



Modern Slavery Statement

It is the responsibility of all Cathedral Schools Trust employees, governors and volunteers to familiarise themselves with the contents of all Trust policies and any amendments hereafter.

Cathedral Schools Trust

December 2024

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Introduction

Cathedral Schools Trust is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. This statement outlines our efforts to identify, prevent, and mitigate the risks of modern slavery within our organisation and our supply chains.

Our structure and supply chains

Cathedral Schools Trust is a multi-academy trust based in Bristol and North Somerset. The list of our schools can be found on the CST website.

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

Our approach

We work to the highest professional standards and comply with all laws, regulations, and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

We undertake the following due diligence processes to identify and mitigate risks of modern slavery:

- Engaging with suppliers to ensure they understand and comply with our ethical standards.
- Reviewing and updating our procurement processes to incorporate modern slavery considerations.

Our policies

The following policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

- Safeguarding and Child Protection Policy
- Whistleblowing Policy
- Code of Conduct
- Complaints Policy
- Finance Handbook
- Single Central Record (SCR), Personnel Files and Safer Recruitment Policy

CST's Risk and Audit Committee has oversight of this policy and the process and practices to reduce Modern Slavery in coordination with the HR Committee as required.

Safeguarding

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding in everything we do. All schools have Designated Safeguarding Leads and our schools work proactively with the local authorities, the local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. They meet regularly as a group of DSLs to share good practice.

Statutory safeguarding practices and impact on keeping children safe are formally reviewed in each school every year by the Trust. The report and findings are shared with school leadership teams, governors and Trustees.

Our Safeguarding and Child Protection Policy is reviewed annually by the trust's Safeguarding Lead and the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education.

Training and awareness

We provide training to our staff to raise awareness of modern slavery and human trafficking. This includes annual safeguarding training which includes early identification of those at risk of exploitation and training to help staff know what to do if they become aware of any potential risks. CST also has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law to raise these concerns in confidence without fear of disciplinary action. We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing or modern slavery which are available to all users of our estates.

Review and reporting

Cathedral Schools Trust is committed to continuous improvement in our approach to tackling modern slavery. We will regularly review and update this statement to ensure its effectiveness. To date, no referrals have been made in relation to modern slavery.

Approvals

Version	Date	Approved by
1	12th December 2024	CST Trustees
2		
Date for next review of this policy	December 2025	