

Nottingham Youth Orchestra

Modern Slavery and Human Trafficking Statement

Policy date: August 2026

Review date: August 2027

1. Our commitment

Nottingham Youth Orchestra (NYO) is committed to preventing modern slavery, human trafficking, forced labour and exploitation within our organisation and in any activities or services we commission.

We expect everyone working with or on behalf of NYO to uphold appropriate standards of integrity, dignity and respect and to comply with all applicable employment and safeguarding requirements.

2. Our organisation and workforce

NYO is a small youth music organisation. We currently have **one directly employed employee**. The majority of our wider workforce consists of freelance music tutors, musicians and administrative personnel who provide services to NYO on a self-employed basis and invoice the organisation for their work.

Our relatively small scale and the nature of our operations mean that our exposure to modern slavery risks is considered low. Nevertheless, we recognise our responsibility to remain alert to any potential risks within our workforce and supply chain.

3. Recruitment and working arrangements

NYO seeks to ensure that people engaged to work with the organisation do so voluntarily and under clear terms of engagement.

We do not tolerate forced or compulsory labour, trafficking, servitude, exploitation or the unlawful withholding of wages or personal documents.

Where relevant, individuals working with young people are subject to appropriate safeguarding checks. All NYO staff working in relevant roles have an **Enhanced DBS check**.

NYO staff will not be attending external site premises as part of the activities covered by this statement where this would create additional site-based safeguarding or labour risks.

4. Freelancers and suppliers

We recognise that, although most of our workforce is freelance, self-employed status does not remove the need to consider fair and appropriate working practices.

NYO engages freelancers and suppliers on the basis of agreed terms and expects them to operate lawfully and ethically. Where appropriate, NYO will consider modern slavery risks when appointing contractors, freelancers or suppliers.

We expect our suppliers and contractors to comply with applicable legislation relating to employment, working conditions and modern slavery.

5. Safeguarding and young people

As a youth orchestra, safeguarding is central to NYO's work. Our safeguarding arrangements, including appropriate DBS checks for relevant staff and personnel, help us maintain a safe and respectful environment for young people.

Any concern that a person working with or for NYO may be subject to exploitation, coercion or abuse would be taken seriously and addressed through the appropriate organisational, safeguarding or statutory procedures.

6. Reporting concerns

Anyone working with NYO who has concerns about possible modern slavery, forced labour, trafficking or exploitation should raise the matter with NYO management as soon as possible.

Concerns will be treated seriously and, where appropriate, referred to the relevant safeguarding or statutory authorities.

7. Review

This statement will be reviewed annually, or sooner if there are significant changes to NYO's workforce, activities or supply arrangements.

Approved by: Nottingham Youth Orchestra

Date: August 2026

Next review: August 2027