



# The Diocese of Westminster Academy Trust

'A Multi Academy Trust supporting schools in delivering their Mission to provide outstanding Catholic Education for their pupils'

## MODERN SLAVERY ACT 2015: SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that The Diocese of Westminster Academy Trust (the "Trust") has taken and is continuing to take to ensure that modern slavery of human trafficking is not taking place within our organisation or supply chain.

### ORGANISATION'S STRUCTURE

The Trust is an exempt educational charity and a company limited by guarantee.

The Board of Trustees is the strategic board with accountability for all Academies within the Trust.

Our Trust is responsible for eleven Academies

| Phase                | School/academy name                         | School/academy address                            | Forms of Entry |
|----------------------|---|---|----------------|
| Secondary-Split site | The Douay Martyrs Catholic Secondary School | Edinburgh Drive, Ickenham, Middlesex, UB10 8QY    | 8              |
| Secondary            | St Mark's Catholic School                   | 106 Bath Road, Hounslow, Middx, TW3 3EJ           | 6              |
| Secondary            | Nicholas Breakspear Catholic School         | Colney Heath Lane, St. Albans, Herts, AL4 0TT     | 6              |
| Secondary            | John Henry Newman Catholic School           | Hitchin Road, Stevenage, Herts, SG1 4AE           | 8              |
| Secondary            | St. Michael's Catholic High School          | High Elms Lane, Garston, Watford, Herts, WD25 0SS | 6              |
| Secondary            | Covent of Jesus and Mary Language College   | Crownhill Road, Willesden, London, NW10 4EP       | 6              |
| Primary              | St John's Catholic Primary School           | Providence Way, Baldock, Herts SG7 6TT            | 1              |



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|         |  |  |   |
|---------|--|--|---|
| Primary | Our Lady Catholic Primary School               | Old Hale Way, Hitchin, SG5 1XT                     | 1 |
| Primary | St Thomas More R.C Primary School              | Highfield, Letchworth Garden City, Herts, SG6 3QB. | 1 |
| Primary | St Catherines of Siena Catholic Primary School | Horseshoe Lane, Garston, Watford, WD25 7HP         | 1 |
| Primary | St Marys Catholic Primary School               | Melbourn Road, Royston, Herts SG8 7DB              | 1 |

We have over 811 employees in our organisation.

## OUR SUPPLY CHAINS

Our supply chains include:

- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers
- Estate Management maintenance and services
- ICT equipment
- Catering services and supplies
- Cleaning services and supplies
- Peripatetic Music services

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

(Appendix One Modern Slavery Policy)

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have identified the principal areas which carry material risks. The Trust ensures 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. Suppliers to the Trust are required to fully comply with the Modern Slavery Act 2015 and are confirming that they do so by accepting the Trust's Terms and Conditions. The Trust reserves the right to exclude any bidder who has been convicted of an offence under the Modern Slavery Act 2015.



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We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistle blowers.

## SUPPLIER ADHERENCE TO OUR VALUES

To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- Requesting information from bidders about their Modern Slavery Statement and other ethical and environmental measures taken to ensure supply chains are legally compliant and slavery free; and
- Where appropriate, seek to impose that in new contracts that the Trust enters into provisions for termination in the event of a modern slavery or human trafficking compliance breach by the supplier
- Working with Churchmarketplace to ensure all of our tenders and OEJU contracts meet the requirements of the Modern Slavery Act 2015.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our organisation, we provide training to our staff.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31.8.17.

Chair of the Strategic Board :

Chair of the Local Governing Board :

School Name: Nicholas Breakspear Catholic School

Date: 16<sup>th</sup> January 2018



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