Kent Catholic Schools' Partnership

Modern Slavery Statement 2021/22

"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 2021 to July 2022.

1. About the Trust

The Kent Catholic Schools' Partnership is a multi-academy trust ('the Trust') 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 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. Currently, our activities take place solely in the Local Authority area of Kent and our contractors and suppliers are predominantly UK based.

2. Organisational structure

The Trust is currently responsible for the leadership, governance and performance of 24 primary and secondary academies in Kent.

The Board of Trustees is the strategic Board with accountability for all Academies within the Trust. The Trust has over 1400 employees and 10,000 pupils.

Academies within the Trust are listed below;

More Park Catholic Primary, West Malling	St Margaret Clitherow Catholic Primary, Tonbridge
Our Lady of Hartley Catholic Primary, Gravesend	St Mary's Catholic Primary, Deal
St Anselm's Catholic Primary Secondary, Canterbury	St Mary's Catholic Primary, Whitstable
St Augustine's Catholic Primary, Tunbridge Wells	St Peter's Catholic Primary, Sittingbourne
St Edmund's Catholic Secondary, Dover	St Richard's Catholic Primary, Dover
St Edward's Catholic Primary, Sheerness	St Simon's Catholic Primary, Ashford
St Gregory's Catholic Primary, Margate	St Simon's Stock Secondary, Maidstone
St Gregory's Catholic Secondary, Tunbridge Wells	St Teresa's Catholic Primary, Ashford
St John's Catholic Primary, Gravesend	St Thomas' Catholic Primary, Sevenoaks
St Joseph's Catholic Primary, Aylesham	Stella Maris Catholic Primary, Folkestone
St Joseph's Catholic Primary, Broadstairs	The Holy Family Catholic Primary, Maidstone
St Joseph's Catholic Primary, Northfleet	Ursuline College, Westgate

3. Our Suppliers

The Trust has identified that the areas which carry the biggest risk are pupil uniform supply, 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 across 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;

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

4. Key actions to date

Over the last year, the Trust has:

- Issued written communication of our Statement to all the Trust's employees;
- Continued to be compliant with the Living Wage Foundation Rates;
- 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;
- Continued to identify policies which require references to the risk of modern slavery or human trafficking to be included.

5. Next Steps

The Trust plans to continue monitoring and reviewing existing contracts and polices along with the following;

- Roll out face to face training/online presentations to relevant employees to aid awareness
- Include as part of contract management arrangements discussion of action main contractors/suppliers take to avoid modern slavery/human trafficking.

Approved by the Board on 20 October 2021.



Mike Powis, Chair of the Trust Board