

Modern Slavery Statement 2024-25
For Financial Year 1 September 2024 to 31 August 2025

Modern slavery is a crime that affects millions of individuals around the world. The Modern Slavery Act 2015 defines these offences as those of 'slavery, servitude and forced or compulsory labour' and 'human trafficking'. Our Trust is committed to ensuring that modern slavery is not tolerated and encourages all those employed by the Trust, or associated with it, to take a proactive approach to tackling this type of crime.

Our trustees and senior executive leaders have not had cause to believe that modern slavery practices have occurred within the Trust or within its supply chains, but remain keenly aware of the need for continued vigilance.

1. Organisation structure and supply chains

Formed in 2014, TMET is a well-established multi academy trust in Leicester and Leicestershire, with a growing family of primary, secondary and special schools, The Mead Institute of Professional Learning, Leicester Teaching School Hub and Leicester and Leicestershire SCITT (School Centred Initial Teacher Training).

Our suppliers are UK based, and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

2. Policies in relation to slavery and human trafficking

Our Trust is committed to ensuring that there is no modern slavery or human trafficking in any of our schools or any aspect of our business. The Trust is committed to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its business.

The following key policies and documentation detail our approach to protecting our pupils and staff and ensuring our supply chains are free from modern slavery and trafficking:

- Procurement and Competitive Tendering Policy
- Finance Policy
- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- Recruitment and Selection Policy
- Staff Code of Conduct

In addition, we work closely with the unions via our Joint Consultative Committee to help reduce risk by improving employee working and pay practices.

3. Due diligence processes

TMET's Procurement and Competitive Tendering Policy sets out the requirements we have regarding engagement with suppliers. Our suppliers are required to comply with all local and national laws and regulations. This includes paying their staff the minimum wage, and any on-site staff passing a DBS (Disclosure & Barring Service) check. Due diligence is carried out throughout the supply chain and tendering process within the Trust, with expectations clearly stipulated in regards to compliance with

the Modern Slavery Act 2015. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Due diligence activities take place at schools/trusts that are due to join TMET. Detailed human resources, contracts and financial information is gathered as part of this and any irregularity is challenged prior to conversion, then addressed upon conversion if it is outstanding.

4. Risk assessment and management

Our trustees and senior leaders deem the risk of systemic modern slavery within the Trust itself to be very low. Recruitment to the Trust takes place within policy frameworks and employees and volunteers are subject to legal checks, including Right to Work and DBS. Trustees and senior executive leaders are, however, clear on the need to maintain vigilance.

We have a Trust Safeguarding Lead and also Designated Safeguarding Leads in every school. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are highly experienced in this area and model excellent practice for all staff. Through their leadership, each school proactively works with its local authority, the local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared amongst the schools and the focus of staff safeguarding training always includes training on early identification of those at risk of exploitation.

Due to the varied communities our schools serve, each school is required to understand its local safeguarding context. This is included within the policy for each school which is published on the school website.

The Trust also deems the risk of systemic modern slavery within our supply chains to be low. This is because procurement processes are such that reputable firms are contracted and, where cost-effective, larger contractors with their own modern slavery statements or policies are used.

5. Measuring effectiveness

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. We have named safeguarding links on the Trust board and each academy council, and safeguarding is a standing item on the agendas for meetings of these bodies with safeguarding updates being provided. Safeguarding is reviewed via executive governance through the rigorous Trust school safeguarding audits.

The Trust conducts annual single central record audits across all settings within the Trust.

Our Trust Board, often via its Finance Committee, receives reports of key procurement activity, including the approval of large contracts as the terms of the Trust's financial delegations dictate.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. Frameworks via public sector buying organisations are considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. In the event we opt not to use an existing framework all tenders go through the Chief Financial Officer, at which point the modern slavery risk will be considered and incorporated into the tender evaluation criteria.

6. Training on modern slavery and trafficking

Every member of TMET staff, whether or not they are based in a school, is trained annually on safeguarding (either in person or via e-learning) and is required to declare annually that they have read and understood the Safeguarding and Child Protection Policy and Part 1 of Keeping Children Safe in Education 2024, which includes reference to child criminal exploitation.

TMET has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law to raise these concerns in confidence, without fear of repercussion. We evaluate our processes for raising concerns, to ensure that there are clearly identified ways available to all users of our estates to report whistleblowing or modern slavery concerns.

7. Actions taken by the Board

The Trust Board has approved a Trust-wide Safeguarding and Child Protection Policy, which already contains specific content on child criminal exploitation. The Trust Board has approved a Whistleblowing Policy to promote each person's duty to raise concerns of wrongdoing and criminality. Any incidents of whistleblowing are routinely reported to the Chair of Trust Board as the nominated Trust Board link for these matters. The Trust Board has also approved a Scheme of Delegation and related financial authority levels, which sets out clear arrangements for the approval of contracts of varying values.

Reporting

To date, no referrals have been made in relation to modern slavery.

This statement was agreed by the Board of Trustees on 16 December 2025 and is signed on behalf of the Board by Tony Glover, Chair of Trustees