



**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: 17 May 2023

Version:1

Date of Next Review: Annual

Last updated: 9th May 2023

Vision Statement:

At the heart of our vision is our commitment to ensure all of our schools are places where children and young people develop and thrive academically, socially, culturally and spiritually. The drive for excellence and effectiveness in our schools is paramount, but not merely because the Government says so. The enabling of every child to flourish in their potential as a child of God is a sign and expression of the Kingdom and is at the heart of the Trust's distinctive mission. This vision statement will be taken into account in all of our policies and their implementation.

Modern Slavery Statement

Organisation and structure

Durham and Newcastle Diocesan Learning Trust (DNDLT) is a Multi-Academy Trust with currently around 480 employees, and 3400 pupils. We have 15 primary schools within the Trust and work across 6 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, due diligence 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.

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 via Durham County Council 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

A handwritten signature in black ink, appearing to be 'P. V. H. H. H.' with a stylized flourish at the end.

(CEO)

Dated 17th May 2023