

St John Henry Newman Catholic Primary School



Modern Slavery Policy

Approved: December 2025

Next Review Date: December 2027

1. INTRODUCTION

St John Henry Newman Catholic Primary School (“the School”) is firmly committed to promoting the dignity, freedom, and wellbeing of every person. Grounded in our Catholic mission and the teachings of the Church, we seek to act justly, uphold human rights, and ensure that all aspects of our work reflect our belief in the inherent worth of every individual.

Modern slavery, which includes slavery, servitude, human trafficking, and forced labour, is a crime and a grave violation of human rights. The School takes seriously its responsibility to ensure that these practices have no place within our organisation or our wider supply chains.

This Policy sets out the steps we take to understand the potential risks of modern slavery in our organisational activities and procurement processes, and outlines the actions we adopt to prevent, mitigate, and address any such risks.

2. ORGANISATIONAL STRUCTURE

St John Henry Newman Catholic Primary School is a voluntary aided Catholic primary school providing education for pupils aged 4 to 11. The School operates within the governance and oversight of its Governing Board and under the trusteeship of the Diocese of East Anglia.

Our mission is guided by the teachings of the Catholic Church and the pastoral vision of the Diocese. Central to this mission is our commitment to respect, compassion, justice, and the safeguarding of the vulnerable. These values underpin the culture of our School and inform our responsibilities towards pupils, staff, families, and the wider community.

3. OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

In accordance with the Modern Slavery Act 2015 and in alignment with our Catholic ethos, the School is committed to acting with integrity, transparency, and responsibility across all activities. We condemn all forms of modern slavery and human trafficking and are dedicated to ensuring these practices are not present within our organisation.

We will:

- Ensure that our procurement processes support ethical, safe, and legally compliant practices.
- Maintain clear and robust policies that discourage any form of exploitation.
- Promote a culture in which concerns about unethical practices can be raised without fear.

This Policy should be read alongside the School’s Safeguarding Policy, Whistleblowing Policy, Recruitment Policy, Anti-Fraud Policy, and Financial Procedures, all of which support and reinforce our approach to preventing exploitation and unethical conduct.

4. OUR SUPPLY CHAINS

The School’s supply chains include, but are not limited to:

- Educational resources and materials
- Catering and food services
- School uniform suppliers
- Cleaning services
- ICT hardware, software, and infrastructure
- Maintenance, construction, and facilities management
- Office supplies and general school equipment

We recognise that certain areas—such as catering, textiles (uniforms), ICT equipment, and outsourced services—have a greater potential exposure to modern slavery risks. We therefore take a risk-based approach to supply chain monitoring and engagement.

5. DUE DILIGENCE PROCESSES

To identify and mitigate risks associated with modern slavery, the School undertakes the following actions:

- **Supply Chain Review:**
We monitor supply chains regularly to identify potential high-risk sectors or geographical areas.
- **Supplier Assurances:**
We seek confirmation from key suppliers that they comply with the Modern Slavery Act 2015 and operate in accordance with ethical business standards.
- **Contractual Controls:**
All new supplier contracts, where appropriate, include clauses requiring compliance with modern

slavery legislation and ethical procurement practices.

- **Ethical Supplier Engagement:**
We prioritise suppliers who demonstrate transparency, ethical sourcing, and accountability in their operations.
- **Sector Guidance:**
We reference and apply guidance from recognised educational and public-sector bodies to ensure our practices reflect current expectations and best practice standards.
- **Training and Awareness:**
Relevant staff responsible for procurement or supply chain management will be supported to recognise indicators of modern slavery and understand reporting procedures.

6. REPORTING CONCERNS

The School encourages all staff, volunteers, and suppliers to report any concerns relating to modern slavery. Concerns may be raised through:

- The Headteacher
- The Designated Safeguarding Lead
- The School's Whistleblowing procedures
- Chair of Governors, where appropriate

All concerns will be treated seriously and handled sensitively. Where applicable, concerns will be referred to external agencies such as the Local Authority Designated Officer (LADO), Police, or the Modern Slavery Helpline.

7. OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY

We will evaluate our effectiveness by monitoring:

- Absence of reported cases or concerns of modern slavery within our supply chain
- Feedback and assurances from suppliers
- The robustness of our procurement and due diligence processes
- Regular policy and practice review by the Governing Board

The Governing Board will review this Policy and its associated processes annually to ensure the School remains compliant with statutory duties and continues to address emerging risks in line with best practice.