



# Modern Slavery and Human Trafficking Statement

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This statement sets out the position of the Institute for Advanced Learning and Metacognition (IALM) and the steps it takes to understand and address the risk of modern slavery and human trafficking in its activities and supply chains.

## Our position and approval

This statement is made voluntarily, in support of the principles of the Modern Slavery Act 2015. As a charity whose turnover is below the threshold at which a statement is required under section 54 of the Act, IALM is not legally obliged to publish one, but chooses to do so because it is committed to the Act's aims. This statement has been approved by the Board of Trustees.

## Our commitment

IALM has a zero-tolerance approach to slavery, servitude, forced or compulsory labour and human trafficking, in all its forms. We are committed to ensuring that such practices have no place in our own activities or in our supply chains, and to acting ethically and with integrity in all our relationships. We comply with our responsibilities under UK employment law, and we check that everyone who works for us is entitled to work in the UK.

## Our operations and supply chains

IALM is a small charity that operates largely digitally. Our main suppliers are likely to include digital, hosting and IT service providers, printers and mailing services, event venues, and professional advisers. We consider our overall exposure to the risk of modern slavery to be low. Nonetheless, we do not knowingly do business with any organisation, in the UK or abroad, that is involved in slavery or human trafficking.

## Due diligence

We take proportionate steps to manage the risk in our supply chains. These include favouring suppliers and partners who can demonstrate appropriate standards, seeking assurances where the level of risk warrants it, and keeping our practices under review as the Institute grows. Our recruitment practices — including identity and right-to-work checks,

references, and (where the role is eligible) DBS checks — also help to protect against exploitation, as set out in our Safe Recruitment Policy.

### **Policies that support this statement**

This statement is supported by a number of the Institute's policies, in particular:

- the IALM Whistleblowing Policy, through which concerns can be raised confidentially;
- the IALM Safe Recruitment Policy;
- the IALM Safeguarding Children Policy; and
- the IALM Equal Opportunities Policy.

### **Raising a concern**

Anyone who suspects that modern slavery or human trafficking may be taking place within the Institute, its supply chains or its partners should raise it through the IALM Whistleblowing Policy. Useful contacts include:

- if someone is in immediate danger, the Police on 999;
- the Modern Slavery and Exploitation Helpline on 08000 121 700; and
- for concerns about a child, the NSPCC Helpline on 0808 800 5000.

### **Review**

This statement will be reviewed and approved by the Board of Trustees annually.

Approved by the Board of Trustees on 24<sup>th</sup> June 2026.

Signed: [Chair of the Board of Trustees]