

Modern Slavery Statement 2018/19

“Today, as a result of a growth in our awareness, slavery, seen as a crime against humanity, has been formally abolished throughout the world. The right of each person not to be kept in a state of slavery or servitude has been recognised in international law as inviolable. Yet, even though the international community has adopted numerous agreements aimed at ending slavery in all its forms, and has launched various strategies to combat this phenomenon, millions of people today – children, women and men of all ages – are deprived of freedom and are forced to live in conditions akin to slavery.

This immense task, which calls for courage, patience and perseverance, deserves the appreciation of the whole Church and society. Yet, of itself, it is not sufficient to end the scourge of the exploitation of human persons. There is also need for a threefold commitment on the institutional level: to prevention, to victim protection and to the legal prosecution of perpetrators. Moreover, since criminal organisations employ global networks to achieve their goals, efforts to eliminate this phenomenon also demand a common and, indeed, a global effort on the part of various sectors of society.”

Message of His Holiness Pope Francis for the celebration of the World Day of Peace regarding the abolition of slavery – 1st January 2015

Our Statement

This Modern Slavery Statement ('the Statement') is made on behalf of the Board of the Kent Catholic Schools' Partnership ('the Trust') with regards to the Modern Slavery Act 2015 ('the Act') which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking in their supply chain. It summarises how the Trust operates, the policies and processes in place, risks identified and how we monitor them and train our employees.

This statement is published in accordance with section 54 of the Act and relates to the financial year August 2018 to July 2019.

1. About the Trust

The Kent Catholic Schools' Partnership is a multi-academy trust (MAT) established under the Academies Act 2010, and subject to the provisions of Company, Canon and Charitable law.

As a company limited by guarantee, the Trust's structure of governance is laid down in published Articles of Association and, through its Board, is accountable to its Members, and the Department for Education (DfE).

The Trust is currently responsible for the leadership, governance and performance of 24 primary and secondary academies in Kent. The Trust seeks to deliver outstanding spiritual, moral and learning outcomes for children and young people by collaborating as a Catholic community of academies, working together and with others, and based on excellent leadership and teaching, with Gospel values at its heart.

The Trust is fully supportive of the government's objectives to eradicate modern slavery and human trafficking and is committed to acting ethically when acquiring goods and services for

its use. Our activities take place solely in the Local Authority area of Kent and our contractors and suppliers are predominantly UK based.

2. Our Suppliers

The Trust has identified that the areas which carry the biggest risk are student uniform supply and cleaning and catering services, however this list is non-exclusive.

Respecting Human Rights and environmental issues in the supply chain is ultimately our suppliers' responsibility however, as customers, the Trust accepts that it has an active role in clearly communicating our expectations to suppliers and challenging suppliers to provide information on their supply chain.

When procuring goods, works and services in higher risk categories the Trust will ensure that suppliers are required to demonstrate their methods of corporate social responsibility during the tendering and selection process, details of which may vary according to the project.

3. Policies to resist modern slavery and human trafficking

We are confident that our policies promote good behaviour among our colleagues at work and within our Trust. Our policies and procedures are kept under review to make sure they reflect the changing needs of the Trust, changes to legislation and the needs of the employees, children & young people and the communities it serves.

The Trust has a Whistleblowing Policy which is principally aimed at our employees but is also available to our suppliers that encourages the reporting of any wrongdoing which extends to human rights violations like Modern Slavery. In addition, the Trust has the following policies which incorporate ethical standards for our staff and suppliers;

- Equal opportunities and Diversity;
- Conflicts of Interest;
- Codes of Conduct;
- Information security and data protection;
- Disciplinary dismissal and grievance procedures;
- Health and Safety;

4. Key actions to date

Over the last year, the Trust has:

- Issued written communication of our Statement to all of the Trust's employees;
- made significant progress towards the Trust becoming a Living Wage Foundation employer by September 2019, large contracts have or are in the process of including the requirement for staff to be paid Living Wage Foundation Rates;
- relaunched its Whistleblowing Policy which is available for all employees and suppliers;
- continued to seek assurances from suppliers as to their avoidance of modern slavery and human trafficking;
- continued to review existing contracts / suppliers that represent a potential risk of modern slavery and work with suppliers to ensure that they monitor their supply chains and take appropriate action.

5. Next Steps

The Trust commits to taking the following steps over the next academic year:

- Circulate this Statement to all employees and volunteers to raise awareness of the policy;

- Identify any policies which require references to the risk of modern slavery or human trafficking to be included;
- Continue to enhance the assurances sought from suppliers as to their avoidance of modern slavery and human trafficking and develop a due diligence checklist;
- Identify any existing contracts/suppliers that represent a potential risk of modern slavery and work with suppliers to ensure that they monitor their supply chains and take appropriate action
- Roll out face to face training / online presentations to relevant employees to aid awareness.

Approved by the Board on 17 October 2018

A handwritten signature in black ink, appearing to read 'Clive Webster', followed by a period.

Clive Webster, Chief Executive Officer