



LAURUS
TRUST

Modern Slavery Statement

2025

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Legislative requirements

The Laurus Trust is committed to ethical business practices and policies to protect workers from being abused and exploited. Under the provisions set out within the Modern Slavery Act 2015, the Laurus Trust is required to produce a slavery and human trafficking statement to disclose each financial year what action we have taken to prevent slavery and human trafficking occurring within the Trust or any of its associated activities. The Trust's financial year end is 31 August.

Our business and our people

The Laurus Trust is a Multi Academy Trust, providing education across multiple primary and secondary schools in the North West of England. The key belief of Laurus is that the all-round educational attainment of individual students is substantially promoted by their participation in a whole range of activities. From nursery through to sixth form we strive to provide the best all-round educational experience. We aim for our students to have the choice of accessing the top universities, to have the attitudes and habits to be successful when they get there and the cultural preparation to think, study and lead – or influence those who lead.

The Trust is committed to protecting and respecting human rights and have a zero-tolerance approach towards modern slavery. We are committed to ensuring that there is no modern slavery and human trafficking in any part of our organisation. As an accredited Living Wage Employer, and a proud equal opportunity employer, we are also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK. The Trust is committed to establishing the highest quality of safeguarding practice and promoting the welfare of staff, pupils/students, and volunteers by ensuring full compliance with all statutory duties set out in the DfE Keeping Children Safe in Education (KCSIE), and other required legislation such as that for health and safety in the workplace.

We recognise that modern slavery can affect the education sector in several ways; from the contractors we engage with to provide our school services, to the direct impact child sex exploitation and human trafficking can have on our students.

The Trust employs approximately 1,400 employees over 12 schools. The vast majority of our suppliers and contractors are UK based organisations but we do occasionally make minor purchases through Amazon with overseas suppliers operating normal value for money principles. For any large-scale procurement or capital projects, we insist on seeing a tenderer's Modern Slavery statement as part of our due diligence processes.

Safeguarding and Child Protection

As a Trust we believe that the welfare of every child is paramount and we take safeguarding very seriously. All staff working for the Trust have a crucial role to play in noticing indicators of possible

abuse or neglect and referring them to the correct persons or services for support and intervention.

Safeguarding training is compulsory for all staff, governors and trustees and delivered through either group induction sessions or 1-1 for all new employees, governors and trustees of the Trust, and refreshed on an annual basis thereafter. Staff, governors and trustees are therefore knowledgeable and well equipped should they have any concerns of a safeguarding nature, they are expected to report, record and take the necessary steps.

We also offer online training courses in Safeguarding, including:

- Safeguarding young people;
- Safeguarding children with Special Educational Needs and Disabilities;
- Understanding the role of the Safeguarding Lead.

Policies

The following policies detail our approach to protecting our students and staff from modern slavery and ensuring our supply chains are free from modern slavery.

Policy	Scope	Relevance to modern slavery
Recruitment Policy	Sets out the Trust’s recruitment and selection principles to ensure a fair, consistent and compliant process. A high standard of education, safer recruitment including child safeguarding and scrutiny of documents prevents illegal working.	The Trust undertakes an extensive safer recruitment and onboarding process which minimises the risk of employing a person who may be a victim of slavery or trafficking or engaged in its activity.
Single Central Record (SCR)	The SCR provides a transparent record of the documents and checks evidenced during the recruitment and onboarding process. Records are scrutinised for compliance by senior leaders and external inspectors.	The Trust undertakes an extensive safer recruitment and onboarding process which minimises the risk of employing a person who may be victim of slavery or trafficking or engaged in its activity.

Safeguarding Policy	Sets out the Trust's commitment to protecting children and young people from harm, including the procedure for anyone to raise a concern.	The policy highlights how to recognise various forms of child abuse which could include identifying the signs of someone who is a victim of slavery or trafficking, how staff can respond and report any concerns.
Bullying and Harassment Procedure	The policy details the expectation of staff with regard to their treatment of others, the complaints procedure and encouragement for employees to raise any concerns	The Trust's robust policies provide staff with assurance that concerns about the treatment of an employee can be raised and dealt with appropriately.
Complaints Procedure	The procedure sets out the Trust's formal process to enable external parties (parents/carers) to make a complaint or raise concerns they have with the school.	The Trust's robust policies and procedures provide parents/carers and students with assurance that concerns and complaints will be dealt with appropriately.
Whistleblowing Policy	This Laurus Trust is committed to the highest possible standards of openness, probity and accountability. Any employees of the Trust who have serious concerns are encouraged to come forward and voice those concerns. They will be able to do so in confidence and without fear of reprisal.	The Trust's robust policies and procedures provide employees and students with assurance that concerns and complaints will be dealt with appropriately.
Laurus Trust Terms and Conditions of Employment	Laurus Trust terms and conditions of employment set out the employee rights to terminate their contract.	Laurus Trust terms and conditions of employment allow employees the freedom to terminate their employment with the Trust within contractual timescales.

We work closely with and have established relationships with our teaching and non-teaching Trade Unions alongside working within the nationally agreed pay and conditions frameworks of the National Joint Council and Teachers Pay and Conditions. All Trust employee terms and conditions are in adherence with national legislation and the UK government’s statutory requirements. We also practice the advisory and statutory requirements of the UK Government’s Keeping Children Safe in Education guidance for safeguarding and safer recruitment.

Audit

All aspects of the Trust’s working practices are audited periodically throughout the year, both internally and externally. We undertake internal staff surveys; including employee engagement and wellbeing allowing staff the opportunity to comment freely about the organisation and we share the feedback received. Our financial and safeguarding operations undergo internal audits periodically throughout the year, we are subject to an annual external audit and as a provider of state education we are subject to external Ofsted inspections.

Goals and KPIs

Our key measure of effectiveness in identifying, mitigating, and managing modern slavery risks is the absence of reported cases. To date, no reports have been received indicating modern slavery practices:

- **2022:** 0 reports
- **2023:** 0 reports
- **2024:** 0 reports

The plan below outlines our key actions, progress to date, and next steps to ensure continued effectiveness over time.

Key Action	Progress and Next Steps
<p>1. Implementation of an effective Trust policy on preventing modern slavery and human trafficking within our organisation and supply chain.</p>	<ul style="list-style-type: none"> ✓ Modern Slavery policy introduced in September 2022, published to the Trust website. ✓ Modern Slavery policy was reviewed in 2025 and every three years

	<p>thereafter to align with emerging legislation.</p> <ul style="list-style-type: none"> ✓ Promotion campaign of the confidential reporting / whistleblowing mechanisms in 2024/25 to encourage a culture of transparency, ensuring staff feel safe to report their concerns. ➤ Plan to explore collaborating with industry bodies or local authorities to improve best practices in this area, and to share knowledge and resources with other multi-academy trusts to strengthen sector-wide efforts.
<p>2. Integrate modern slavery considerations into the Trust's wider policies.</p>	<ul style="list-style-type: none"> ✓ We have reviewed our existing policies and procedures considering the Act. We are confident that our policies promote good behaviour within the Trust. The policies listed below set out the work of the Trust in protecting pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery: <ul style="list-style-type: none"> • Bullying and Harassment • Grievance Policy • Whistleblowing Policy and Procedure • Recruitment Policy • Safeguarding • Code of Conduct ✓ Ongoing plans to keep policies and procedures under review to make sure that they reflect the growth of the Trust and continue to align with emerging best practices.

<p>3. Introduction of awareness training for staff</p>	<ul style="list-style-type: none"> ✓ External training delivered in 2024 to key Central Services staff in Finance, HR, Marketing, IT, Estates, and Operations raising awareness of what modern slavery is, how to spot the signs and report concerns. ✓ 'Raising Awareness of Trafficking and Modern Slavery' course offered to all contracted staff, trustees and governors. ➤ Plan for training and resources to be made available to staff through an e-learning module – including specialised training for procurement, HR, and leadership teams.
<p>4. Ensure supplier due diligence and ethical procurement are embedded.</p>	<ul style="list-style-type: none"> ✓ Trust Financial Manual (includes the Trust Procurement policy) updated to reference the policy to ensure we do not enter into business with any organisation which knowingly supports, or is found to be involved in slavery, servitude and forced or compulsory labour. ✓ Financial Manual regularly updated in line with the relevant legislation. ✓ Initial assessments have been undertaken to identify high-risk suppliers (e.g., cleaning, catering, IT, construction). ➤ Plan to undertake further feedback sessions with departments working with high-risk suppliers to assess compliance and to identify areas for improvement. ✓ Strengthen supply chain due diligence with audits on high-risk suppliers. ➤ Plan to formalise the steps required with supplier due diligence checks to ensure that our largest suppliers and contractors have an up-to-date modern slavery statement.

By taking these steps, the Laurus Trust will continue to demonstrate a proactive approach to preventing modern slavery, ensuring ethical operations, and fulfilling its legal responsibilities.

A handwritten signature in black ink, appearing to read 'W. Mason'.

Wendy Mason, CFO and Trustee

On behalf of the Board of Trustees



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