




MODERN SLAVERY STATEMENT AND POLICY

Presented and Approved by OLOG Board of Trustees	29/03/2023
Signature of Chair of Board of Trustees:	
Name of Chair of Board	Mick Coleman
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# Modern Slavery Statement

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## 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 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.

## Aims

- To ensure the Trust fulfils its statutory responsibilities under the Modern Slavery Act 2015;
- To demonstrate the Trust’s commitment to combatting modern slavery and human trafficking;
- To outline the procedures the Trust intends to put in place to ensure its current and prospective suppliers are not engaged in any practices associated with modern slavery and/or human trafficking;
- To support the mission, vision and values of the Trust.

## 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)  
St Winefride’s Catholic Primary School (Manor Park)

It was formed in April 2015 and currently educates over 2,000 pupils and employs over 300 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.

## Our Commitment

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our organisation and, in so far as is possible, we require our suppliers to demonstrate a similar level of commitment. We resolve to:

- Comply with legislation and regulatory requirements;
- Make suppliers and service providers aware that we adhere to the requirements set out in the Modern Slavery Act 2015;
- Consider modern slavery factors when making procurement decisions; and
- Develop an increased awareness of modern slavery issues.

# Modern Slavery Statement

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## POLICY

### Ethical Sourcing Practices

As part of the Trust's initiative to identify and mitigate the risk of slavery and human trafficking in supply chains, the Trust will carry out stringent due diligence on new suppliers. When sourcing suppliers for our contracts we will seek to work with suppliers who (throughout their supply chain):

- afford their employees the freedom to choose to work for them. Employees should be free to leave the supplier after reasonable notice is served.
- establish recognised employment relationships with their employees that are in accordance with their national law and good practice. Suppliers should not seek to avoid providing employees with their legal or contractual rights
- can demonstrate a commitment to equality of opportunity for individuals and groups enabling them to live their lives free from discrimination and oppression
- impose working hours on their staff which are compliant with national laws or industry standards
- under no circumstances abuse or intimidate, in any fashion, employees and have appropriate disciplinary, grievance and appeal procedures in place
- work within the laws of their country
- take appropriate measures to ensure the health and safety of their workforce and the wider public.
- support our view that the long-term elimination of child labour is ultimately in the best interests of children, and have taken measures to ensure that child labour is not utilised in their operations
- do not support, encourage or facilitate the trade in drugs, arms, slavery or prostitution
- support their employees by paying the real living wage
- offer wages and benefits that at least meet relevant industry benchmarks or national legal standards, and
- do not commit or contribute to any gross abuses of human rights.

In addition, we will:

- encourage ethical sourcing practices among our suppliers
- ensure that ethical sourcing practices are a priority when engaging new suppliers
- refuse to award any contract to suppliers who fail to demonstrate their commitment to ensuring that modern slavery and human trafficking are not taking place within their own 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. Additional steps that the Trust take to implementing in future are:

- 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.
- Throughout the next twelve months we will continue to raise staff awareness of the Modern Slavery Act 2015. Our schools will continue to deliver training for staff on Child Sexual Exploitation (CSE).
- Increased use of ethical suppliers.
- Maximised use of London Living Wage pay rates across large contracts with a high proportion of staff costs.

The Trust makes this statement pursuant to section 54(1) of the Modern Slavery Act 2015, for its financial year ending 31<sup>st</sup> August 2023.