



MILTON ABBEY SCHOOL

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT (VOLUNTARY)	
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Policy Contact:	Steve Lane, Director of Finance and Operations
Approved by	Chris Barnes, Senior Deputy Head

Milton Abbey School Voluntary Modern Slavery and Human Trafficking Statement

1. Introduction

Milton Abbey School is committed to safeguarding the welfare and dignity of every member of its community. Although the School does not meet the statutory threshold requiring publication of a Modern Slavery Statement under the Modern Slavery Act 2015, we believe it is good practice to outline our approach to preventing modern slavery and human trafficking in our operations and supply chains.

2. Our Organisation

Milton Abbey School is a co-educational independent boarding and day school in Dorset. Our operations rely on a dedicated workforce of teaching staff, support staff, boarding staff, and volunteers.

3. Our Commitment

We are committed to ensuring that modern slavery and human trafficking are not present in our workforce, volunteer arrangements, or wider school operations. Staff and volunteers are recruited and managed in accordance with safer recruitment standards, safeguarding legislation, and employment law. Our procurement practices take reasonable steps to consider modern slavery risks proportionate to our size and resources.

4. Staff and Volunteers

Our internal practices represent the most direct area of control and oversight. Milton Abbey School conducts rigorous safer recruitment checks, ensures legal rights and fair treatment, and provides safeguarding and welfare training that includes awareness of exploitation. Clear channels exist for reporting concerns.

5. Supply Chain and Procurement

As a small school, we do not have the resources to undertake large-scale audits of suppliers. We therefore use reputable suppliers, expect compliance with the Modern Slavery Act 2015 where applicable, and review higher-risk contracts periodically at a proportionate level.

6. Due Diligence and Risk Management

Our approach prioritises areas where we have the greatest influence. Internal employment practices represent the lowest risk due to oversight and strong recruitment processes. External contracts such as catering are moderate-risk areas, mitigated through contract management and supplier assurances.

7. Our Policies

We have policies in place that support our commitment to preventing modern slavery:

Safeguarding Policy

Our safeguarding policy ensures staff are trained to recognise signs of modern slavery. Modern slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. Exploitation can take many forms, including sexual exploitation, forced labour, slavery, servitude, forced criminality and the removal of organs.

Staff receive regular safeguarding training that includes awareness of modern slavery and how to report concerns.

Recruitment Policy

Our safer recruitment procedures help us identify and prevent modern slavery by ensuring thorough pre-employment checks are conducted on all staff, including enhanced DBS checks, identity verification, right to work checks, and reference checks. These processes help us detect potential indicators of exploitation, trafficking, or forced labour, and ensure that individuals who may be victims of modern slavery are identified and supported, while preventing those who may exploit vulnerable people from gaining employment in our school.

Whistleblowing Policy

We encourage all staff, pupils, and stakeholders to report any concerns about unethical practices, including modern slavery, without fear of reprisal.

Staff Code of Conduct

Our staff code of conduct sets out our expectations for ethical behaviour and professional standards.

8. Training and Awareness

The school incorporates awareness of exploitation into safeguarding training, provides managers with guidance on identifying concerns, and ensures that staff and volunteers understand reporting routes.

9. Reporting Concerns

Concerns relating to modern slavery or unethical labour practices should be reported to the Safeguarding Team, the Director of Finance & Operations, or through the Whistleblowing Policy. All concerns will be investigated appropriately.