



# MODERN SLAVERY STATEMENT 2025



**Approved by:** Mica Coleman Jones **Date:** 01.09.2025

**Next review due by:** 01.09.2026

**Approved by trustees:** 25.11.2025

Signed by Chair of  
Trustees

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## 1. AIMS AND STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking. All these forms involve the deprivation of a person's liberty by another for personal or commercial gain.

The Lilya Lighthouse Education Trust (LLET) has a **zero-tolerance approach** to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our provision.

This policy applies to all individuals working for LLET or on our behalf in any capacity, including but not limited to:

- Employees at all levels
- Trustees and Members
- Agency workers
- Volunteers
- External consultants
- Third-party representatives

This policy does not form part of any employee's contract of employment and may be amended at any time.

## 2. RESPONSIBILITY FOR THE POLICY

Mica Coleman Jones, Head of Provision, and Becky Freely, Assistant Head, are responsible for overseeing compliance with this policy. All individuals working under or on behalf of the trust have a duty to report any concerns regarding modern slavery through the designated reporting channels to Mica Coleman Jones or Becky Freely.

Management at all levels are responsible for ensuring that all individuals reporting to them understand and comply with this policy. Appropriate training will be provided where necessary.

## 3. COMPLIANCE WITH THE POLICY

All individuals working for or with our trust must ensure that they read, understand, and comply with this policy. The prevention, detection, and reporting of modern slavery is the responsibility of everyone within our organisation and supply chain.

You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

If you believe or suspect a breach of this policy has occurred or may occur, you must report it to your manager or in accordance with our **Whistleblowing Policy** as soon as possible.

If you are unsure whether a particular act, the treatment of workers, or working conditions in the trust constitutes modern slavery, seek guidance from your line lead.

## 4. REPORTING CONCERNS

We encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if their concerns turn out to be mistaken.

We are committed to ensuring that no one suffers detrimental treatment for reporting, in good faith, a suspicion that modern slavery is or may be occurring within our Trust. If you believe you have suffered such treatment, inform your manager immediately.

## 5. COMMUNICATION AND AWARENESS OF POLICY

Our **zero-tolerance approach** to modern slavery must be communicated to all staff, trustees, members, volunteers, contractors, and business partners at the outset of our relationship and reinforced as appropriate thereafter.

## 6. BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which may result in dismissal for misconduct or gross misconduct.

We reserve the right to terminate our relationship with any individuals or organisations working on our behalf if they breach this policy.