MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Approved by:	TCAT Trust Board	**Date:**	16 October 2025
Last reviewed on:	October 2025		
Next review due by:	October 2028		

TYNE COAST ACADEMY TRUST MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Tyne Coast Academy Trust (the Trust) is a Multi-Academy Trust operating in North East England. This statement is made in relation to s.54 of the Modern Slavery Act 2015 and sets out the Trust's aims and commitment to ensure than modern slavery and human trafficking are not taking place within the Trust or its' supply chain.

The Trust is committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our organisation or supply chain. As a Multi Academy Trust, we work primarily with suppliers and contractors who are protected under UK employment law and the working time directive.

The Trust is committed to developing policies and practices to ensure we are adequately able to protect our pupils and employees from being abused and exploited in our academies. Our contracts, terms and conditions, policies, procedures and practices ensure we prevent modern slavery in our academies. We are committed to ensuring our employees are not being exploited and that they are safe at work. This includes following employment, health and safety and human rights laws. We regularly review our employment policies with our recognised trade unions.

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard employees and pupils through a culture of safeguarding in everything that we do. We have fully trained designated and deputy designated safeguarding leads in each academy and have SLAs in place for expert external safeguarding advice and guidance to ensure we implement policy and secure excellence in safeguarding practice across the Trust. Each academy proactively works with the Local Authorities, the local safeguarding partnerships, the LADO and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Good practice is shared between academies and the focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level of governance and external audits are undertaken by external safeguarding consultants. We have a named Trustee for safeguarding and each Local Governing Body has a named safeguarding link governor. We have a Trust Safeguarding and Child Protection Statement and each academy has a Safeguarding and Child Protection Policy which is updated annually to ensure compliance with Keeping Children Safe in Education.

Every member of staff employed by the Trust is required to attend annual safeguarding training and is required to declare annually that they have read and understood the policy and training. In addition, TCAT has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence.

The following policies, procedures and terms are important in reducing/removing the risk of modern slavery in our organisation and our procurement:

- Recruitment and Selection
- Safer Recruitment
- Code of Conduct
- Complaints
- Declarations and Conflicts of Interest
- Harassment and Bullying
- Equality and Diversity
- Grievance
- Health and Safety
- Whistleblowing
- Safeguarding and Child Protection Policies
- Financial Regulations

Our supply chains include agencies (e.g. cover for absent teachers), specialist services, contractors and suppliers. The Trust has Financial Regulations which detail our purchasing and procurement arrangements, and we expect our supply chain to comply with the Modern Slavery Act 2015, including but not limited to, taking a robust approach to slavery and human trafficking within its own supply chains and paying their staff at least the legal minimum wage.

As an ethical organisation, we act reasonably to ensure we do not encourage unethical responses from others (e.g. unreasonable timescales resulting in suppliers potentially breaching rules to meet demands). The Trust when undertaking procurement exercises will undertake robust due diligence checks to ensure that none of the companies in the supply chain are engaged in modern slavery and/or human trafficking. The Trust will also ensure that a reference to modern slavery is included in all documentation in relation to procurement wherever possible and the consequences should the conditions not be adhered to.

In the event that the Trust identifies any areas of concern, this will be discussed along with any appropriate investigative and remedial actions that need to be taken.

Monitoring and Evaluation

Responsibility for monitoring and evaluation of this statement lies with the Trust's Executive Team.

Version Control

Version Number	Purpose/Change	Author	Approval	Date
1	Statement first developed	M Dobrianski HR Manager	Trust Board	31/03/2022
2	Statement reviewed and information on safeguarding added	M Dobrianski Chief Operating Officer	Trust Board	16/10/2025