Xavier Catholic Education Trust

Slavery Statement

Approved and adopted by the Xavier Catholic Education Trust in September 2026

Committee Responsible: Audit and Risk Committee
To be reviewed in September 2027

Xavier Catholic Education Trust Mission Statement

To inspire, nurture and fulfil the calling of every person we encounter and the potential of every school we serve; growing together in faith, hope and love.

Everything we do in Catholic education is to help ensure that every child we teach and every person we work with has the opportunity to realise their own calling and become the best version of themselves. Our aim is to enable potential with the highest-quality provisions, to go out into the world and make our unique contribution for the greater good of all God's people here on Earth.

This is particularly important for the children, who are at the start of their journey to fulfil their calling and only get one chance at experiencing high-quality provisions in school.

Introduction

The Xavier Catholic Education Trust is committed to preventing slavery and human trafficking in its activities and to ensuring its supply chains are free from slavery and human trafficking. The Trust and its schools work primarily with UK based suppliers and contractors and employees are protected under UK employment law and working time directives. The Trust is committed to the highest standards of ethical conduct in all our activities and outlined in our Equality policy. We believe that there is low risk of slavery or human trafficking having a connection with our activities.

Modern slavery should be understood as an overarching term encompassing all forms of contemporary slavery: human trafficking, slavery, servitude, forced and bonded labour and the worst forms of child labour. Modern slavery is a crime and a violation of fundamental human rights.

This statement sets out the actions taken by Xavier Catholic Education Trust to understand all potential modern slavery risks related to our organisation and to put in measures that aim to ensure that there is no slavery or human trafficking in our own operations and our supply chains.

The Xavier Catholic Education Trust was founded in 2016 and currently comprises 19 primary and 4 secondary schools. As a group of Catholic Schools we work together to deliver on the mission of providing an excellent education for children, so that they go out into the world and make it a better place. The Xavier Catholic Education Trust runs a number of other enterprises to find, train, and develop great teachers to work in schools across the South East. We do this through internships, teacher training and leadership development through Teach South East and our Teaching School Hub.

Risk Management

Our trustees and central leadership team have identified and documented the major risks to which Xavier Catholic Trust Schools may be exposed. These risks have been assessed as:

Medium risk activities

Supply chains linked to externally provided catering and cleaning,

Supply chains linked to manufacture of ICT equipment and school uniforms, provided by external suppliers direct to the school or to parents via third parties, that are manufactured overseas.

Low risk activities

Provision of agency staff to provide temporary teaching and support staff.

These risks are monitored by the Audit and Risk committee and mitigation strategies are identified and implemented.

Our internal scrutiny programme, as well as our annual external audit, checks our compliance with policies and procedures. Any non-compliance or serious breach of policy is communicated to the central leadership team and the Audit and Risk Committee.

Child protection and safeguarding policy

Xavier Catholic Education Trust has a Child Protection and Safeguarding policy in place which focuses on the need to ensure that all children are safe, respected and valued. This policy and associated training ensure that our staff are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice.

Headteachers' and Trustees, together with Designated Safeguarding Leads, are required to ensure that staff and governors have at least annual safeguarding training and access to up to date information in relation to forms of neglect and abuse.

Our schools have processes in place to ensure that the voices of our children are heard and that they are able to voice any concerns they may have. If a child is persistently absent from school, every school has a process to investigate the reasons for this and for ongoing monitoring.

Xavier Catholic Education Trust employs a Trust Safeguarding Lead and one of the Trustees has a nominated responsibility for safeguarding, reporting on a regular basis to the Trust Board which includes reference to modern slavery. The Safeguarding Lead has strategic oversight and advises on policy, practice and training and leads audits.

HR policies

The Xavier Catholic Education Trust is committed to employing the best staff available and providing comprehensive training and development so that all staff are able to develop their careers in our Trust schools. Our recruitment and induction procedures are designed to ensure all new staff understand our culture and are committed to the children we serve. We are committed to ensuring that all staff are treated with dignity and respect and carry out their role without any conflict or harassment. All new staff receive training on our policies and procedures and are required to read and sign our code of conduct. Our policies are easily available to all staff via our website.

HR leads across our schools are trained on safer recruitment and human slavery checks when employing new staff.

We adhere to the statutory requirements for certain recruitment and vetting checks and maintain a live Single Central Record of these checks. Our recruitment processes are set out in our Safer Recruitment Policy and these ensure that all prospective employees are legally entitled to work in the UK. We undertake central audits of the Single Central Record.

Whistleblowing policy

Our Whistleblowing policy encourages all individuals to raise concerns that they may have about the conduct or practices of others and sets out the procedure that should be followed. Our policy makes clear that individuals raising concerns will be protected.

Xavier Catholic Education Trust is committed to ensuring that any concerns of this nature are taken seriously and investigated and provides training for all line managers with regard to implementation of this policy.

Procurement

We have identified that some of our procurement takes place where modern slavery offences could occur, such as the construction industry and within our sectors catering, cleaning, ICT and school uniform supply chains. Our catering and cleaning contractors are required to check an individual's right to work in the UK and carry out a DBS check prior to hiring staff to work in our schools.

The Xavier Catholic Education Trust is committed to ensuring that its key suppliers adhere to the highest standards of ethics. We recognise that modern slavery is a complex supply chain issue in a global supply of products. Where necessary we require our suppliers to confirm that they provide safe working conditions where necessary. Treat workers with dignity and respect and within the law in their use of labour.

Any serious violation of our standards will lead to a review by the Audit and Risk committee and possible termination of the business relationship.

As part of our due diligence in the tendering and appointment of suppliers we request a copy of their Modern Slavery Statement, as well as undertaking a number of due diligence checks on them in line with Public Contract Regulations 2015.

Key staff responsible for procurement and contract management will have additional training to Understand Modern Slavery and risks.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year September 25 /26.

Mirek Gliniecki

Chair of Xavier Catholic Education Trustees