Bishop Wilkinson
Catholic Education Trust
Through Christ, in Partnership

Modern Slavery Statement

Date Approved by Trust	**April 2025**
Statutory	**Yes**
Required on Website	**Yes**
Review Period	**Annual**
Next Review Date	**April 2026**
Reviewed by	**Director of Governance**
Included on Government Modern Slavery Statement Registry	**TBC**

Introduction

This statement is made in relation to section 54 of the Modern Slavery Act 2015 (Act). Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Bishop Wilkinson Catholic Education Trust (BWCET) has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our Trust is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

To whom this statement applies (Scope)

This statement applies to all persons working for the Trust or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

It does not form part of any employee's contract of employment and the Trust may amend it at any time.

Our Vision

Through Christ in partnership enabling all to flourish.

We nurture each person through loving relationships and rich daily experiences centred on the teachings of Christ.

We believe that humanity is a gift that we receive through others and that our relationships unlock the unique potential in each person. As such, we affirm the dignity of each individual and our values underpin everything we do across every school, with and for each student and member of staff.

Through Christ, in partnership and with service and witness at the core of all we do, our schools will be centres of excellence. We will educate the whole person so that everyone fulfils their academic potential, aspires highly and is optimistically

ambitious. We will unlock ability and talents so that all can flourish and make a valued contribution to the world.

Our Values

- **Develop spirituality -** We believe that a knowledge of and a personal relationship with Christ brings meaning and direction to life.

- **Act with justice, respect and dignity -** We believe that every member of our diverse community is created in God's image and therefore we act with respect and show dignity, ensuring that all are treated with fairness, justice and equity. We work fervently to dispel inequality and pay special attention to those most in need.

- **Foster a sense of vocation -** We believe that all members of our Trust should be supported to recognise their own purpose and to develop a sense of how they are called to contribute to society.

- **Promote educational excellence -** We believe that each person should be equipped to excel through the highest quality learning opportunities and richest wider-school experiences.

- **Form high aspirations -** We believe that every member of our Trust community should have the highest expectations of themselves and others and should be equipped with the knowledge and skills to achieve greatly.

- **Celebrate community -** We believe that our schools promote truth, honesty, reconciliation, resilience and integrity in their own context, but together create strength, optimism and excellence across the Trust.

- **Support exceptional leadership -** We believe that the best leadership in Catholic Schools raises the work of the staff and the attainment of young people to levels that exceed expectations through relentless focus, effective management skills, profound empathy, sustained energy and robust optimism, underpinned by wide professional knowledge founded on innovative research.

Responsibility

The Board of Directors has overall responsibility for ensuring this statement complies with the Trust legal and ethical obligations, and that all those under our control comply with it.

The CEO through the Executive Team has primary responsibility for implementation, monitoring its impact and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery and human trafficking.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply and are given adequate and regular training on it and the issue of modern slavery and human trafficking.

- All BWCET employees must ensure that they have read, understood and comply with this statement. The prevention, detection and reporting of modern slavery in any aspect of the Trust's business or supply chains is the responsibility of all those working for the Trust.

- All BWCET employees are required to avoid any activity that might lead to, or suggest, a breach of this statement.

- All BWCET employees must notify their line manager as soon as possible if they believe or suspect that a conflict with this statement has occurred, or may occur, in the future.

Breaches of the Statement

All are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If anyone believes or suspects a breach of this policy has occurred or that it may occur they must notify their line manager or the COO (lly@bwcet.com) or report it in accordance with our Whistleblowing Policy as soon as possible.

Queries regarding whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery should be directed to line managers or the COO (lly@bwcet.com).

We aim to encourage openness and will support anyone who raises genuine concerns in good faith. Employees in breach of this statement may face disciplinary action. BWCET may terminate its relationship with other individuals and organisations working on behalf of the Trust if they breach this policy.

Risk Assessment and Management

BWCET has a strong culture of risk management, and our policy and standard operating procedures reflect DfE good practice. The identification of risk, and the assessment of levels, takes place across the Trust in an integrated and systematic way as part of day to day and planned practice. The Trust risk register is used to highlight key risks and for identifying future internal audits to be included in our audit programme.

Procurement, Supply Chain Management and Due Diligence

BWCET is committed to ensuring that our direct suppliers adhere to the highest standards of ethics and use reasonable endeavours to encourage their suppliers to meet the requirements of the Modern Slavery Act.

Our Trusts range of supply chains includes (but is not limited to)

- Facilities/estate management maintenance and services
- Education equipment, textbooks, and resources suppliers

- Food and drink suppliers
- ICT equipment and services
- Teaching supply/agency staff
- Uniform suppliers
- Catering services and supplies
- Peripatetic music services
- Wrap around/sports services

Our Trust purchases goods, services, and works in accordance with the Academies Trust Handbook.

Our Trust makes use of a range of Public Contracts Regulations (PCR) 2015 compliant frameworks, most notably those developed and supported by its procurement partner, Value Match. Frameworks include those endorsed by Department for Education, which ensures compliance with current legislation and procurement best practice.

We actively monitor our suppliers on an ongoing basis to ensure compliance with the Modern Slavery Act and ethical standards. This includes requesting regular re-certifications from suppliers, where applicable, and conducting spot checks or audits to verify compliance.

Key Performance Indicators

KPI's are reported back on through our Bishop Wilkinson Commercial Services Board (BWCS), twice termly. An action plan sits behind KPI's to ensure any actions required are planned and implemented.

Training and Development

BWCET uses INSET days for Trust wide updates. Individual development is identified through appraisal.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide safeguarding training to our employees which included child sexual exploitation.

Awareness is also raised with pupils through areas of the curriculum including History / PSHE / Citizenship.

Other Reference Documents

This statement should be read in conjunction with the following Trust policies and documents:

- Child Protection and Safeguarding Policy
- Recruitment and Selection Policy
- Trust Finance Handbook
- Procurement Policy
- Complaints Policy
- Whistleblowing Policy

- Risk Management Processes
- Single Central Record (SCR)
- Employee Code of Conduct

Monitoring and Review

The Trust Board of Directors are responsible for ongoing monitoring and will ensure at last annual review, or sooner in line with legislative changes.

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