



Policy:	Modern Slavery
Owner:	TDET Human Resources
Approving Board:	Executive Group
Date of review:	April 2026
Date of next review:	April 2028
Publish Status:	TDET Website, TDET SharePoint
Version:	V2

TDET Modern Slavery Policy

1 Introduction

- 1.1 TDET is committed to acting ethically and with integrity in all activities. The Trust has a zero-tolerance approach to modern slavery.
- 1.2 This policy sets out how the Trust seeks to prevent modern slavery in both its own operations and its supply chains, in line with the Modern Slavery Act 2015.

2 Scope

- 2.1 This policy applies to all Trust academies, employees, committee members, volunteers, contractors, and suppliers.

3 Governance and Accountability

- Trust board: overall oversight but delegate responsibility to Executive Leadership
- Executive Leadership Team: implementation and assurance
- HR: workforce compliance and safer recruitment
- Procurement: supplier due diligence and contract
- Safeguarding Leads: management of safeguarding related
- Managers: identification and escalation of concerns

4 Supply chain

- 4.1 Our suppliers are expected 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 check. Should suppliers fail to meet our minimum requirements, or be willing to make changes, we may cease to trade with them.
- 4.2 The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

5 Safeguarding

- 5.1 We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. We have a Director of Standards and Improvement, and Designated Safeguarding Leads in every academy. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, each academy proactively works with the local authorities, the local safeguarding partnerships, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. The focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.
- 5.2 Every member of staff, whether or not they are based in an academy, is trained on the policy (either in person or via e-learning) and is required to declare annually that they have read and understood the policy and their training. In addition, TDET also 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 disciplinary action.
- 5.3 Throughout the year the annual safeguarding training plan across the Trust includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. We are fully satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff and contractors.

- 5.4 TDET is committed to safe recruitment processes. All staff recruited to work in one of the Trust's academies will be subject to the rigorous recruitment procedures outlined within TDET's Safer Recruitment policy. The importance of safeguarding and protecting children attending our academies is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, TDET undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references as well as extensive social media searches.

6 Monitoring and evaluation

- 6.1 This statement will be reviewed on an annual basis to ensure we remain compliant at all times and there is a consistent focus.