of our colleagues, children, and the communities we serve.

## 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 2025/26.

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.

**Joanne Tisdall – Chair of the Board Approved**

*Joanne Tisdall*

Joanne Tisdall (Mar 4, 2026 13:25:23 GMT)

## 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.