

Together Trust statement about modern slavery 2026

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the Act) and sets out the steps the Together Trust (the Charity) has taken to ensure modern slavery, human trafficking or similar human rights violations are not occurring in its own operations or those of its supply chains.

Introduction

Together Trust is one of the North West's leading disability and care charities. We work with thousands of neurodivergent people, disabled people, people with a learning disability and children and young people in care, and their families.

We are committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We first published our 'Commitment to addressing inequality' in 2021. Since then, we have been working to incorporate equity, diversity and inclusion into every facet of our organisation so the people we support, their families, our Trustees and other supporters, and our entire workforce feel safe and that they belong. Our Equity, Diversity and Inclusion policy is available on [our website](#).

Together we strive to ensure everyone belongs, achieves their ambitions and thrives in their communities.

Our organisation structure and supply chains

The Together Trust is a company limited by guarantee and a charity registered in England and Wales. Our organisation was first established in 1870 and has been championing change and creating opportunities for the people we support to live with choice and dignity ever since.

The Board of Trustees is responsible for the governance and strategy of the Charity, and responsibility for the operational management of the Charity is delegated by the Trustees to the Executive Trust Leadership Team.

Together Trust operates in two broad categories of service provision – Social Care & Therapy Support Services and Education Services. Its services are provided predominantly in the North West of England.

The Charity employs over 800 colleagues along with a pool of bank relief workers and foster carers to deliver its services and activities. In addition, our work is supported by volunteers who donate thousands of hours of their time every year to our services and events.

While the workforce is the main resource engaged in service provision, the Charity's supply chain also includes recruitment agencies, cleaning service providers, maintenance providers and IT suppliers.

Our policies in relation to modern slavery and human trafficking

All colleagues and supporters have a responsibility to ensure requirements are met in all their activities on behalf of Together Trust. A framework of strategies, policies and procedures are in place which reflect our commitment to acting ethically and with integrity, which ensure the risk of modern slavery or human trafficking taking place within our organisation and supply chains is minimised.

Policies and procedures applicable are accessible both digitally on our intranet and as a paper copy if required, and include:

- Code of conduct
- Raising concerns and whistleblowing
- Bullying and harassment policy
- Equity, diversity and inclusion policy
- Safer recruitment policy
- Agency workers policy
- Leaving your employment at Together Trust procedure
- Complaints procedure

The Trust is committed to fairness, transparency and the principle of equal pay in employment which is supported by its Pay Policy. The Charity is an accredited Real Living Wage employer meaning that all employees and bank relief workers are paid at least the Real Living Wage for the work that they do.

The Trust's procurement policy has been developed to help us achieve best value in the use of limited resources. It also emphasises the responsibility of all employees involved to conduct procurement legally and ethically as well as securing value for money.

The Trust's commitment to contribute to the eradication of modern slavery is reflected in the Safeguarding Adults and Safeguarding Children policies:

- Safeguarding children and young people policy
- Safeguarding and protection of adults at risk

These policies ensure everyone in the organisation is aware of their safeguarding responsibilities and identifies safeguarding leads across the Trust to act as the first point of contact and to provide specialist support and advice.

The Together Trust has appointed a member of the Leadership Team as the organisation's Designated Officer for Safeguarding with full responsibility for ensuring that safeguarding is a priority within all operations and a safeguarding champion appointed on the board of trustees.

Reporting concerns

The Trust encourages colleagues to raise concerns including any circumstances that may give rise to risk of slavery or human trafficking. Concerns may be raised through:

- Grievance, Raising Concerns & Whistleblowing and Bullying & Harassment policies & procedures
- Anonymised online reporting form
- The Together Trust colleague council representatives
- Colleague Networks
- Line Management
- Safeguarding Lead

Due diligence, risk assessment and management processes

Workforce

Our recruitment and people management processes are focused on making sure that all our potential employees are legally entitled to work in the UK and to safeguard workers (including employees, bank and agency workers) from any abuse or coercion regardless of its form.

Our safeguarding processes are focused on ensuring the safety and wellbeing of all the people we support and providing appropriate ongoing care, education and support to ensure that they do not experience abuse or coercion in any form.

Together Trust supply chain

Due to the nature of our business, we view the risk of our supply chains being involved with modern slavery as a low risk.

We do not purchase goods or services for onward resale or manufacture, but like all education and social care sector employers, we do need to procure goods and services in the delivery of our activities. We always try to do this from within the UK and use local suppliers wherever possible.

We aim to always procure goods and services from suppliers who do not knowingly support or have no record of being involved in slavery or forced labour.

We maintain open communication within our supply chain to ensure that there is a clear understanding of our expectation to their commitment to modern slavery legislation.

Key performance indicators to measure effectiveness of steps being taken

It is important to the Charity that it knows that it is being effective in this area of our operations. To safeguard that this is the case, we ensure that our workforce systems and processes are effective in identifying and reporting on any potential breach of legislation.

Training

Modern Slavery Awareness training forms part of our mandatory e-learning programme for all colleagues. This is in addition to our continued commitment to mandatory Raising Concerns & Whistleblowing and Equity, Diversity & Inclusion training. Employees joining the Charity complete these programmes as part of our induction programme.

The Modern Slavery e-learning content covers The Modern Slavery Act 2015 and is designed to increase awareness of modern slavery and human trafficking, helping colleagues to recognise potential indicators of exploitation, understand their responsibilities in preventing and reporting concerns, and contribute to our commitment to protecting human rights.

Since our previous statement, 89% of our colleagues have completed the training. Ongoing awareness raising campaigns are taking place, including regular communications to remind and encourage colleagues to undertake the training. Completion rates are regularly monitored and shared across our services to ensure we continue our upward trajectory of completion rates.

This training is now a permanent part of our mandatory learning offer, reflecting our continued commitment to building understanding of modern slavery risks and ensuring colleagues are equipped to recognise and respond appropriately to concerns.

What have we done in the last year related to modern slavery and trafficking

Since publishing our Modern Slavery Statement in 2025, we have:

- Updated our policies to further clarify our commitment to the Employer Pays Principle (no worker should pay for a job) and to strengthen our approach to screening recruitment agencies.
- Reviewed our supply chain and risk assessed our key suppliers.
- Introduced and promoted an internal intranet page highlighting the phone number and website for colleagues to report any modern slavery or human trafficking concerns.

We are continuously working as an organisation to learn and improve our policies, processes and procedures so that everyone working for the Charity or any of its suppliers is treated fairly and respectfully.

Our future plans

The actions we are taking this year are:

- Regular promotion of our mandatory Modern Slavery e-learning training to all employees, seeking to ensure the whole workforce is trained.
- Regular promotion of the phone number and website for employees to report any modern slavery or human trafficking related concerns.
- Continuing to review our existing policies to ensure they fully reflect the requirements regarding modern slavery and human trafficking.
- Reinforce to employees involved in procurement activity their responsibilities in line with the Charity's procurement policy.
- Reviewing how we evolve the monitoring and risk assessment our supply chains.
- Assessing the requirements for an internal reporting tool to capture concerns and incidents made by employees using the national modern slavery reporting line / website to gain insights to support continuous improvements.

This statement constitutes the Charity's statement for the financial year end 31 March 2026. It will be reviewed and updated at least annually or earlier should changes in legislation require it to be done.

The Board of Trustees of The Together Trust authorised approval of this statement on 21 August 2026.



Giles Gaddum
Chair of Trustees



Mel Dunn
Chief Executive