

Modern Slavery and Human Trafficking Statement

Mosaic Schools Learning Trust

Academic Year: 2026/27

Introduction

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Mosaic Schools Learning Trust is taking during the 2026/27 academic year to prevent modern slavery and human trafficking within its operations and supply chains.

The Trust is committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within the organisation or its wider supply chain.

Structure, Operations and Supply Chains

Mosaic Schools Learning Trust is a multi-academy trust operating across ten primary schools in outer London and Kent.

The Trust's core activity is the delivery of high-quality education. In doing so, it engages with a range of suppliers and partners, including:

- Catering providers
- Cleaning contractors
- ICT suppliers and service providers
- Agency staffing providers
- Estates and maintenance contractors
- Professional services (including finance, audit and legal)

The Trust recognises that some of these sectors carry a higher inherent risk of modern slavery and therefore require enhanced scrutiny.

Policies and Governance Framework

The Trust has a robust governance and policy framework that underpins its commitment to preventing modern slavery. Key policies include:

- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- Staff Code of Conduct
- Procurement Policy
- Financial Regulations and Scheme of Delegation

These policies promote a culture of transparency, accountability and ethical behaviour, ensuring that concerns can be raised and addressed appropriately.

Oversight of compliance sits with the Board of Trustees, supported by the Audit & Risk Committee, Finance & Resources Committee and People & Pay Committee.

Due Diligence and Procurement Controls

The Trust continues to strengthen its procurement processes to ensure appropriate due diligence is undertaken when engaging suppliers.

Key controls include:

- Use of approved procurement frameworks where appropriate
- Competitive tendering processes for significant contracts
- Inclusion of modern slavery compliance expectations within supplier contracts
- Financial and operational scrutiny of key suppliers
- Central oversight of procurement activity to ensure consistency and compliance

The Trust is progressing further standardisation of procurement processes across schools to improve visibility and control over supplier engagement.

Risk Assessment and Management

The Trust recognises that the highest risks of modern slavery may arise within certain areas of its supply chain, particularly:

- Agency staffing
- Catering and cleaning services
- Estates, construction and maintenance works

These areas are considered within the Trust's Risk Register, with mitigating controls including supplier checks, contract management and ongoing monitoring.

Risk management is reviewed regularly through the Audit & Risk Committee, ensuring appropriate challenge and oversight.

Effectiveness and Monitoring

The Trust assesses the effectiveness of its approach through:

- Internal scrutiny and audit activity
- Financial oversight and contract monitoring
- Regular review of procurement practices
- Ongoing development of centralised systems and controls

As part of this, the Trust continues to enhance its financial systems and reporting to provide greater transparency over supplier spend and procurement activity.

Training and Awareness

The Trust ensures that relevant staff are aware of modern slavery risks and their responsibilities.

This includes:

- Safeguarding training for all staff
 - Targeted awareness for those involved in procurement and contract management
 - Ongoing leadership oversight to ensure issues are identified and escalated appropriately
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Continuous Improvement

The Trust recognises that preventing modern slavery is an ongoing responsibility.

During the next year, the Trust will:

- Continue to strengthen procurement and supplier assurance processes
 - Further embed centralised procurement controls
 - Enhance visibility of supply chain risks through improved reporting
 - Align modern slavery considerations with wider risk management and internal scrutiny work
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Approval

This statement has been reviewed and approved by the Board of Trustees and will be updated annually.

Signed:

A handwritten signature in blue ink that reads "A J Harris".

Andrea Harris
CEO
Mosaic Schools Learning Trust

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Scott Pinder
Chair of Trustees
Mosaic Schools Learning Trust

Date: 1st September 2026