

## **Human Trafficking and Modern Slavery Statement 2023-2024**

This statement is made on behalf of St Cuthbert's RC Academy Trust (SCRCAT) and pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

This statement relates to actions and activities during the period April 2023 to March 2024 and is made in conjunction with the Academy Trust's (SCRCAT) policy in relation to modern slavery with the aim of preventing opportunities for modern slavery to occur within its business or supply chain and safeguarding any customers who may be at risk.

This statement and policy applies to all individuals working for or with SCRCAT in any form, including our supply chain, contractors, employees and all other business partners.

SCRCAT recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Trust is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.

This statement sets out the actions of the Trust to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

### **Structure**

SCRCAT is a Multi-Academy Trust whose principle activities are the provision of primary and secondary education in 15 academies across the North & East Yorkshire & Kingston-Upon-Hull.

### **Our approach**

SCRCAT has a zero-tolerance approach to any form of modern slavery and trafficking. We are committed to acting ethically, with integrity and transparency in all business dealings and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and deter modern slavery.

### **Our policies, documentation, and key relationships**

Our key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

In addition, we work closely with the National Joint Council (NJC) to help reduce risk by improving employee working and pay practices. Our Finance and Assets Committee has oversight of the process and practices embedded within SCRCAT to reduce Modern Slavery and in ensuring our supply chains which rely on people can

demonstrate adherence with local and national laws and regulations, including paying the minimum wage.

### **Identifying and addressing risks**

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact the organisation. The first is through matters of a Safeguarding nature which covers child sexual exploitation or human trafficking which can directly impact our students. This also potentially affects the staff of our contractors. The second is our supply chain and contractors.

### **Procurement and supply chain**

We are committed to ensuring that there is transparency in our business and our approach to tackling modern slavery is consistent with our obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners and we are evaluating and developing our procurement and contracting processes to include specific prohibitions against the use of forced, compulsory and trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

The biggest risk to the Trust of falling foul of the Modern Slavery Act is through our procurement of goods and services. Whilst we cannot 100% guarantee our suppliers adhere to the requirements of the Modern Slavery Act we will endeavour to eliminate the risks as much as possible. We will do this by ensuring that our procurement processes, supplier code of conduct and contractual terms include specific provision relating to the Modern Slavery Act.

### **Safeguarding**

Modern Slavery and trafficking are both forms of abuse and therefore our safeguarding policies and procedures should be followed. All frontline employees receive annual Safeguarding Children training which incorporates the theme of modern slavery. All Trust employees have an individual responsibility for ensuring that they are familiar with the signs and indicators and that they are aware of our Safeguarding policies and procedures so that they are able to respond appropriately. Line managers must ensure that Safeguarding training is kept up to date.

### **Training for staff**

Every member of staff, whether they are based directly in a school or not, are trained on the policy. In addition, SCRCAT has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law are able to raise these concerns in confidence without fear of disciplinary action. A specific certificate Understanding Modern Slavery is available to all employees through our National Online Safety training hub.

We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing or modern slavery which are available to all users of our estates.