



Plymouth CAST

Multi Academy Trust, Diocese of Plymouth

Modern Slavery Statement **April 2023**

Guidance on the application of this statement can be obtained from Plymouth CAST HR

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Document Control

Changes History

Version	Date	Amended by	Recipients	Purpose
1.0	March 2019	Karen Cook – CFOO	All Plymouth CAST Staff	Required by Home Office
1.1	April 2021	Karen Cook – CFOO	All Plymouth CAST Staff	Required by Home Office
1.2	April 2022	Rose Colpus-Fricker	All Plymouth CAST Staff	Required by Home Office
1.3	April 2023	Rose Colpus-Fricker	All Plymouth CAST Staff	Required by Home Office

Approvals

This policy requires the following approvals:

Board	SEL	CEO	Date Approved	Version	Date for Review
√			29/03/2019	1.0	March 2020
√	√		26/03/2021	1.1	March 2022
			24/03/2022	1.2	March 2023
√	√		31/03/2023	1.3	March 2023
√	√				March 2024

National/Local Policy

- This policy must be localised by Academies.
- This policy must not be changed, it is a CAST Policy

Position with the Unions

Does the policy require consultation with the National Unions under our recognition agreement?

- Yes No

If yes, the policy status is:

- Consulted and Approved Consulted and Not Approved Awaiting Consultation

Distribution

This document has been distributed to:

Position	Date	Version
All CAST Central employees, CAST Headteachers, CAST Directors, JCC	1 April 2019	1.0
All CAST Central employees, CAST Headteachers, CAST Directors	1 April 2021	1.1
All CAST Central employees, CAST Headteachers, CAST Directors	1 April 2022	1.2
All CAST Central employees, CAST Headteachers, CAST Directors	1 April 2023	1.3



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1. Introduction

In accordance with Section 54 of the Modern Slavery Act 2015, Plymouth CAST is required to prepare an anti-slavery and anti-trafficking statement for each financial year, setting out the steps it has taken to ensure that modern slavery is not taking place in its business or supply chains.

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015. Plymouth CAST is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains.

It expects the same high standards from all of its staff, suppliers, contractors, and those with whom it does business. This policy applies to all employees, workers, consultants, and other persons doing business with the Trust.

2. Structure and activities

Plymouth CAST is a multi-academy trust of 34 Catholic schools and a nursery, which is part of the mission of the Catholic Church dedicated to human flourishing and the building of a kingdom of peace, truth, and justice. The Trust is to be conducted in all aspects in accordance with canon law and the teachings of the Roman Catholic Church and at all times to serve as a witness to the Catholic faith in Our Lord Jesus Christ.

Our vision and values are derived from our identity as a Catholic Trust. Central to our vision is the dignity of the human person, especially the most vulnerable. Our academies are dedicated to providing an education and formation where all our pupils and young people flourish in a safe, nurturing, enriching environment. All staff in our academies are expected to be familiar with the vision, mission, values, and principles of the Trust and not in any way to undermine them. They should support and promote the vision and conduct themselves at all times in school and on school business according to the vision and principles of the Trust.

3. Our commitment

Plymouth CAST acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although Plymouth CAST as an education institution consider the risks of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for Plymouth CAST or under its control.

- Appropriate due diligence processes must be carried out in relation to modern slavery which may include considering human rights in a sector, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of supply chain(s)

- Staff working in Procurement Services are aware of the importance of these provisions.

- Plymouth CAST encourages anyone to raise any concerns about modern slavery, using its [whistleblowing policy](#) if necessary, and will support anyone who acts in good faith.

- Plymouth CAST's policies and procedures support its efforts to combat modern slavery and human trafficking.

- Plymouth CAST will continue to develop its commitment to combat modern slavery through the development and implementation of its policies and processes.

4. Risk in supply chains

We buy a wide range of goods and services, in accordance with public procurement arrangements and our ethical sourcing principles and practices. These include (but are not restricted to):

- Maintenance services
- Stationery and furniture
- Electronics & IT support
- Food and catering
- Agency and Temp workers
- Reading materials and printing
- Finance/Payroll services
- Transport
- Cleaning contractors
- Waste and recycling

Our commitment starts from protecting and respecting human rights and taking action to prevent slavery and human trafficking in all its forms.

We will act ethically and with integrity in all our relationships and use all reasonable endeavours to take action directly and within our sphere of influence to ensure slavery and human trafficking is not taking place. We are committed to teaching on modern slavery and recognise that there are risks linked to supply chains related to the goods and services that we procure, and that modern slavery is usually hidden.

5. Links with our policies and practices

Our Human Resource policies set out workplace rights at Plymouth CAST. We are rigorous in checking that all new recruits have the right to work in the UK. Where it is necessary to hire agency workers or contractors, our staff are directed to specified, reliable agencies that have been vetted through rigorous procurement procedures and met the imposed selection criteria regarding their business and employment policies and practices.

Our Vision and Values and Staff Code of Conduct promote an enabling and inclusive environment in which all members of Plymouth CAST are treated with dignity and respect, and bullying, harassment and discrimination are known to be unacceptable.

We are committed to fair, progressive, and ethical working practices. Plymouth CAST adheres to The Public Interest Disclosure Act 1998 and implements its own Whistleblowing Policy regarding concerns about potential corruption, fraud, or other unlawful practices. If any modern slavery cases were to be suspected, any alleged violation of human rights would be fully investigated, and appropriate disciplinary action would be taken against any member of staff found to have acted unethically and in breach of Plymouth CAST's commitment to human rights.

This Statement links with our policies and guidance on:

- CAST Child Protection & Safeguarding
- CAST Safer Recruitment
- CAST Equal Opportunities Policy
- CAST Staff Code of Conduct
- CAST Finance Policy and Regulatory Framework
- CAST Whistleblowing Policy
- CAST Fixed Term & Agency Worker Guidance (*In draft at time of publishing*)
- Home Office Guidance issued under Sec 54(9) – Transparency in Supply Chains

Any breaches of these policies may result in Plymouth CAST taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.