Leverhulme
Church of England and Community Trust

Modern Slavery and Human Trafficking Statement

31/08/2025

Version 6

C Davies
Leverhulme Academy Trust

Version Control

Current version	Previous version	Summary of changes made
V 6.0	V 5.0	Updated statement for the financial year ending 31st August 2025, including procurement legislation and 2024/25 actions.
V 5.0	V 4.0	Updated statement published on website (year ending 31st August 24)
V 4.0	V 3.0	Updated statement published on website
V 3.0	V 2.1	Approved by Finance and Personnel Committee. Published on website
V 2.1	V2.0	Updated for 20/21 financial year
V 2.0 August 20	V 1.1	Updated to include reference to Procurement Policy
May 2019 V 1.1		Following publication of further guidance from Home Office, the statement has been adjusted to ensure compliance with • Inclusion of each school name within group statement • Preparation for financial year ended 31st August 2019 – to be published by 28th February 2020. • Inclusion of Director signature • Approval by Trust Board (September 2019)
December 2018 V 1.0		Approved by Finance and Personnel Committee. Published on website
December 2018 V 0.1		Introduction of new policy statement in line with Modern Slavery Act 2015. Draft for consideration of Finance and Personnel Committee

1. Introduction

1.1. This statement outlines Leverhulme Church of England and Community Trust's approach to preventing modern slavery and human trafficking and is made pursuant to section 54, Part 6, of the Modern Slavery Act 2015.

1.2. Leverhulme Church of England and Community Trust is committed to improving its practices to combat modern slavery and human trafficking in line with the Modern Slavery Act 2015. The Trust does not engage in or condone human trafficking, slavery, servitude, or forced or compulsory labour. We are committed to high standards of ethical conduct in all our activities and to taking proportionate steps to prevent modern slavery and human trafficking in our operations and supply chains.

1.3. This statement covers all academies within the Trust, this includes:

i. Harper Green School
ii. Rivington and Blackrod High School

2. About Leverhulme Church of England and Community Trust

The principal object and activity of the trust is to advance education in the UK for the public benefit, in particular by establishing, maintaining, carrying on, managing and developing its academies, offering a broad curriculum

The main aims of the Trust are:

- To ensure that leadership and management at all levels focuses on ensuring all students have the learning environment, culture and resources to achieve their full potential. This will be achieved through a clear set of principles that underpin all we do. There will be the opportunity for all leaders to engage in continuous professional development that will enable them to gain a wide range of leadership skills and be self-reflective practitioners.

- To ensure that the curriculum provides all students with a broad range of opportunities that allows them to have the right qualifications for further education and employment, and that the curriculum and extra curriculum opportunities develop the spiritual, moral, social and cultural development of all students.

- To develop teaching and learning that is creative, engaging and inspiring for all students. The learning experience for all students should enable them to acquire knowledge and develop the learning skills for life-long learning and employability.

- To develop a pastoral system across the trust that provides students with a secure and supportive place to learn and develop. It should focus on the needs of the individuals and allow students to express themselves as unique individuals whilst upholding the core values of the trust.

3. Our approach

We work to the highest professional standards and comply with all laws, regulations and rules relevant to our business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations. This is underpinned by our Trust Mission of discovering dreams, achieving ambitions and transforming lives, and through our staff values to put students first, have high expectation and to act with integrity, and our student values to take part, work hard and do the right thing.

4. Focus in our academies on slavery & human trafficking

All our academies work towards educating others on slavery & human trafficking through:

- Educating pupils and students, for example through the PHSE curriculum, History curriculum (slavery) & Geography curriculum (human trafficking).
- Child protection and wider family support, where human trafficking has been highlighted as a high risk.

5. Risk Management

5.1. The Trust methodically addresses the risks attaching to its objectives and associated activities with the goal of achieving sustained benefit within each activity and across the whole range of activities.

5.2. Risk management will be aimed at ensuring that the Trust achieves its objectives in the most effective way and those resources are directed at those objectives. It will not be seen as a separate exercise but as the means of best achieving the Trust's objectives.

5.3. The Trust's risk management strategy has been designed to provide a framework for managing the risks the Trust faces and ensuring its objectives are achieved in the most effective way. It has been designed for use by all staff of the Trust and it serves to:

- Communicate the strategies for managing risk in the Trust
- Establish procedures which should be adopted in the risk management process

5.4. The Trust's overall risk management plan is aimed at:

- Protecting its students, staff and assets
- Managing risk in accordance with best practice and reducing the cost of risk
- Anticipating and responding to changing social, environmental and legislative requirements
- Raising awareness of the need for risk management
- Integrating risk management into the culture of the Trust
- Adopting legal compliance as a minimum standard

6. Policies

The Trust implements several policies which help to support our anti-slavery stance, these include,

- Anti-fraud, bribery and corruption policy
- Gifts and hospitality policy
- Grievance Policy
- Pay policy
- Code of conduct
- Procurement Policy
- Whistle blowing Policy.

6.1. In particular, the Trust is committed to safeguarding and promoting the welfare of all its students and our Child Safeguarding Policy is in line with the Local Safeguarding Children Board Child Protection Procedures and DfE guidance.

6.1.1. Each Academy has a Designated Safeguarding Lead and Deputy.

6.1.2. Safeguarding link governors help to ensure our academies fulfil their aim of protecting and promoting the welfare of their students and comply with all statutory guidance; they are the link between governors and the academy. They will raise awareness of safeguarding issues at Governor meetings and give information on practices within the academy.

The Trust pays full regard to DfE guidance 'Keeping Children Safe in Education'. We ensure that all appropriate measures are applied in relation to everyone who works in a Trust Academy who is likely to be perceived by the students as a safe and trustworthy adult, including volunteers and staff employed by contractors. Safer recruitment practice has been fully encompassed in the Trust's Recruitment Policy and its procedures. Safer recruitment practice includes scrutinising applications, verifying identity and qualifications, obtaining professional and character references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking rigorous selection procedures and Disclosure and Barring Service (DBS) and other checks.

6.2. Leverhulme Church of England and Community Academy Trust has in place a Whistleblowing Policy which places a duty on all employees to report instances of impropriety, including but not limited to criminal activity and improper conduct. The policy sets out a clear process for

reporting such concerns and provides protection for individuals who do so. We are committed to ensuring that any concerns of this nature are taken seriously and investigated.

7. Procurement and Supply Chain Management

7.1. During the reporting period, procurement was undertaken in accordance with the Public Contracts Regulations 2015 up to 23 February 2025 and the Procurement Act 2023 and Procurement Regulations 2024 from 24 February 2025. The Trust applies the relevant legal requirements and the principles of value for money, transparency, integrity, equal treatment and proportionality when purchasing goods, services and works. Appropriate competitive procedures and due diligence are used, including the use of compliant frameworks where suitable.

7.2. A considerable proportion of our procurement is with suppliers who are pre-approved either by a purchasing consortium, framework or appointed through means of a tender process. Our supply chains include:

- Education equipment, textbooks and resources suppliers
- Student and staff uniform suppliers
- Estate management maintenance and services
- ICT equipment and services
- Catering services and supplies
- Cleaning services and supplies
- Supply/agency staff

7.3. We have identified that some of our procurement takes place within sectors where modern slavery offences could occur, such as within our cleaning and catering supply chains and within the construction industry.

During 2024/25, the Trust continued to promote awareness of modern slavery risks through the following measures:

- Raising awareness among academy-based teams involved in employment, procurement and contract management of the risks of modern slavery within our operations and supply chains.
- Including compliance with the Modern Slavery Act 2015 and relevant labour standards in specifications, tender documents and contract terms where proportionate and appropriate.

Statement covering the financial period ended 31st August 2025

Signed ……S Horan……. Position : Chair of Trust Board

Name : S Horan