

# JOHN TAYLOR MULTI ACADEMY TRUST



## Modern Slavery Policy

**Policy owner:** Barbara Mahoney, JTMAT COO

Implementation date: 1 April 2026  
Next review date: September 2026

## **1. Overview**

- 1.1 This policy applies to all individuals working for the Trust or on behalf of the Trust in any capacity, including employees, agency workers, volunteers, trustees, contractors, external consultants and third parties.
- 1.2 Modern Slavery is a crime and a violation of fundamental human rights. It can take various forms such as slavery, forced and compulsory labour, and human trafficking, all of which deprive a person of their liberty to exploit them for personal or commercial gain.
- 1.3 This policy does not form part of any employment contract, and we may update it at any time.

## **2. Approach**

- 2.1 The Trust has a zero-tolerance approach to modern slavery. We are committed to acting ethically, transparently and with integrity in all our business and relationships. We are committed to taking steps to implement and enforce effective working practices to ensure modern slavery is not taking place anywhere in our own organisation or in our supply chains.
- 2.2 We expect high standards from all of our contractors, suppliers and the other external agencies that we work with. As part of our procurement and contracting processes, we include specific prohibitions against modern slavery and/or human trafficking, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.
- 2.3 The Trust is committed to raising awareness of modern slavery and human trafficking in our schools through safeguarding training and updates. We also ensure that staff are equipped to identify and deal with cases involving children and young people that may relate to human trafficking.

## **3. Responsibility for the policy**

- 3.1 The Trust Board has overall responsibility for ensuring this policy complies with legal and ethical requirements and obligations.
- 3.2 The CEO and COO have primary day-to-day responsibility for implementing the policy and ensuring internal procedures are effective in identifying modern slavery.
- 3.3 Headteachers are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it.
- 3.4 Any identified concerns should be raised via the Headteacher to the COO.

## **4 Compliance**

- 4.1 All individuals referenced in paragraph 1.1 are responsible for preventing, detecting and reporting modern slavery in any part of the Trust's business and supply chains. Individuals are also required to avoid any activity which may lead to, or suggest, a breach of this policy.
- 4.2 If any individual suspects the policy has been breached or a breach may occur, they should notify their Headteacher or in the case of the Trust Central Team, the COO.
- 4.3 We respect that individuals will raise genuine concerns in good faith under this policy, even if their concerns are determined not to be a breach of this policy. No individual will suffer any detriment as a result of reporting a concern in good faith. If any individual believes they have suffered a detriment because of reporting a concern, they should escalate the matter to the Trust.

## **5. Breach of the Policy**

- 5.1 Any employee who breaches this policy may face disciplinary action with a range of sanctions up to and including dismissal.
- 5.2 The Trust may terminate relationships with individuals, organisations or suppliers if they breach this policy.