



Brandon Trust

Modern Slavery Statement

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by Brandon Trust during the period 2025/26 to prevent modern slavery and human trafficking in its own business operations and supply chains.

Further information about our governance arrangements and published statements is available at:

<https://www.brandontrust.org/who-we-are/our-governance/reports-and-statements/>

Our Statement of Intent

Brandon Trust is committed to acting responsibly, ethically, and transparently. We recognise that modern slavery can occur in many sectors and supply chains, and we take our responsibility seriously to reduce our risk of harm.

What This Means for Brandon Trust

- We take a proportionate approach based on the nature and scale of our organisation.
- We embed modern slavery considerations into existing governance, safeguarding, and risk arrangements.
- We review this statement annually to reflect learning, progress, and emerging risks.

Key Focus Areas

In 2025/26 we have concentrated our efforts on:

- Training
- Policies
- Safeguarding and whistleblowing (and freedom to speak up)
- Contracts.
- Supporting our colleagues and people we support to understand and feel that they can speak up, that they are protected to do so (for example via the Public Interest Disclosure Act and from mechanisms within the organisation) and that we are responsive to concerns raised and listen to understand and resolve where possible.
- Continuing to review procurement processes and within this ensure that our existing suppliers have an approach to Modern Slavery that is appropriate to our expectations.

Business and Operational

Brandon Trust is a charity providing care and support services across community-based settings in the UK.

More information is available at:
<https://www.brandontrust.org/who-we-are/>

What this means for Brandon Trust

- Our services are UK-based, which lowers but does not remove risk.
- We focus on supply chains, agency staffing and contracted services.
- Our approach reflects how our services are delivered in practice.
- We require transparency on policies and due diligence.

Governance Structure

This statement was co-written by members of the Equity Diversity and Inclusion (EDI) Forum within Brandon Trust. It forms part of our commitment to drive and monitor continuous improvement in our practices, and processes within the organisation, and our expectations of external partners.

Oversight of modern slavery sits with the Board of Trustees, with responsibility delegated through the executive leadership team.

Our governance framework is described at:
<https://www.brandontrust.org/who-we-are/our-governance/>

What this means for Brandon Trust

- Modern slavery risks are considered alongside safeguarding, people, and procurement risks.
- Oversight is embedded within established Board and Executive structures.
- Concerns can be escalated anywhere and at any time. Official routes are provided and explained via our Safeguarding and Whistleblowing (Freedom to Speak up) procedures, as explained below.

Safeguarding and Whistleblowing (Freedom to Speak up)

We recognise the close link between modern slavery, exploitation, and safeguarding.

Our governance standards and regulatory oversight are set out at:
<https://www.brandontrust.org/who-we-are/our-governance/standards/>

What this means for Brandon Trust

- Concerns can be raised through safeguarding procedures.
- Colleagues can speak up using Whistleblowing (Freedom to Speak Up) arrangements, which allow colleagues to raise concerns internally to management. We also provide colleagues with external professional bodies they can confidently contact for external advice and guidance.
- We encourage early reporting and aim to support those who raise concerns through our range of confidential internal and external wellbeing resources available.

Due Diligence

We take a proportionate approach to due diligence across our operations and supply chains, including supplier selection, onboarding, payroll, and contract oversight.

What this means for Brandon Trust

- Ethical and legal expectations are considered as part of procurement and contract management.
- Payroll processes ensure colleagues are paid accurately, directly and in line with contracts.
- Supplier relationships are managed through ongoing oversight.
- Concerns are addressed through procurement, safeguarding or risk management routes.

Responsible Recruitment and Employment

Our recruitment and employment practices are designed to ensure people are employed freely, lawfully and fairly.

Information about working at Brandon Trust is available at:
<https://www.brandontrust.org/work-with-us/>

What this means for Brandon Trust

- Recruitment follows internal recruitment policies and procedures.
- Right-to-work checks are completed and recruitment fees are not charged.
- Controls reduce the risk of exploitation before employment begins.
- Payroll procedures follow good practice.
- Line managers undertake 1-2-1s with each colleague, ensuring that space is provided to allow confidential conversations and disclosures to be made and to support those colleagues should they be affected by such discussions.
- Additional support is given to staff and line managers, via our EAP provision, our internal Mental Health First Aiders and via additional support from People Business Partners.

Managing Risk

Modern slavery risks are considered as part of our wider approach to organisational risk management, alongside safeguarding, workforce and procurement risks.

What this means for Brandon Trust

- We use existing risk management and assurance frameworks rather than duplicating systems. This includes having Modern Slavery and its prevention as part of the internal audit programme.
- We pay particular attention to areas where risk may be higher, such as agency staffing and subcontracted services.
- Identified risks are managed through established controls and oversight, including risk assessments, risk registers and equality impact assessments.

Training and Awareness

We support colleagues to understand safeguarding, ethical conduct and how to raise concerns through training, guidance and communication.

What this means for Brandon Trust

- Modern slavery awareness is part of our mandatory training for all starters.
- Colleagues are supported to recognise potential signs of exploitation and know how to respond.
- A spotlight is thrown onto Modern Slavery and Human Trafficking within the organisational calendar whereby further information, advice and guidance is made available within the organisation at a designated point in the year with information readily available throughout the year on the intranet.
- We continue to consider how training can be strengthened for colleagues, managers and those involved in purchasing decisions.

Collaboration and Partnership

We draw on external guidance, sector learning and regulatory expectations to inform our approach to preventing modern slavery.

What this means for Brandon Trust

- We use recognised guidance to sense-check and strengthen our approach.
- We encourage shared responsibility and ethical practice when working with suppliers and partners.
- We remain open to learning and improvement (for example we have a lessons learnt process that allows us to ensure that where we do not act correctly the first time, we can learn from this and ensure that we equip the organisation with the tools and learning to get it right the next time) and continue to work with suppliers and partners who are equally aiming to eradicate modern slavery and human trafficking from their collaborations, suppliers, and partners.

Next Steps

Brandon Trust is committed to taking all necessary steps to prevent, identify, and eradicate modern slavery and human trafficking across its operations and supply chains.

To do this, over the coming year, Brandon Trust will continue to review and strengthen its approach to preventing modern slavery, focusing on practical and proportionate improvements.

What this means for Brandon Trust

- We will continue developing procurement and supplier oversight arrangements.
- We will review how modern slavery awareness is reflected in training and guidance.
- We will update this statement annually to reflect progress and learning.
- We will foster a zero tolerance culture.

In summary

- We focus on doing the right thing in a practical way, rather than making broad assurances.
- We aim to protect people from harm, support challenges to speak up, and manage risk responsibly.
- Our approach reflects our wider commitment to dignity, respect and ethical practice.