

Modern Slavery Statement

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Author	A Finch, Head of Human Resources and Payroll
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Document Control Table

Document History			
Version	Date	Author	Note of Revisions
V1	Dec 2025	A Finch, Head of HR and Payroll	First Modern Slavery and Human Trafficking Statement

Introduction

The Prospect Trust (the Trust) is a multi-academy trust operating in Surrey and Hampshire, comprised of The Sixth Form College Farnborough, Tomlinscote School, Frimley Church of England School and St Mark's Church of England Primary School. Together, our academies provide education to around 5,900 learners. The Trust has an annual turnover in excess of £36 million. We are passionate about tackling the growing problem of modern slavery and are looking to increase transparency in our operations.

The Trust strongly values:

- The ethical treatment of all individuals
- The safeguarding of children, young people and vulnerable adults
- The responsible, accountable and compliant spending of public and charitable funds

Business and supply chains

We have identified that some of our procurement takes place where modern slavery offences occur, such as the construction industry and within our catering, cleaning, ICT and school uniform supply chains. Our current catering and cleaning contractors are required to check an individual's right to work in the UK and carry out a DBS check prior to hiring staff to work in our academies. In any tenders for categories where it is applicable, such as catering we will ask potential bidders whether they are a relevant commercial organisation as defined by section 54 ("Transparency in supply chains etc.") of the Modern Slavery Act 2015 ("the Act") and if they are compliant with annual reporting requirements under the same section.

We expect all suppliers working with the trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations.

Policies and procedures

The Trust conducts all its recruitment processes in line with its [Safer Recruitment Policy](#), which lays out stringent processes for recruiting staff, and thoroughly checking that they are legally entitled to work in the UK. In addition, we work closely with the National Joint Council (NJC) to help reduce risk by improving employee working and pay practices.

The academies within the Trust have implemented Child Protection and Safeguarding Policies (available on the academy websites) which reference modern slavery. Policies are regularly monitored, are officially reviewed at least annually, and are updated in response to any changes to government regulations or guidelines.

The Trust is committed to continually reviewing and improving its policies and procedures to ensure modern slavery is in no way a part of its operations.

Reporting

Any concerns or suspicions relating to modern slavery within the Trust should be reported to the Human Resources Department. Alternatively, concerns can be reported using the [Trust Whistleblowing Policy](#). To date, no referrals have been made in relation to modern slavery.

Approved by Andy Yarrow, Chief Executive Officer: 4th December 2025