

Maiden Erlegh Trust

# MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT



MAIDEN ERLEGH TRUST

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## Statement

Maiden Erlegh Trust is committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chains. We fully support the principles of the *Modern Slavery Act 2015* and will not tolerate any form of slavery, servitude, forced or compulsory labour, or human trafficking.

As an education provider and employer, we recognise our responsibility to be alert to the risks of modern slavery, and we are committed to taking appropriate steps to ensure that slavery and human trafficking do not occur in our organisation or in those we do business with.

## What is Modern Slavery?

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. Exploitation can take many forms, including sexual exploitation, forced labour, domestic servitude, forced criminality, and the removal of organs.

## Scope

This statement applies to:

- All employees of Maiden Erlegh Trust (teaching and support staff)
- Trustees, members, and local advisory boards
- Volunteers and temporary staff
- Contractors, suppliers, and service providers
- Any individual or organisation working on behalf of the Trust
- Students, in the context of safeguarding awareness and protection from exploitation

## About Maiden Erlegh Trust

Maiden Erlegh Trust is a multi-academy trust operating schools in Berkshire and surrounding areas. Our vision is to deliver academic excellence and wider educational opportunities for all learners, within a culture that fosters integrity, respect, and community responsibility.

We acknowledge that, while the education sector is considered to be low risk for modern slavery, some of our procurement areas – such as facilities management, IT, uniforms, and catering – may present higher risks and therefore require closer scrutiny.

## Our Commitment

We are committed to:

- Ensuring transparency in our operations and in our approach to tackling modern slavery throughout our supply chains
- Operating a zero-tolerance approach to modern slavery and human trafficking
- Building awareness among staff and stakeholders on the risks of modern slavery
- Maintaining robust policies and procedures to safeguard against exploitation
- Acting ethically and with integrity in all business relationships
- Implementing effective systems and controls to ensure modern slavery is not taking place

## Safeguarding Responsibilities

As an education provider, the Trust recognises that children and young people may be particularly vulnerable to exploitation. In line with *Keeping Children Safe in Education (KCSiE)*, all staff have a duty to be alert to signs of abuse and exploitation, including risks of modern slavery and trafficking.

- All staff should be aware of the potential indicators of modern slavery and trafficking in children.
- Concerns must be reported immediately to the Designated Safeguarding Lead (DSL).

## Signs and Indicators

Potential indicators that a pupil or individual may be a victim of modern slavery include:

- Unexplained or frequent absences from school
- Signs of physical or emotional abuse
- Appearing withdrawn, anxious, or traumatised
- Having few or no personal belongings
- Being unable to speak freely, especially in the presence of others
- Seeming to act under instruction from someone else
- Being dropped off and collected from school at unusual times

## Due Diligence and Risk Assessment

Maiden Erlegh Trust undertakes appropriate due diligence when appointing suppliers or contractors, particularly in higher-risk areas. Our approach includes:

- Reviewing suppliers' Modern Slavery policies and ethical trading practices
- Requiring compliance with the *Modern Slavery Act 2015* as part of procurement and tender processes

- Conducting risk assessments on supply chains deemed higher risk
- Using established frameworks and ethical procurement guidance where appropriate (e.g. Crown Commercial Service frameworks)

## Recruitment Practices

The Trust is committed to fair and ethical recruitment practices, including:

- Robust safer recruitment processes in line with statutory guidance
- Right to work and identity checks for all employees
- Ensuring all staff are employed voluntarily and are free to leave employment
- Prohibiting the use of forced or bonded labour

## Training and Awareness

Although modern slavery risk is considered low within our own workforce, Maiden Erlegh Trust recognises the importance of awareness. We will:

- Provide training and guidance for relevant staff, particularly those involved in procurement, HR, and safeguarding
- Ensure all staff are aware of how to recognise signs of exploitation or trafficking
- Include modern slavery awareness within safeguarding training and, where age-appropriate, within the PSHE/RSE curriculum
- Promote this statement and the principles of ethical conduct throughout the Trust

## Reporting Concerns

We encourage all staff, volunteers, contractors, and stakeholders to report any concerns regarding slavery or human trafficking, whether within our operations or in the supply chain. Concerns can be reported via:

- Line managers
- The Designated Safeguarding Lead (DSL)
- The Trust's Whistleblowing Policy

Maiden Erlegh Trust will investigate all concerns appropriately and ensure that any necessary actions are taken. We will provide support and protection to anyone who raises concerns in good faith.

## Key Contacts

- **Designated Safeguarding Lead (DSL):** Alison Walker
- **Wokingham Children's Social Care:** 0118 908 8002 (Office hours)
- **Wokingham Adult Social Care:** 0118 974 6863 (Office hours)
- **Wokingham Emergency Duty Team (Adults and children):** 01344 351999
- **Modern Slavery Helpline:** 08000 121 700

- **Crimestoppers (anonymous reporting):** 0800 555 111

## Governance and Review

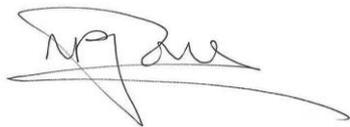
The Board of Trustees holds ultimate responsibility for ensuring the Trust complies with the *Modern Slavery Act 2015*. Operational responsibility lies with the Chief Operating Officer.

This statement will be reviewed annually and updated as necessary. Maiden Erlegh Trust will publish the Modern Slavery Statement on its website in accordance with Section 54 of the Act.

## Declaration

This statement has been approved by The Maiden Erlegh Trust Board of Directors and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Chair of Maiden Erlegh Trust



Nick Jones

CEO of Maiden Erlegh Trust



Jon Peck