

Modern Slavery Statement



MODERN SLAVERY STATEMENT

Presented and Approved by OLOG Board of Trustees	09/12/2020
Signature of Chair of Board of Trustees:	
Name of Chair of Board	Mick Coleman
Date	09/12/2020
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Modern Slavery Statement

Anti-Slavery Statement Introduction

Our Lady of Grace Catholic 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 statement sets out the steps the Trust is taking, during the year 1 January 2021 to 31 December 2021, 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

Our Lady of Grace Catholic Academy Trust is currently a group of primary Catholic schools across the Deanery of Newham which includes:

St Antony’s Catholic Primary School (Forest Gate)
St Edward’s Catholic Primary School (Upton Park)
St Francis’ Catholic Primary School (Stratford)
St Helen’s Catholic Primary School (Canning Town)
St Joachim’s Catholic Primary School (Custom House)

It was formed in April 2015 and currently educates over 2,000 pupils and employs over 280 staff. As the Trust is a charity, procurement of quality goods and services has always been 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 has considered which of its supply chains could be at a high risk of slavery or human trafficking. Regard was given to supply chains which are high risk, originate outside the UK, and identifies high risk supply chains for schools as catering, cleaning and uniform.

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 has started to 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.

Relevant policies

In 2021, the Trust intends to publish an internal Anti-Slavery policy, which demonstrates its commitment to act ethically and with integrity in business relationships. The policy also demonstrates that the Trust is committed to having effective systems in place to ensure slavery and human trafficking are not taking place within its business and its supply chains. The Trust’s Anti-Slavery policy will make reference to other relevant and longstanding Trust policies, such as its Whistle-blowing policy, Procurement policy and Pay policy. In turn, these policies are carefully monitored and reviewed on a regular basis. The Trust is confident that, together, these policies will effectively mitigate the risk of slavery and human trafficking taking place within its business or supply chains, and provide support to staff should they have any concerns. The Trust’s Anti-Slavery policy will be reviewed every two years (or

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more frequently if changes in legislation occur) and supplemented with details of additional steps that can be taken by staff to ensure there is no slavery or human trafficking in the Trust's business or supply chains.

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. Some of the additional steps that the Trust will make progress towards implementing in future are:

Assessing and commenting on the Trust's effectiveness in ensuring that slavery and human trafficking are not taking place in its business or supply chains. The Trust would use appropriate key performance indicators to do this.

- 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 London Living Wage pay rates across large contracts with a high proportion of staff costs.
- Ensuring that the Trust's Anti-Slavery Statements from previous years are available on its website to allow the public to compare to allow the public to compare the Trust's statements between years and monitor the Trust's progress over time.

Board approval

The Trust makes this statement pursuant to section 54(1) of the Modern Slavery Act 2015, for its financial year ending 2021.