

Anti-Slavery Statement

Introduction

The Holy Family Catholic Multi Academy Company (HFCMAC) 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 HFCMAC has taken, during the financial year 1 September 2019 to 31 August 2020, 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

The HFCMAC is a group of primary and secondary Catholic schools across Warwickshire and Worcestershire which includes:

St Benedict's Catholic High school (Alcester)

Our Lady's Catholic Primary School (Alcester)

St Gregory's Catholic Primary School (Stratford Upon Avon)

St Mary's Catholic Primary school (Henley In Arden)

St Mary's Catholic Primary school (Evesham)

St Mary's Catholic Primary school (Broadway)

It was formed in April 2017 and educates 1,442 pupils and employs 250 staff.

As the HFCMAC 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 HFCMAC currently include education, catering, caretaking cleaning, furniture and equipment, ICT hardware and maintenance.

The HFCMAC 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 HFCMAC's initiative to identify and mitigate the risk of slavery and human trafficking in supply chains, the HFCMAC 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 2019, the HFCMAC 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 the HFCMAC's commitment to having effective systems in place to ensure slavery and human trafficking are not taking place within its business and its supply chains.

The HFCMAC's Anti-Slavery policy will make reference to other relevant and longstanding HFCMAC 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 HFCMAC 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 HFCMAC's Anti-Slavery policy will be reviewed annually and supplemented with details of additional steps that can be taken by staff to ensure there is no slavery or human trafficking in the HFCMAC's business or supply chains.

Future steps and Key Performance Indicators

The HFCMAC 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 HFCMAC will make progress towards implementing in future are:

Assessing and commenting on the HFCMAC's effectiveness in ensuring that slavery and human trafficking are not taking place in its business or supply chains. The HFCMAC 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 Living Wage pay rates across large contracts with a high proportion of staff costs.

Ensuring that the HFCMAC's Anti-Slavery Statements from previous years are available on its website to allow the public to compare the HFCMAC's statements between years and monitor the HFCMAC's progress over time.

Board approval

The Holy Family Catholic Multi Academy Company make this statement pursuant to section 54(1) of the Modern Slavery Act 2015, for its financial year ending 2020. This statement has been approved by the board of directors who will review and update it annually.

Ted Hammond, Accounting Officer (May 2019)