



Modern Slavery Statement

One of four Catholic Multi Academy Trusts in the Diocese of Nottingham





Modern Slavery Statement

This statement is made on behalf of the St Ralph Sherwin Catholic Multi Academy Trust (*Company Registration Number 07937154*) in pursuant to Section 54(1) of the Modern Slavery Act 2015. It constitutes the Trust's statement for the action taken in the year 1st September 2020 - August 2021.

1. Introduction

- 1.1. St Ralph Sherwin Catholic Multi Academy Trust is committed to ensuring that there is no modern slavery or human trafficking in its supply chains, services or in any part of its business.
- 1.2. This statement sets out how the Trust takes steps to understand the risks associated with modern slavery or human trafficking and actions the Trust has taken and continues to take in preventing modern slavery or human trafficking.
- 1.3. In upholding our vision as a Trust we will always act '*today rather than tomorrow*', working with integrity and the highest standards of ethical conduct in all that we do.

2. Organisational Structure

- 2.1. St Ralph Sherwin Catholic Multi Academy Trust is a multi-academy trust that was founded in 2018. The Trust is one of four Catholic multi-academy trusts that are sponsored by the Catholic Diocese of Nottingham.
- 2.2. The Trust has five secondary and 20 primary academies, spanning five local authorities: Derby City, Derbyshire, Nottingham, Stockport and Staffordshire. The Trust employs 1200 staff and educates approximately 8,000 pupils.
- 2.3. The Trust is governed by a Board of seven Directors who set the strategic direction for the Trust.
- 2.4. The Chief Executive Officer (CEO) and his Executive Team are tasked with leading and managing the business as a whole and ensuring that the Trust complies with all laws, regulations, and statutory guidance relevant to the running of the Trust, both centrally and at local academy level.

3. Due diligence and managing risk

- 3.1. As part of the Trust's work to identify and to mitigate the risk of modern slavery occurring in any part of its business, the Trust adopts due diligence through our system of internal control and Risk Management Framework.
- 3.2. The Trust's Risk Management Framework ensures that through our policies, our risk registers for functional areas led by our Executive Team, and through risk registers in each academy, we ensure strategic and operational oversight of risk and can assess and mitigate the likelihood and impact of risks occurring in our procurement of supplies and services, and in safeguarding across the Trust.



3.3. At each Trust Board and Committee meeting the Directors hold the Executive Team to account for identifying, preventing and managing risk, giving assurance to the Board on a regular basis that planned mitigations are robust and efficient.

3.4. The Risk Management Framework is designed to enable the Trust meets its objectives effectively and enable all staff to understand how risk management is embedded across to protect and support pupils, staff and assets held by the Trust, reducing the cost of risk to the Trust.

4. Procurement and Supply Chain Management

4.1. In procuring good and services the Trust operates a framework agreement to contract suppliers. The Trust supports the benefits of a framework because those suppliers are vetted and approved and for higher value goods or services have already progressed through a competitive tender process.

4.2. Any supplier that does not comply with the Modern Slavery Act 2015, the Trust procedures and policies or the Terms of Engagement set out in our contracting documents, will be removed from the Trust's list of suppliers and will terminate such contract with suppliers.

4.3. The Trust will seek to contract with suppliers within the UK, however, some suppliers and services may only be procured from global suppliers.

4.4. The Trust aims to reduce its carbon footprint overtime, including but not limited to reducing the carbon footprint within our supply chains.

5. Safer recruitment and safeguarding practice

5.1. The Trust is committed to establishing the highest quality of safeguarding practice and promoting the welfare of staff, pupils, and volunteers by ensuring full compliance with all statutory duties set out in the DfE *Keeping Children Safe in Education (KCSIE)*, and other required legislation such as that for health and safety in the workplace.

5.2. The Trust reviews the Child Protection and Safeguarding Policy annually and this is approved by the Trust Board. The Senior Director for School Improvement, also the Senior Executive Leader for Safeguarding, ensures that at local level every academy policy is also updated to reflect the local authority partnership working in protecting children from modern slavery, child sexual exploitation and human trafficking in the five local authorities where our academies are located.

5.3. All academies have a Designated Safeguarding Leader (DSL). The DSLs undertake regular update training both within the Trust and through partnership work with the local authority. Through the Trust's work to support high quality professional development, increasingly through a blended approach of face to face and virtual delivery, the DSLs and Deputy DSLs capitalise upon sharing best practice with colleagues across the Trust. Last year this was especially important in learning together during the rapid changes caused by the Covid 19 pandemic as new safeguarding practices were refined and embedded for online learning.



- 5.4. Through their quality assurance and school improvement visits, the Senior Director of School Improvement (SDSI) and Trust Leaders of Excellence in Education (TLEEs), scrutinise the impact of safeguarding work in each academy, setting our findings and areas for continual improvement.
- 5.5. The Chief Executive Officer and Executive Team are held to account by the Trust Board for safeguarding across the Trust and a nominated Trust Director holds the portfolio responsibility at Board level for safeguarding. This Director meets with Senior Executive Leader for Safeguarding to secure a good understanding of key issues in safeguarding in the Trust both internally and in relation to factors externally in the community that may impact upon staff and pupils.
- 5.6. On each Local Governing Body (LGB) there is a named safeguarding governor who will support fellow governors in reviewing how well the academy is meeting statutory duties in safeguarding pupils and supporting the welfare of staff and pupils. As a subcommittee of the Trust Board, each LGB is also required to report directly to the Trust Board about their safeguarding work undertaken at their LGB meetings and on academy visits. This ensures that the Trust Board can also hold the local governors to account for how well they scrutinise the impact of policy into practice in all matters of safeguarding and safer recruitment.
- 5.7. The Trust operates safer recruitment practices in accordance with the statutory guidance. In recruiting temporary staff through supply agencies all vetting, pre-employment checks and onboarding prior to commencing work have to be in place in the Trust, deterring those who wish to exploit persons for trafficking and modern slavery.
- 5.8. In working with supply and recruitment agencies, the Trust will seek out and use accredited and reputable agencies, all of whom have to commit to our terms of engagement and to upholding our policies and Trust processes.

6. Trust Policies

- 6.1. Through an increasingly wide range and detailed portfolio of Trust policies, devised, signed off and implemented both centrally and at academy level, the Trust embeds best practice in preventing modern slavery.
- 6.2. The policies listed below set out the work of the Trust in protecting pupils and staff from modern slavery and ensuring our supply chains are also free from modern slavery. The policies used by the Trust the time of this reporting were:
- Competitive Tendering Policy
 - Child Protection and Safeguarding Policy
 - Code of Conduct
 - Whistleblowing Policy and Procedure
 - Charging and Remissions Policy
 - Equalities Policy Statement
 - Grievance Policy
 - Supplier - Terms and Conditions



6.3. As a Trust we operate a policy framework that is refined and refreshed to enable the Trust to embed best practice and mitigate risk. Staff briefings and training sessions support the implementation and evaluation of policy. The Trust reviews training needs and examines how best to raise awareness and deepen understanding of modern slavery or human trafficking.

7. In developing our practice in the following financial year, 2021-2022 we will:

- Devise and implement an awareness raising programme to deepen the understanding of all staff, pupils and parents/carers, and volunteers across the Trust, in preventing modern slavery and human trafficking.
- Review our current policy framework and policies to ensure we continuously reduce the risk of modern slavery.

Signed by: Sean McClafferty, Chief Executive Officer and Accounting Officer for St Ralph Sherwin Catholic Multi Academy Trust

Dated: 14 October 2021

Approved by: The Trust Board of Directors

Jacqueline Rodden, Chair of the Trust Board

Dated: 14 October 2021