DND Learning Trust

Durham and Newcastle Diocesan Learning Trust (DNDLT)
Company Number 10847279

Modern Slavery Statement

Every child matters and no child is ever left behind..."

"Let the little children come to me, and do not stop them;
for it is to such as these that the kingdom of God belongs."
Luke 18:15-17

Statement Reviewed and Adopted by Board of Directors: 10 December 2025
Version:2
Date of Next Review: Bi-annual

Vision Statement

"Every child matters and no child is ever left behind"

Let the children come to me, and do not stop them; for it is to such as these that the kingdom of God belongs.

Luke +

At the DNDLT we believe everyone in our Trust is a child of God, adults and children alike. Every individual and every school matters, all are valued and celebrated, and no one should be left behind.

As a Diocesan Trust of the Dioceses of Newcastle and Durham we are here to serve children, and schools of all faiths and none. We welcome both Church of England and Community Schools to join us to serve our communities in the North East of England as part of our Trust family whilst remaining unique and distinct within their local context.

The Durham and Newcastle Diocesan Learning Trust is a place where we strive for the best outcomes for our children and staff. We work hard to achieve equity and flourishing for everyone. We want our staff and children to feel valued and celebrated given the opportunity to innovate and reach their full potential. We want our schools to be at the heart of their communities serving them in the way they know best, knowing they will be supported, encouraged and affirmed by a dedicated and specialist team.

Modern Slavery Statement

Organisation and structure

Durham and Newcastle Diocesan Learning Trust (DNDLT) is a Multi-Academy Trust with currently around 500 employees, and 3800 pupils. We have over 20 primary schools within the Trust and work across 8 Local Authority Areas in the North East of England. Our trust does not meet the financial criteria that requires us to publish a modern slavery statement; however, we are passionate about tackling this growing problem and are looking to increase transparency in our operations.

Our trust strongly values:

- The ethical treatment of all individuals.
- The safeguarding of children, young people and vulnerable adults.
- The responsible, accountable and compliant spending of public and charitable funds.

This statement applies to all academies in the DNDLT.

Business and supply chains

The DNDLT pursues the above values in all aspects of its operations, meaning we are committed to the aim that business operations are free from modern slavery and human trafficking. Our suppliers are UK based and key supply areas include catering, cleaning, agency staff, educational resources and maintenance.

Recruitment

The trust conducts all its recruitment processes in line with its Child Protection and Safeguarding Policy and Staff Handbook, which lay out stringent processes for recruiting staff, and thoroughly checking that they are legally entitled to work in the UK.

Policies and procedures

The trust has implemented a Child Protection and Safeguarding Policy which references modern slavery and maintains due regard for the Modern Slavery Act 2015 in all policies, procedures and regulations relating to its financial management and procurement. Our policies are regularly monitored, are officially reviewed at least annually, and are updated in response to any changes to government regulations or guidelines.

Risk assessment and training

The trust has identified two main risk areas where modern slavery could impact the Trust. These are through safeguarding matters such as child sexual exploitation or human trafficking which could affect pupils and also potentially the employees of suppliers. The other main risk is through the supply chain and those we enter into contracts with, we do not consider the majority of our suppliers are high risk due to the nature of the work we undertake but recognise that we must always be aware of the potential for risk in this area.

Staff who are responsible for procurement, financial management, recruitment and HR receive training on modern slavery.

Safeguarding

In relation to safeguarding risks, we take safeguarding incredibly seriously and each school works proactively with our safeguarding advisors and the Trust (including the CEO and designated director for safeguarding) to ensure good safeguarding practice across the Trust. The Child Protection policy is reviewed annually and all schools have access to safeguarding advice, undertake regular training (including in relation to human trafficking and modern slavery) and receive support via Clennell Education Solutions as well as undertaking a safeguarding audit. The Trust Board also undertake safeguarding training and regularly review the Child Protection Policy including in respect of modern slavery.

Supply Chain

In relation to risks through the supply chain we comply with the Academy Trust Handbook and have a Finance Policy which sets out clear procurement processes and we require suppliers to comply with all laws and regulations. These processes are subject to external audit and have also been audited via our internal assurance programme. We encourage the use of

recognised procurement frameworks and also use procurement specialists for many of our contracts ensuring modern slavery risk has been considered when tenders are prepared.

Due Diligence

The trust seeks the highest standards of compliance, ethics and integrity in all areas of the organisation and is committed to ensuring due diligence is always conducted with regard to ensuring modern slavery holds no place in its operations.

We have a whistle blowing policy which is part of our Staff Handbook and also separately published on our website to ensure there is a clear process for concerns to be raised.

In order ensure high standards are continually met, we also seek to maintain the following due diligence practices:

- Obtaining evidence that suppliers pay their staff at least the correct minimum wage.
- Obtaining a copy of suppliers' anti-slavery policies or statements where applicable.
- Ensuring suppliers can provide relevant health and safety checks.

We expect all suppliers working with the trust to ensure they are compliant with the Modern Slavery Act 2015 in their operations.

Declaration

This statement has been approved in full by the Trust Board, pursuant to the fulfilment of its obligations under section 54(1) of the Modern Slavery Act 2015.

Signed  (CEO)

Dated 10th December 2025