Modern Slavery Statement

Approved by:	The Trust Board	**Date:** October 2026
Recognised unions have been consulted on this document via the Unity Schools Partnership Joint Consultation and Negotiation Committee. It was accepted by Unity Schools Partnership on:		**Date:** September 2026
Last reviewed in:	September 2026	
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DOCUMENT CONTROL

Changes History

Issue No	Date	Amended by	Summary of Changes
1.0	September 2020	Director of Finance & HR	Version 1.0
2.0	September 2021	Deputy CEO & Director of Finance & HR	Document Control Page Paragraph 1.1- Reference to Modern Slavery Act 2015 Paragraph 1.2 - Reference to Unity SP Paragraph 2.2 – Change to job title and addition of responsibility for investigating allegations Paragraph 3.6 – Change to who concerns should be raised with
3.0	September 2022	Associate HR Business Partner	Paragraph 2.2 – Change to job title Paragraph 3.3 - Change to job title Paragraph 3.6 - Change to job title Paragraph 3.7 - Change to job title
4.0	September 2023-2025	HRBP	Annual review – no change
5.0	September 2026	HRBP	Annual review – Clarification of reporting routes, indicators of modern slavery, safeguarding links and supplier due diligence responsibilities.

Authorisation (Responsible Owner)

Name	Role	Approval Date
Dominic Norrish	Chief Executive Officer	September 2026

Approval (Accountable Owner)

Name	Role	Approval Date
Angela Bull	Chief People Officer	September 2026

Distribution List – Once authorised (Informed)

Name	

Review Period

Date Document Reviewed	By Whom
Next Review – September 2027	

Equality Analysis

Unity Schools Partnership's vision is to provide the highest standards of education in our primary, secondary and special schools. In support of this vision, with due regard to the Equality Act 2010 and our equality duties, an equality analysis has been undertaken on this policy and any outcomes have been considered in the development of this policy.

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1. STATEMENT

Modern slavery is a crime and a serious violation of fundamental human rights. It includes slavery, servitude, forced or compulsory labour and human trafficking, and may involve exploitation that a person cannot refuse or leave because of threats, coercion, deception, abuse of power or vulnerability. Unity Schools Partnership has a zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically, transparently and with integrity in all its activities, employment practices and supply-chain relationships.

This statement sets out the steps Unity Schools Partnership takes, and will continue to take during 2026–27, to prevent modern slavery from occurring in our own organisation and in our supply chains. It is prepared with regard to section 54 of the Modern Slavery Act 2015, the Home Office's statutory Transparency in Supply Chains guidance, relevant safeguarding guidance for schools, and public sector procurement expectations under the Procurement Act 2023 and associated government guidance on tackling modern slavery in supply chains. Unity Schools Partnership ("the Trust") will take proportionate steps to identify, assess and manage modern slavery risks within its operations and supply chains. This may include supplier due diligence, risk assessment, contract management and ongoing monitoring of higher risk suppliers.

Unity Schools Partnership is a multi-academy trust operating in primary, secondary and special schools, together with central services. Our supply chains include goods and services needed to operate our schools and central functions, including staffing, facilities, estates, catering, cleaning, IT, educational resources, uniforms, professional services and other contracted services.

We recognise that modern slavery risks may arise in education settings through recruitment, agency staffing, facilities management, cleaning, catering, estates works, IT equipment, uniform, educational supplies and other procured goods and services. We also recognise the safeguarding risks associated with child exploitation and trafficking. Any concern that a child may be at risk of trafficking, criminal exploitation, sexual exploitation, forced labour or other abuse must be treated as a safeguarding concern and managed in line with the Trust's safeguarding and child protection procedures.

This statement has been approved by the Board of Trustees and will be reviewed annually. It will be made available to staff and published in accordance with applicable transparency requirements.

This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

2. RESPONSIBILITY FOR THE STATEMENT

The Board of Trustees has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it.

The Chief People Officer and Chief Financial Officer have primary and day-to-day responsibility for implementing this statement, monitoring its use and effectiveness, responding to queries, coordinating assurance activity, and ensuring that appropriate systems and controls are in place to prevent, identify and respond to modern slavery risks. Allegations or indicators of modern slavery in Unity Schools Partnership's operations or supply chains will be investigated promptly, with safeguarding, HR, procurement, legal and external advice sought

where appropriate.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this statement and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Employees involved in procurement, purchasing and contract management are responsible for undertaking appropriate due diligence and monitoring activities to identify and mitigate modern slavery risks within the Trust's supply chains.

You are invited to comment on this statement and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Chief People Officer or Chief Financial Officer.

3. COMPLIANCE WITH THE STATEMENT

3.1 You must ensure that you read, understand, and comply with this policy.

3.2 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 us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

3.3 You must notify your line manager, Designated Safeguarding Lead, Chief People Officer or the Chief Financial Officer as soon as possible if you believe or suspect that modern slavery, human trafficking or exploitation has occurred, may be occurring, or may occur in the future. Concerns relating to a child must be handled in accordance with Unity Schools Partnership's safeguarding and child protection procedures and the current statutory guidance for schools.

3.4 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our organisation or supply chains of any supplier tier at the earliest possible stage. Signs of modern slavery may include, but are not limited to:

- Individuals appearing fearful, withdrawn or reluctant to speak independently;
- Evidence that someone is controlling an individual's movements or documentation;
- Poor living or working conditions;
- Excessive hours worked without appropriate rest;
- Signs of coercion, threats or intimidation;
- Individuals appearing unable to leave employment freely.

3.5 If you believe or suspect a breach of this statement has occurred or that it may occur, you must notify your manager or report it in accordance with our Whistleblowing Policy as soon as possible. Where there is an immediate risk of harm, or where a person may be in immediate danger, concerns should be reported to the police or emergency services without delay, alongside internal safeguarding and reporting procedures.

3.6 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, raise it with your Designated Safeguarding Lead, Chief People Officer or the Chief Financial Officer.

3.7 We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this statement, even if they turn out to be mistaken. We are committed to ensuring no one suffers from any detrimental treatment as a result of reporting in good faith a

suspicion that modern slavery of whatever form is or may be taking place in any part of our own organisation or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Chief People Officer immediately. If the matter is not resolved, and you are an employee, you should raise it formally using our Grievance Procedure.

3.8 Where a concern involves a potential victim of modern slavery, Unity Schools Partnership will take a victim-centered approach. We will avoid action that could place a person at further risk, preserve relevant information, follow safeguarding and whistleblowing procedures, and seek advice from appropriate statutory agencies or specialist services where required. Potential victims will not be treated as having breached this statement solely because they have been subject to coercion, control, exploitation or trafficking. Where concerns relate to a child, vulnerable adult or potential criminal activity, the Trust's Safeguarding and Child Protection Policy should also be followed.

4. TRAINING AND COMMUNICATION

4.1 Training on this statement, and on the risk our organisation faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

4.2 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.

4.3 Procurement and contract management processes will include proportionate checks for modern slavery risk. This may include reviewing supplier modern slavery statements where applicable, using relevant exclusion grounds, considering higher-risk sectors and geographies, including appropriate contractual obligations, and seeking assurance that suppliers have effective policies, due diligence, training and reporting arrangements in place. For higher-risk contracts, Unity Schools Partnership may require additional information, action plans or monitoring during the life of the contract.

4.4 Suppliers and contractors are expected to notify Unity Schools Partnership promptly if they become aware of any actual or suspected modern slavery, human trafficking or exploitation connected with goods or services supplied to the Trust.

4.5 During 2026–27, Unity Schools Partnership will continue to strengthen its approach by reviewing higher-risk suppliers, reinforcing modern slavery expectations in relevant procurement documentation, and ensuring colleagues involved in recruitment, procurement and contract management understand how to identify and escalate concerns.

4.6 Unity Schools Partnership will continue to carry out pre-employment and safer recruitment checks in line with statutory guidance and will maintain appropriate controls to identify unusual employment arrangements, including shared addresses or bank details where these may indicate a safeguarding, fraud or exploitation concern. Any such checks will be handled proportionately and in accordance with data protection requirements.

5. BREACHES OF THIS STATEMENT

5.1 Any employee who breaches this statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

5.2 We may terminate our relationship with other individuals and organisations working on our behalf if they breach this statement.

Further information and advice:

- Trust head office: 01440 333400
- Home Office website: https://www.gov.uk/government/collections/modern-slavery
- Modern Slavery website: https://www.modernslaveryhelpline.org/report
- Modern Slavery helpline: 08000 121 700

6. REFERENCES USED IN PREPARING THIS STATEMENT

- Modern Slavery Act 2015, section 54: transparency in supply chains.
- Home Office statutory guidance, Transparency in supply chains: a practical guide.
- Cabinet Office procurement guidance on tackling modern slavery in government supply chains.
- Department for Education statutory guidance, Keeping children safe in education.