

# Pope Francis Multi Academy Trust

## ANTI-SLAVERY POLICY

<b>Presented &amp; Approved by Trust Board</b>	<b>Thursday 25<sup>th</sup> March 2021</b>
<b>Signed by Chair of Trust Board</b>	
<b>Name of Chair of Trust Board</b>	<b>Fr Michael Fitzsimons</b>
<b>Date</b>	<b>Thursday 25<sup>th</sup> March 2021</b>
<b>Version</b>	<b>1</b>
<b>Date of Review</b>	<b>March 2023</b>

## **Introduction**

The Pope Francis Academy Trust (hereafter referred to as “the Trust”) is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This policy sets out the steps the Trust is taking, to understand potential modern slavery risks within its business, and to ensure that there is no slavery or human trafficking taking place in its business and its supply chains.

## **Organisational structure and supply chains**

The Trust has responsibility for a group of Catholic schools within the Archdiocese of Liverpool.

It was formed in April 2021.

As the Trust is a charity, procurement of quality goods and services is an important part of ensuring charitable funds are carefully and correctly spent.

Supply chains utilised by the Trust currently include education, catering, caretaking cleaning, furniture and equipment, ICT hardware and maintenance.

The Trust will always consider which of its supply chains could be at a high risk of slavery or human trafficking.

Regard is given to supply chains which are high risk and which originate outside the UK. It identifies potentially high risk supply chains for schools such as catering, cleaning, furniture and uniform manufacture.

## **Due diligence**

As part of the Trust’s initiative to identify and mitigate the risk of slavery and human trafficking in supply chains, the Trust will carry out stringent due diligence on new suppliers.

This includes:

- Obtaining general information on supplier companies and understanding their corporate structure.
- Assessing supplier financial stability by reviewing recent and previous company accounts.
- Ensuring suppliers are able to provide adequate assurances of their own commitment to preventing modern slavery and human trafficking.
- Ensuring suppliers are able to provide relevant health and safety checks.
- Ensuring suppliers on framework contracts are quality assurance compliant particularly in relation to working conditions and people.
- Obtaining details of supplier policies for the purchase of consumables.

## **Future steps and Key Performance Indicators**

The Trust is committed to improving its practices to ensure that its business and supply chains

are free from slavery and human trafficking.

The Trust will use appropriate key performance indicators to do this through:

- Enhanced due diligence, specific to slavery and human trafficking.
- Enhanced due diligence on existing suppliers, rather than on new suppliers only.
- Proactive engagement with high risk suppliers to obtain more detail on the entire supply chain.
- Staff training to raise awareness of slavery and human trafficking, especially from a procurement and employment perspective.
- Increased use of ethical suppliers.
- Maximised use of living wage pay rates across large contracts with a high proportion of staff costs.

### **Board approval**

The Trust makes this statement pursuant to section 54(1) of the Modern Slavery Act 2015.