

Modern Slavery Statement 2025

This statement is made on behalf of Learning without Limits Academy Trust (the Trust) and pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement relates to actions and activities during the period September 2024 to August 2025.

The Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out the Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

Structure, business and supply chains

Learning without Limits Academy Trust is a Multi-Academy Trust (MAT) whose principal activities are the provision of primary and secondary education in five Academies predominately in the economically deprived areas of Leicester City, and in Leicestershire.

Our approach

We work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We are committed to acting ethically, with integrity and transparency in all business dealings and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and deter modern slavery.

Our policies, documentation, and key relationships

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

- Equality, Diversity and Inclusion (EDI) Policy
- Complaints Policy
- Staff Behaviour (Code of Conduct)
- Child Protection and Safeguarding Policy
- Recruitment Policy
- Single Central Record
- Whistleblowing Policy
- Procurement Policy
- Supplier Terms and Conditions

In addition, we work closely with the National Joint Council (NJC) to help reduce risk by improving employee working and pay practices.

Our Audit & Risk Committee has overall oversight of the process and practices embedded within the Trust to reduce Modern Slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage.

Identifying and addressing risks

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact the organisation. The first is through matters of a safeguarding nature which covers child sexual exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

Safeguarding

Modern Slavery and trafficking are both forms of abuse and therefore our safeguarding policies and procedures should be followed. All employees receive Safeguarding training which incorporates modern slavery. All employees have an individual responsibility for ensuring that they are familiar with the signs and indicators and that they are aware of our Safeguarding policies and procedures so that they are able to respond appropriately. Line managers must ensure that safeguarding training is kept up to date.

Our supplier contractual terms include specific requirements relating to safer recruitment, such as appropriate DBS checks.

Our Child Protection and Safeguarding Policy is reviewed annually by the Trust Safeguarding Lead and approved by the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education (DfE 2025).

Every member of staff, whether or not they are based in an Academy, and all those involved in Trust governance, are trained on the Child Protection and Safeguarding 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, the Trust has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law are able to raise these concerns in confidence without fear of disciplinary action.

The Trust focuses on early identification of those at risk of exploitation with 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.

Procurement and supply chain

We are committed to ensuring that there is transparency in our business and our approach to tackling modern slavery is consistent with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors and suppliers. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. Frameworks via public sector buying organisations are considered for some tenders as these meet the requirements of the Modern Slavery Act 2015 by default. In the event we opt not to use an existing framework, the modern slavery risk will be incorporated into the tender evaluation criteria and our supplier contractual terms include specific provision relating to the Modern Slavery Act.

Signed: John Henrys, Accounting Officer for Learning without Limits Academy Trust

Approved by the Board of Trustees on 11th December 2025