



Music Masters' Anti-Slavery Policy

Created: March 2025

Adopted by Board of Trustees: April 2025

For Review: March 2027

1. Introduction

This policy outlines our commitment to combating modern slavery and human trafficking within our operations and ensuring that our charitable practices uphold the highest standards of ethical conduct and are compliant with all applicable laws. The policy applies to all Music Masters staff, trustees, freelancers, suppliers, and partners.

The [Modern Slavery Act 2015](#) (MSA) brings several different measures together as part of the UK's efforts to combat modern slavery. The Act aims to create more transparency throughout organisational supply chains to uncover modern slavery abuses and human trafficking.

Modern slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims. It can take many different forms, including:

- **Forced labour:** victims are forced to work against their will, often working very long hours for little or no pay in dire conditions under verbal or physical threats of violence.
- **Debt bondage:** victims are forced to work to pay off debts that realistically they never will be able to.
- **Sexual exploitation:** victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution, escort work and pornography. Adults are coerced often under the threat of force, or another penalty.
- **Criminal exploitation:** often controlled and maltreated, victims are forced into crimes such as cannabis cultivation or pick pocketing against their will.
- **Domestic servitude:** victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very limited or no free time and minimal privacy often sleeping where they work.
- **Child trafficking:** young people (under 18) are moved internationally or domestically so they can be exploited.

- Organ harvesting: where persons are trafficked in order to sell their body parts and organs for transplants – includes eggs, kidneys and eyes.

We are a UK charity that works to improve access to inclusive, high-quality music education through direct delivery, partnerships, training, and advocacy. While our core operations carry a low risk of exposure, we recognise that risk still exists and we are determined to address it.

Our Commitment

Music Masters is committed to acting ethically and with integrity in all our work. We uphold a zero-tolerance approach to modern slavery and human trafficking in our operations and throughout our supply chain. Music Masters will continually monitor the level of risk throughout our operational chains and take action should it determine a higher risk of modern slavery exists.

Our Policy and Procedures

We want to ensure that everyone at Music Masters is able to recognise and call out modern slavery and that we do everything we can to ensure modern slavery is not occurring within our supply chains. This is done through encouraging a culture of open communication, sharing the policy and any updates, and providing the opportunity for e-learning.

Due to the nature of our work, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a restricted range of UK suppliers, and rarely overseas ones.

We have taken the following steps to counter the risk of modern slavery:

- We commit to regularly reviewing this policy and related policies.
- Created a clear Anti-Slavery and Human Trafficking policy that outlines our zero-tolerance stance towards modern slavery and human trafficking and how we address potential risks. This policy is also communicated to all employees and relevant stakeholders.
- We operate a robust recruitment process which includes appropriate immigration checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Our employees are all paid at 'living wage' or higher rates (we are a 'living wage' employer').
- Modern slavery is referred to and integrated into our safeguarding policy (on page 5 of our policy available [here](#)) which all staff and contractors are to abide by.
- We are committed to working with partners who share our values and adhere to the same ethical standards. We require our partners, contractors,

vendors, and other suppliers to comply with applicable laws and regulations, which may include the Modern Slavery Act 2015. In evaluating contractors, partners, and other suppliers Music Masters takes a zero-tolerance approach as it relates to any potential slavery or human trafficking issues.

Reporting and Accountability

We encourage employees, suppliers, and stakeholders to report any concerns related to modern slavery. Reports can be made directly to the CEO at roz@musicmasters.org.uk or the Operations & Systems Manager at cedric@musicmasters.org.uk.

All reports are investigated thoroughly, and should Music Masters identify any issue of concern in contravention of the Act, Music Masters will bring such instances to the attention of the appropriate authorities and work with such authorities to ensure the most timely and effective resolution of such issues.

We do not tolerate retaliation against anyone who reports concerns in good faith.

Review

We regularly review and update our policies, practices and educational resources to ensure they remain effective and aligned with current legislation and best practices. We are committed to continuous improvement and will take necessary steps to enhance our efforts in combating modern slavery.

Areas of continuous improvement we will address in the future:

- to update our staff on this new Policy and provide a form of training so they are confident in enforcing it
- that we will write and roll out a new procurement policy that will address modern slavery
- that we will use our new procurement policy to review all new suppliers

This policy is signed and approved by the board of trustees, and will be reviewed annually to ensure its ongoing effectiveness.

Conclusion

Music Masters is dedicated to ensuring that modern slavery has no place in our operations. We will continue to uphold our commitment to ethical practices and work diligently to protect human rights across all regions where our business is active. This statement is made pursuant to the Modern Slavery Act 2015.