

Modern Slavery and Human Trafficking Statement



Approved on:	26th February 2026
Approved by:	Trustees
Last reviewed on:	
Reviewed by:	Dee Fullerton
Next review due by:	February 2027

Contents

1. Introduction
2. Organisational Structure and Supply Chains
3. Our Policies
4. Due Diligence and Risk Assessment
5. Key Performance Indicators (KPI's)
6. Training and Awareness
7. Approval

Introduction

This Modern Slavery and Human Trafficking Statement has been tailored specifically for The Beckmead Trust, a Multi-Academy Trust (MAT) working with children and young people with special educational needs.

Under the UK Modern Slavery Act 2015, organisations with a turnover of £36 million or more must publish an annual statement. Even if a Trust falls below this threshold, publishing one is considered best practice, especially given the strict safeguarding standards required in special education.

Modern Slavery and Human Trafficking Statement

The Beckmead Trust

Financial Year Ending: 31 August 2027

1. Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. It outlines the actions **The Beckmead Trust** (the "Trust") has taken and continues to take to ensure that modern slavery and human trafficking are not taking place within our academies, our operations, or any of our supply chains.

As a Multi-Academy Trust specialising in the education and care of children and young people with Special Educational Needs and Disabilities (SEND), safeguarding is at the core of our ethos. We have a zero-tolerance approach to modern slavery and are committed to acting ethically, transparently, and with integrity in all our business dealings.

2. Organisational Structure and Supply Chains

The Beckmead Trust is a Multi-Academy Trust currently operating 12 special schools across the United Kingdom. We employ approximately 450 staff and provide education, care, and therapeutic support to 900 pupils with complex needs.

Given the specialised nature of our provision, our primary supply chains include:

- **Staffing:** Recruitment agencies providing temporary specialised staff (e.g., teaching assistants, supply teachers, therapists, and catering staff).
- **Estates and Facilities:** Cleaning, catering, waste management, and construction/maintenance contractors.

- **Transport:** Dedicated SEN transport providers, local taxi firms, and minibus leasing companies.
- **Educational and Medical Equipment:** Suppliers of specialised learning resources, IT equipment, and mobility/medical aides.
- **Professional Services:** HR, legal, payroll, and auditing services.

We recognise that supply chains involving outsourced labor (such as agency staffing, cleaning, catering, and transport) carry a higher inherent risk of modern slavery.

3. Our Policies

We operate several internal policies to ensure we are conducting business in an ethical and transparent manner. These policies are intrinsically linked to our robust safeguarding framework:

- **Safeguarding and Child Protection Policy:** Details our comprehensive procedures for protecting vulnerable individuals, recognising signs of abuse (which includes trafficking and exploitation), and reporting concerns.
- **Procurement and Finance Policy:** Sets out the standard we expect from our suppliers, incorporating due diligence checks related to ethical labor practices.
- **Whistleblowing Policy:** Encourages all staff, volunteers, and contractors to report any concerns related to the direct activities or the supply chains of the Trust, without fear of retaliation.
- **Staff Code of Conduct:** Makes clear the actions and behaviors expected of our staff when representing the Trust.
- **Safer Recruitment Policy:** Ensures robust checks are made on all employees and agency workers, including identity, right to work in the UK, and Disclosure and Barring Service (DBS) checks.

4. Due Diligence and Risk Assessment

To mitigate the risk of modern slavery within our supply chains, we have implemented the following due diligence processes:

- **Supplier Vetting:** We expect all major suppliers and contractors to comply with the Modern Slavery Act 2015. For high-risk contracts (e.g., agency staffing, catering, transport), we request confirmation of their own modern slavery policies and compliance during the tender process.

- **Agency Staff:** We only use reputable, localised, and vetted recruitment agencies. We require strict written assurances that they adhere to all legal requirements regarding right-to-work checks and statutory pay.
- **Living Wage:** As a responsible employer, we ensure that all directly employed staff are paid at least the National Minimum/Living Wage and encourage our contractors to do the same.

5. Key Performance Indicators (KPIs)

We will know the effectiveness of the steps we are taking if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified within our operations. We monitor this via:

- The number of staff who have completed statutory safeguarding training (including modern slavery awareness).
- The inclusion of modern slavery compliance checks in all new high-value procurement contracts.
- The number of whistleblowing reports related to employment or supply chain practices (Target: 0).

6. Training and Awareness

Safeguarding is our highest priority. All staff receive annual statutory safeguarding training, which includes guidance on identifying the signs of exploitation, human trafficking, and modern slavery, particularly how these issues can intersect with vulnerable young people (e.g., County Lines).

Additionally, staff responsible for HR and procurement are directed to familiarize themselves with the specific requirements of the Modern Slavery Act to ensure compliance during recruitment and purchasing.

7. Approval

This statement has been approved by the Board of Trustees of The Beckmead Trust on 27th February 2026 and will be reviewed and updated annually.

Signed: 

Name: Laurence Nesbitt Role: Chair of Trustees

Date: 26/02/2026