LIONHEART
EDUCATIONAL
TRUST

MODERN DAY SLAVERY STATEMENT AND POLICY

This policy applies to all schools within the Lionheart Educational Trust

Approved by the Trust

December 2026 – December 2027

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SCHOOL CONTACTS

Chair of Governors – contact via details on the school website, Governance page
Headteacher – contact via the school website Contact Us page

LIONHEART EDUCATIONAL TRUST CONTACTS

Chair of Trustees – Byron Chatburn

CEO – Kath Kelly c/o Beauchamp College / 0116 272 9100

Head of Governance and Compliance – Lauren Hackett, governance@lionhearttrust.org.uk

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Trust's modern slavery and human trafficking statement.

National Trust Modern Slavery Act Statement

The Lionheart Educational Trust is committed to ensuring modern slavery does not exist in its organisation or supply chains. We constantly strive to develop policy and procedures to manage the way we obtain our goods and services to ensure our supply chains are robust. To date we have had no reports of modern slavery within our organisation nor our supply chains.

Supply chain

The Trust continues to review and develop its systems and process to manage its supply chains to assess and manage modern slavery risks.

In addition to the systems already embedded into our operations, the Trust has taken measures to further enhance its processes to assess the modern slavery standards across its supply chain.

This includes the development and implementation of a purchasing process utilised by our staff to request goods and services. This new process will ensure orders for goods and services are placed with compliant suppliers and provide the opportunity to develop closer relationships with key suppliers and influence downstream supply chain processes.

We remain focused on assessing our high risk spend areas and on raising awareness across all staff, from the Executive team through to everyone at our places to ensure all products and services are sourced and supplied responsibly and ethically.

Student and Staff Wellbeing

The Trust has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures.

We are committed to keeping all our people safe from harm and abuse, this includes children, adults at risk and anyone who comes into contact with the Trust. Our safeguarding policy, procedures and framework ensure we recognise, report and respond to all concerns or incidents of safeguarding.

The Trust has a Whistleblowing Policy where staff and volunteers can raise concerns confidentially and anonymously if they wish.

The Trust checks that staff can demonstrate their eligibility to work in the UK and requires all contractors and agency staff to undergo an eligibility check before commencing work with the Trust. The Trust also seeks confirmation from volunteers that they have eligibility to work in the UK and uses a preferred supplier list to source temporary workers.

Modern Slavery Act Policy 2026/27

Modern Slavery Act Statement (Year ending August 2027)

1. Introduction and Statement

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. Lionheart Educational Trust (the Trust) has a zero-tolerance to modern slavery. The Trust is committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in The Trust's own business or in any of The Trust's supply chains.

1.2 The Trust is also committed to ensuring transparency in business and in approach to tackling modern slavery throughout The Trust's supply chains, consistent with the disclosure obligations under the Modern Slavery Act 2015. The Trust expects the same high standards from all contractors, suppliers and other business partners.

1.3 This policy is being implemented to ensure that we comply with our obligations under the Modern Slavery Act 2015. It documents our commitment to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

1.4 In the case of employees, this policy applies to all persons working for The Trust or on The Trust's 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. In the case of employees, this policy does not form part of any employee's contract of employment and we may amend it at any time.

2. Responsibility for the policy

2.1 The Board of Trustees has overall responsibility for ensuring this policy complies with The Trust's statutory obligations, schools under The Trust's control are required to comply with it.

2.2 All Trust schools have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

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

2.4 The Trust's employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to, Lauren Hackett, Head of Governance and Compliance (contact details at the beginning of this document).

3. Compliance with the policy

3.1 All staff must read, understand and comply with this policy.

3.2 The prevention, detection and reporting of modern slavery in any part of The Trust's business or supply chains is the responsibility of all. All staff are required to avoid any activity that might lead to, or suggest, a breach of this policy.

3.3 Staff must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

3.4 Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of The Trust's business or supply chains of any supplier tier at the earliest possible stage.

3.5 If an employee believes or suspects a breach of this policy has occurred or that it may occur they must notify your line manager or report it in accordance with the Trust's Whistleblowing Policy as soon as possible.

3.6 If they are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within The Trust or any tier of The Trust's supply chains constitutes any of the various forms of modern slavery, they should raise it with their line manager.

3.7 The Trust aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Trust is 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 The Trust's business or in any of The Trust's supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If an employee believes that they have suffered any such treatment, they should inform their line manager immediately. If the matter is not remedied employees may submit a formal grievance or whistleblowing complaint.

4. Communication and awareness of this policy

4.1 Information on this policy, and on the risk The Trust faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work on behalf of The Trust, and regular information will be provided as necessary.

4.2 The Trust's zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of business relationships with them and reinforced as appropriate thereafter.

5. Breaches of this policy

5.1 Any employee who breaches this policy will face disciplinary action, up to and including dismissal.

5.2 The Trust may terminate business relationships with other individuals and organisations working on The Trust's behalf if they breach this policy.