



St Mary's Catholic Primary School

Modern Slavery Statement

Statement Dated / Reviewed: May 2025
Adopted / Reviewed by Directors: May 2025
Date of Next Review: May 2026



Bishop Chadwick
Catholic Education Trust

1.0 Introduction

- 1.1 Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Trust is committed to acting ethically and with integrity and transparency. The statement is made in relation to section 54 of the Modern Slavery Act 2015 and sets out the Trust's aims and commitments to ensure that modern slavery and human trafficking are not taking place in our own operations or its supply chain.

2.0 Scope

This policy applies to all Directors, Governors and employees working on or behalf of the Trust, including agency workers, volunteers and contractors.

3.0 Policies in relation to Modern Slavery and Human Trafficking

- 3.1 The Trust has a number of policies in place to ensure that our business is conducted in an ethical manner, these include:

- Recruitment Policy
- Whistleblowing Policy
- Code of Conduct
- Finance Policy
- Complaints Policy
- Pay Policy
- Safeguarding and Child Protection Policies

- 3.2 The Trust follows a safer recruitment process in line with Keeping Children Safe in Education. As part of the recruitment process, vetting checks are undertaken including proof of right to work in the UK.

- 3.3 The Trust annually reviews the pay policy and associated pay scales in line with national minimum wage requirements.

4.0 Risk Assessment and Management

- 4.1 The Trust has formally identified and documented the major risks to which Bishop Chadwick is exposed. The risks are reviewed by the Directors, Audit Committee, Executive Team and Central Team regularly. Risk management strategies have been implemented to ensure risk management is embedded in our day-to-day procedures.

- 4.2 The Trust have procured internal auditors to undertake a programme of internal testing on systems, controls and adherence to policy and procedures. Any non-compliances are included in the internal audit reports, which are communicated to the Audit Committee, Executive Team, Central Team and business staff.

- 4.3 The Trust has engaged a procurement professional to advise on commercial activity. Further, the Trust utilises frameworks to ensure compliance from a procurement perspective.

5.0 Structure and supply chains

- 5.1 The Trust has engaged a procurement professional who advises on procurement strategy and policy and to support in complex procurement activity. The use of existing approved frameworks is encouraged for all tendering activity. This reduces the risk of partnering with businesses who do not have secured supply chains.
- 5.2 Contract management meetings are in place to monitor activity and discuss any concerns.

6.0 Due Diligence processes

- 6.1 Upon schools converting to become an academy and join the Trust a full and thorough due diligence procedure is undertaken, this includes a review of contracts and service level agreements.

7.0 Effective action to address modern slavery

- 7.1 The Trust will share this statement annually with all employees and raise awareness.
- 7.2 The Trust will review its supply chain and ensure compliance. This will include the gathering information relating to modern slavery and human trafficking from new suppliers.

8.0 Accountability

- 8.1 The Board of Directors bears ultimate responsibility for ensuring that this statement complies with our legal and ethical obligations. This responsibility extends to all parties working with or on behalf of the Trust.
- 8.2 Within our schools, the Headteachers and the Local Governors Committee are responsible for enforcing compliance with this statement concerning any parties working with or on behalf of the respective school. Similarly, at Bishop Chadwick Catholic Education Trust Head Office, the Central Team shares this responsibility in relation to the statement.
- 8.3 Each employee is individually responsible for promptly notifying their line manager should they become aware of any activities, whether within the Trust or involving external suppliers or partners, that are not compliant with this statement.

Signed



Mr D O'Mahoney
Chair of Directors



Mr T B Tapping
CEO