



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

RMAT is committed to preventing modern slavery and human trafficking in all operations and supply chains. We expect the same commitment from all suppliers and partners. This statement explains the steps taken during the financial year ending 31 August 2025 to comply with the [Modern Slavery Act 2015](#).

RMAT works with UK based suppliers and contractors whose employees are protected under UK employment law. Although RMAT does not conduct business in countries where there is active human trafficking and/or modern slavery, RMAT is aware of the need to ensure that companies within our supply chain, share our commitment to treat their employees fairly and ethically.

Structure, and supply chains

RMAT is a charitable multi academy trust operating primary and secondary schools in North and West Yorkshire. We educate approximately 4,700 students and employ 790 colleagues. Each academy is led by a Principal supported by senior leaders.

Our supply chains include catering, cleaning, ICT equipment, uniforms, and agency staffing. We work with UK-based suppliers whose employees are protected under UK employment law. Although we do not operate in countries with active human trafficking, we remain vigilant to ensure our suppliers share our ethical standards.

RMAT Policies

We maintain policies that support our zero-tolerance approach to modern slavery and human trafficking:

- Anti-Bullying Policy – Creates a safe and secure environment for learning and working.
- Anti-Fraud, Bribery and Corruption Policy – Encourages colleagues to raise concerns, including those related to modern slavery.
- Child Protection and Safeguarding Policy – Identifies and supports students at risk of exploitation.
- Recruitment and Selection Policy – Ensures rigorous checks for all colleagues and agency colleagues.
- Whistleblowing Policy – Provides a confidential route for reporting concerns, including those related to modern slavery.

Due Diligence

Procurement is supported by a dedicated manager, with further assistance available from the COO and HR team. They investigate any suspected instances of modern slavery and human trafficking. Our Finance Regulations guide procurement decisions to prevent engagement with unethical suppliers. All colleagues are vetted to ensure compliance with statutory requirements.

The Risk of Modern Slavery and/or Human Trafficking to RMAT

We assess risk continually, focusing on areas such as catering, cleaning, ICT equipment, uniforms, and agency staffing. These areas pose higher risks due to external contractors and overseas manufacturing. We mitigate these risks through supplier questionnaires, contract reviews, and escalation procedures.

Measuring effectiveness

Our strategic plan aims to improve student outcomes, foster inclusivity, and maintain financial and environmental sustainability. We regularly review and update policies to reflect the needs of our community. Procurement processes are monitored to minimise the risk of modern slavery. We expect suppliers to provide safe working conditions, treat workers with dignity, and comply with legal standards. Violations lead to a review and potential termination of business relationships.

Training

Over the next 12 months, we will raise awareness of modern slavery and human trafficking through policy development and implementation. Colleagues will receive training on child sexual exploitation and related topics. Students will be educated on these issues through appropriate curriculum content.

This statement is made pursuant to section 54(1) of the [Modern Slavery Act 2015](#) and constitutes RMAT's Modern Slavery and Human Trafficking statement for the financial year ended 31 August 2025.

Saira Luffman
Chief Executive and Accounting Officer
RMAT
6 October 2025