



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

RMAT is committed to preventing modern slavery and human trafficking in all operations and supply chains. We expect the same commitment from all suppliers and partners. This statement explains the steps taken during the financial year ending 31 August 2026 to comply with the [Modern Slavery Act 2015](#).

Responsibility for overseeing compliance with this statement sits with the Chief Operating Officer, who reports periodically to the Trust Board through established governance and risk management arrangements. Modern slavery risks form part of the Trust's wider safeguarding, procurement and compliance framework.

RMAT works with UK based suppliers and contractors whose employees are protected under UK employment law. Although RMAT does not conduct business in countries where there is active human trafficking and/or modern slavery, RMAT is aware of the need to ensure that companies within our supply chain, share our commitment to treat their employees fairly and ethically.

Structure, and supply chains

RMAT is a charitable multi academy trust operating primary and secondary schools in North and West Yorkshire. We educate approximately 4,700 students and employ 790 colleagues. Each academy is led by a Principal supported by senior leaders.

Our supply chains include catering, cleaning, ICT equipment, uniforms, and agency staffing. Whilst the majority of our suppliers are UK based, we recognise that some products and services procured by the Trust, including ICT equipment, uniforms and certain catering products, may involve global supply chains. We therefore expect suppliers to maintain robust labour standards and to comply with all applicable employment, human rights and modern slavery legislation.

RMAT Policies

We maintain policies that support our zero-tolerance approach to modern slavery and human trafficking:

- Anti-Bullying Policy – Creates a safe and secure environment for learning and working.
- Anti-Fraud, Bribery and Corruption Policy – Encourages colleagues to raise concerns, including those related to modern slavery.
- Child Protection and Safeguarding Policy – Identifies and supports students at risk of exploitation.
- Recruitment and Selection Policy – Ensures rigorous checks for all colleagues and agency colleagues.
- Whistleblowing Policy – Provides a confidential route for reporting concerns, including those related to modern slavery.

Due Diligence

Procurement is supported by a dedicated manager, with further assistance available from the COO and HR team. They investigate any suspected instances of modern slavery and human trafficking. As part of our procurement processes, suppliers may be required to confirm their compliance with the Modern Slavery Act 2015 and demonstrate appropriate employment practices. Where concerns are identified, additional assurance may be sought before contracts are awarded or renewed. Our Finance Regulations guide procurement decisions to prevent engagement with unethical suppliers. All colleagues are vetted to ensure compliance with statutory requirements.

The Risk of Modern Slavery and/or Human Trafficking to RMAT

We assess risk continually, focusing on areas such as catering, cleaning, ICT equipment, uniforms, and agency staffing. These areas pose higher risks due to external contractors and overseas manufacturing. We mitigate these risks through supplier questionnaires, contract reviews, and escalation procedures.

Risk assessments take account of factors such as the nature of the goods or services provided, reliance on agency labour, geographical sourcing, and any concerns identified through procurement or safeguarding processes.

Measuring effectiveness

The Trust measures the effectiveness of its approach through:

- Monitoring procurement activity and supplier compliance.
- Reviewing any whistleblowing, safeguarding or employment concerns that may indicate modern slavery risks.
- Assessing compliance with safer recruitment procedures.
- Reviewing and updating policies relevant to modern slavery and human trafficking.
- Providing appropriate training and awareness opportunities for colleagues.

During the reporting period, no concerns relating to modern slavery or human trafficking were identified within the Trust's operations.

Training

The Trust promotes awareness of modern slavery through safeguarding training, recruitment processes and policy implementation. Relevant colleagues involved in recruitment, procurement and safeguarding are expected to understand the indicators of potential exploitation and the procedures for reporting concerns. Awareness of exploitation, trafficking and related safeguarding risks is also reinforced through age-appropriate education for students.

Priorities for 2026-2027

During 2026/27 the Trust will:

- Review procurement documentation to strengthen supplier assurances regarding modern slavery.
- Continue to raise awareness through safeguarding and compliance training.
- Review higher-risk areas of expenditure, including agency staffing, catering and uniform procurement.
- Keep relevant policies under review to ensure compliance with legislation and best practice.

This statement is made pursuant to section 54(1) of the [Modern Slavery Act 2015](#) and constitutes RMAT's Modern Slavery and Human Trafficking statement for the financial year ended 31 August 2026.

Saira Luffman
Chief Executive and Accounting Officer
RMAT
6 October 2026