

**Bishop Hogarth Catholic Education Trust**

**Modern Slavery Policy Statement**

**These Principles apply across all Trust schools and services**

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**Modern Slavery Policy Statement**

**Introduction**

The Bishop Hogarth Catholic Education Trust is a Multi Academy Trust located in the Northeast of England comprising 35 schools within the Local Authority Areas of Durham, Darlington, Stockton and Hartlepool. We have 2,047employees (March 2025), and 12,304 pupils attend our schools (March 2025). The Trust has an annual turnover more than £36 million and is required to publish a Statement on Modern Slavery.

We are fully committed to tackling the growing problem of modern slavery and are looking to increase transparency in all our operations and with those we work and contract with.

Modern slavery is a serious crime that violates human rights, as stipulated in the Home Office’s statutory guidance on modern slavery in England and Wales.

Victims of modern slavery are forced, coerced, threatened and/or deceived into situations where they are subjugated, degraded and/or controlled in ways that “undermine their personal identity and sense of self”.

Staff, governors and volunteers in our schools may witness indicators of modern slavery and encounter victims during their employment or placement. It is, therefore, important that everyone working within the Trust and it partners understand what modern slavery involves and how it can present. They can then help identify victims, or individuals at risk of becoming victims, and work with first responder organisations in making referrals.

It is also important that those working in schools and our contractors understand the specific issues and vulnerabilities experienced by victims of modern slavery and are aware of the need to treat victims with dignity, compassion and respect.

**Our values**

The Trust is committed to acting ethically and with integrity and transparency in all business dealings. We are also committed to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our organisation or supply chain.

* As a multi-academy Trust, we work primarily with suppliers and contractors who are

protected under UK employment law and the working time directive.

* We have a zero-tolerance approach to modern slavery, and support the UK

Government’s objectives to eradicate modern slavery and human trafficking.

* As an equal opportunities' employer, the Trust is also committed to creating and

ensuring a non-discriminatory and respectful working environment for our employees.

* Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK

**Business and supply chains**

The Trust pursues the above values in all aspects of its operations, meaning we are committed to ensuring that business operations are completely free from modern slavery and human trafficking. We procure goods and services from a variety sources. Details of our suppliers are maintained with in our Contracts Register.

Whilst the Trust itself does not conduct business in countries where there is a documented problem with human trafficking and/or modern slavery, it remains acutely aware of the need to ensure that companies within our supply chain share our commitment to treating their employees fairly and ethically.

The Trust, going forward, will undertake the necessary due diligence when engaging with new suppliers to ensure that they are compliant with the required standard. This process will make clear to suppliers their responsibilities when it comes to Modern Slavery.

**Recruitment**

The Trust conducts all of its recruitment processes in line with its Child Protection and Safeguarding Policy, which lays out stringent processes for recruiting staff, and thoroughly checking that they are legally entitled to work in the UK.

**Policies and procedures**

The Trust has implemented aSafeguarding and Child Protection Policy which references modern slavery and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Our policies are regularly monitored, are officially reviewed at least every 3 years, and are updated in response to any changes to government regulations or guidelines.

**Risk assessment and due diligence**

The Trust will identify specific supply chains and recruitment channels in which there is a heightened risk of modern slavery, will assess potential risk areas within these and implement mitigating. These risk assessments will be kept under continual review.

The Trust seeks the highest standards of compliance, ethics and integrity in all areas of the organisation and is committed to ensuring due diligence is always conducted with regard to ensuring modern slavery holds no place in its operations. The Trust ensures that our partners and those contracted to deliver services for us understand and share our values and high standards.

We expect all suppliers working with the Trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations, and we routinely seek assurances from them to this effect.

**Training**

All staff members, local governors and trustees receive training on modern slavery as part of their annual safeguarding training.

**Goals and key performance indicators**

The Trust is committed to continually reviewing and improving its practices to ensure modern slavery is in no way a part of its operations.

The Trust will work with suppliers to identify appropriate KPI’s to monitor and manage performance regarding any risks associated with modern slavery identified within a contract.

**Standards for Modern Slavery**

The Trust and it contractors will adhere and comply to the statutory Guidance issued by the Home Office [Transparency\_in\_supply\_chains\_a\_practical\_guide.pdf](https://assets.publishing.service.gov.uk/media/67dd67b4c6194abe97358c26/Transparency_in_supply_chains_a_practical_guide.pdf). The statutory guidance indicates what the UK government believes a good modern slavery statement should contain.

**Monitoring & Review**

This statement will be reviewed annually.

**Declaration**

This statement has been approved in full by the Board of Directors, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.

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