



Modern Slavery and Human Trafficking Statement

Policy Reviewed by:	Suzy Hollett (HR Manager)
Date:	01.08.2026

Policy Verified by:	Sara Llewellyn (School Leader-CEO)
Date:	08.08.2026

Date for Next Review:	01.09.2027
-----------------------	------------

Introduction

Maple Haven seeks to create a new sense of community, so that everyone, regardless of their background and starting point, can join to overcome life's hurdles and reach their potential.

Our school believe human trafficking and modern slavery are truly global issues. Our goal is to build resilient communities, by turning them into places where it is harder for traffickers to hide their activities and their victims. This statement sets out our actions to understand all potential modern slavery risks related to its activity and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year 2024-2025. As part of the education sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Our school is absolutely committed to preventing slavery and human trafficking in its mission to deliver exceptional education at the heart of the community, and to ensuring that its supply chains are free from slavery and human trafficking.

We hope that our ethos and values of inclusion permeate everything we do and are obvious wherever and whenever anyone encounters us.

Organisational structure and Supply chains

We currently serve over 35 young people, 51% of whom are from disadvantaged backgrounds and 30% come from households who have English as an additional language. We are determined to raise the educational bar for all our students and to close the educational gap that exists between disadvantaged students and their more privileged counterparts.

Risk Management

As part of our initiative to identify and mitigate risk we have identified the main areas which carry material risks. We ensure that suppliers are required to demonstrate their methods of corporate social responsibility during the selection process.

Suppliers to Maple Haven are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting our Terms and Conditions.

Additionally, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

Procurement and Supply chain management

Our supply chains include:

- education equipment, textbooks, and resources suppliers
- student and staff uniform suppliers
- maintenance and services
- ICT equipment and services
- catering services and supplies
- cleaning services and supplies

Moving forward for the academic year 2025 - 2026, we will be taking additional steps to ensure that our suppliers and procurement is compliant with the Modern Slavery Act and Living Wage Accreditation.

- Ensure our supplier on-boarding process includes due diligence around adherence to the Modern Slavery Act 2015
- Ensure suppliers have access to our standard Terms & Conditions which require compliance to the Modern Slavery Act 2015
- Work closely with key partners to better understand how they are managing risks associated with Modern Slavery

Our policies to resist modern slavery and human trafficking

We are confident that our policies promote good behaviour and role modelling. Our policies and procedures are kept under review to make sure that they reflect the changing needs of the staff, students/pupils, and the community it serves.

The school recognises that modern slavery, criminal exploitation, child trafficking and labour exploitation are safeguarding concerns. Any concerns regarding a child, young person or vulnerable adult who may be at risk of exploitation, trafficking or modern slavery will be managed in accordance with the School's Child Protection and Safeguarding Policy, Keeping Children Safe in Education (KCSIE) 2026 and Working Together to Safeguard Children 2026.

Among the policies that we consider give us strength in avoiding modern slavery or human trafficking under the Act in Oasis Community Learning are:

- Code of Conduct & Confidentiality
- Equality & Diversity Policy
- Gifts, Hospitality & Related Party Policy
- Safer Recruitment Policy
- Whistleblowing Policy

By fostering a diverse and inclusive workplace, our forums provide a platform for employees to raise concerns, share insights, and promote awareness around issues like forced labour and human trafficking. Our forums encourage collaboration across departments, ensuring that policies aimed at eradicating modern slavery are not only understood but also actively enforced. They help create a culture of accountability, where employees feel empowered to report unethical practices and advocate for fair treatment within supply chains. This collective approach strengthens our resolve to prevent exploitation and aligns with our legal and ethical obligations to combat modern slavery.

Our policies evidence our commitment to act ethically and with integrity throughout our organisation.

Training and continuing vigilance

We have discussed the Act, its purpose, and our attitude to it at a Board of Directors meeting. We have alerted the Leadership Team to it and challenged them to continue to consider where the risk of modern slavery or human trafficking may arise within our organisation. We have provided guidance to our finance team and those involved in procurement of the need to avoid those risks and on possible indicators of them during the procurement of goods and services. We will continue to enhance the assurances we seek from suppliers as to their avoidance of modern slavery and human trafficking.

The school recognises that modern slavery, child trafficking, criminal exploitation and labour exploitation are safeguarding concerns. Any concerns regarding a child, young person or vulnerable adult will be managed in accordance with the School's Child Protection and Safeguarding Policy, Keeping Children Safe in Education (KCSIE) 2026 and Working Together to Safeguard Children 2026.