

Brandon

Live free

the learning disability charity

Brandon Trust Modern Slavery Statement

2025-2026

Introduction

Brandon Trust is a registered charity supporting adults, young people, and children with learning disabilities and people who are autistic. Currently, we support 1,600 people across the South of England and London, employing over 2,000 people alongside 260 volunteers in our social enterprises. The organisation operates solely within the UK.

We work to provide the best person-centred care for those we support and we continuously seek to improve standards across our organisation. This can be demonstrated by our 100% Good or Outstanding Care Quality Commission (CQC) ratings. Through our work with other providers, service commissioners and campaigning groups we impact improvement across the wider health and social care sector.

In addition to the direct care that Brandon provides in supported living, registered care and nursing homes, we also undertake many activities within and outside these settings, including children's short breaks, holiday activities, support, social and leisure activities, social enterprises, and retail.

Our Commitment

At Brandon, we are committed to preventing modern slavery and human trafficking in all our operations and supply chains. We are dedicated to acting with integrity in all our dealings and relationships. As an employer we are committed to protecting and supporting our own workforce, particularly our front-line colleagues who may be more vulnerable to exploitation. We have practices and policies in place to ensure we always operate as an ethical employer, providing fair pay, ethical recruitment, and safe working conditions; by doing so we model the standards we expect from our partners and suppliers.

As demonstrated above, we have a broad range of support activities and supply chains within the organisation. Our providers include temporary staffing agencies, suppliers of IT equipment, and those that provide goods and services, and business support.

We are committed to working with organisations, suppliers, partners, and businesses who work ethically and with integrity, and we actively seek those companies who demonstrate these qualities and share our values.

Recognition, Risk Assessment and Due Diligence

The use of our due diligence processes at Brandon is crucial to our modern slavery risk mitigation.

As a charity that supports people with learning disabilities and autistic people, we recognise that many can be particularly vulnerable to exploitation. Through our person-centred approach and by following our safeguarding procedures, as described below, we carefully consider these specific risks and provide means by which we can support and mitigate such risks.

With our ongoing suppliers and stakeholders, we continue to monitor compliance and will audit where we feel that further investigation is required. Via relationship management mechanisms we also maintain communication and personal contact with the stakeholders and key contacts in our supply chain to mitigate changes in their adherence to legislation and our shared values.

We expect our suppliers to have their own policies and procedures in relation to the Modern Slavery Act 2015, and any new suppliers must evidence this during the procurement and onboarding process with Brandon. Contracts will not be signed until we are satisfied that these policies and procedures are in place.

We are committed to using neutral vendors when using suppliers. This provides us with a mechanism for ensuring those suppliers operate with fair, open, and transparent practices that provide full visibility of contractual and candidate information that can be verified and meets our legal and ethical requirements. In addition, we conduct our own due diligence to undertake UK eligibility checks for all colleagues to safeguard against human trafficking or individuals being forced to work against their will.

Training and Awareness

Modern slavery is one of the key components of the mandatory e-learning modules that all colleagues are required to undertake, alongside other mandatory training such as safeguarding children and adults, data protection and reading and reviewing Brandon's Code of Conduct.

These training courses and modules provide an understanding of the risks and practices of modern slavery, human trafficking, and child labour that equip our colleagues and volunteers to recognise and report where they may experience or witness modern slavery taking place.

These training courses are regularly reviewed to ensure suitability, compliance, and relevance to the activities that we conduct and the legal framework within which we live and work.

Importantly, our whistleblowing and safeguarding policies and procedures provide us with robust guidance, linking in with local authority safeguarding procedures. These procedures should be followed if anyone in or outside Brandon recognise any behaviours or receive any information pertaining to modern slavery involving any of the people we support, colleagues, contractors, volunteers, or partners. Our safeguarding policies and procedures are embedded into every part of the organisation providing formal and informal means by which issues can be reported and acted upon.

Monitoring and Reporting

We take pride in continuously working on creating an inclusive, open, and supportive culture within Brandon, ensuring it is a safe space to work and interact. The training and support provided to staff and volunteers fosters an environment where each individual can feel empowered to call out, report and seek support for issues that they encounter or experience. They can do so via a variety of informal channels, dedicated reporting channels and anonymous feedback options.

To underpin these routes, we have the following organisational policies and procedures that support our commitment to adhering to the Modern Slavery Act 2015 and more generally to the wellbeing and safety of the people we support, our colleagues, volunteers, visitors, contractors, and suppliers:

- The Whistleblowing Policy and accompanying procedures which encourage colleagues to report any concerns, including those relating to modern slavery, without fear of recrimination.
- Our children and adults safeguarding policies and procedures, ensuring that timely and robust support is provided to people who may be vulnerable to exploitation.
- The Procurement Policy which sets out our expectations of our suppliers by stipulating that they also adhere to the Modern Slavery Act 2015 and can evidence this when requested.
- The Data protection Policy which provides assurance that the use of personal information is strictly protected and not used for any purposes that could assist modern slavery.
- The Disciplinary Policy and Procedure which is in place to safeguard the people we support, colleagues, volunteers, and Brandon as an organisation when inappropriate practices have occurred, and our Code of Conduct which recognises and promotes appropriate conduct that underpins and creates a safe environment for all.

Future Steps

It is integral to Brandon that we monitor and review the effectiveness of our policies and practices, both within the organisation and via our suppliers and stakeholders. To maintain this assurance, we will do the following:

- Continue to monitor and assess existing contracts with suppliers, via relationship management processes.
- Maintain due diligence processes of procurement and onboarding of new contracts.
- Undertake a thorough review of the Brandon policies regarding the Modern Slavery Act 2015 and ensure that we are fully compliant and working within our values framework.
- Ensure that all staff and volunteers are fully trained and aware of how to recognise and report modern slavery.
- Ensure that our people and resourcing systems and processes are effective at preventing, identifying, and reporting any matters in relation to modern slavery and support the people who use our services, colleagues, volunteers, and other stakeholders in this endeavour.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes The Brandon Trust's slavery and human trafficking statement for the current financial year 2025/2026 (ending March 31st, 2026)



Helen England – CEO



Mark Stupples – Chair of the Board