

Modern Slavery and Human Trafficking Statement

St Teresa of Calcutta Catholic Academy Trust (STOCCAT)

Financial Year: September 2025 - August 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we take, as St Teresa of Calcutta Catholic Academy Trust (STOCCAT), to prevent modern slavery and human trafficking in our operations and supply chains.

We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically, transparently and responsibly in all that we do.

Our Values and Ethos

We are committed to:

- The dignity and ethical treatment of every person
- The safeguarding and welfare of children, young people and vulnerable adults
- The responsible, accountable and lawful use of public and charitable funds

Our Catholic ethos places human dignity, fairness and justice at the heart of our work. These principles guide our approach to employment, procurement and partnership working.

Organisational Structure and Activities

We are an academy trust operating across multiple academies within England.

As at 1st November 2025, we:

- Comprise 24 academies
- Employ over 1200 staff
- Educate nearly 9000 pupils
- Have an annual turnover in excess of £60 million

Our core activity is the provision of education. Strategic governance and operational oversight are provided centrally, with academies operating locally within Trust-wide policies and frameworks.

Our Supply Chains

While education is our primary function, we procure a range of goods and services from third-party suppliers, all of whom are UK-based. Our supply chains include, but are not limited to:

- Educational materials and resources

- School uniforms
- Catering services
- Cleaning and facilities management
- ICT hardware and software
- Furniture, equipment and stationery
- Construction, maintenance and professional services
- Recruitment and supply agencies

We recognise that risks of modern slavery can exist even within UK supply chains and therefore maintain appropriate oversight and due diligence arrangements.

Recruitment and Employment Practices

All recruitment within STOCCAT is conducted in line with our Safer Recruitment, Child Protection and Safeguarding policies. This includes:

- Verification of identity and right to work in the UK
- Enhanced DBS checks where required
- Use of reputable recruitment agencies only
- Maintenance of a Single Central Record

These measures reduce the risk of forced labour, trafficking or exploitation within our workforce.

Policies and Governance

Our approach to preventing modern slavery is supported by a robust framework of policies, including:

- Child Protection and Safeguarding Policy
- Procurement and Financial Regulations
- Safer Recruitment and Selection Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Complaints Policy

These policies are reviewed regularly, formally approved through governance arrangements, and updated to reflect legislative and regulatory change, including the Modern Slavery Act 2015.

Risk Assessment and Due Diligence

We have assessed where there may be an increased risk of modern slavery within procurement and recruitment activities and have implemented proportionate controls.

Our due diligence measures include:

- Risk-based procurement oversight
- Use of public-sector procurement frameworks where possible
- Supplier confirmation of compliance with the Modern Slavery Act 2015
- Obtaining supplier policies or statements on modern slavery
- Assurance that suppliers pay at least the National Minimum Wage
- Health and safety compliance checks
- Contractual expectations around ethical standards

Where suppliers fail to meet expected standards or are unwilling to improve, we reserve the right to cease trading relationships.

Training and Awareness

We recognise that awareness is key to prevention.

- All staff, governors and trustees receive training on safeguarding and relevant Trust policies
- Staff involved in procurement, recruitment and financial management receive training regularly
- Whistleblowing arrangements are clearly communicated and accessible to staff, governors, volunteers and contractors

This ensures concerns can be raised safely and without fear of detriment.

Monitoring, Review and Continuous Improvement

Our approach to modern slavery is subject to ongoing monitoring and review through:

- Senior leadership oversight
- Audit and Risk Committee scrutiny
- Internal and external audit processes

- Regular policy review cycles

We continue to strengthen our controls as our organisation develops.

Objectives and Next Steps

Over the next financial year, we will:

- Strengthen recruitment procedures with an updated Safer Recruitment Policy
- Seek to improve governance arrangements by improvements with Single Central Record.

Progress against these actions will be reviewed through existing governance arrangements.

Application to Academies

This statement applies to all academies within St Teresa of Calcutta Catholic Academy Trust.

A full list of academies is available on the Trust website:

www.stoccat.org.uk

Approval and Declaration

This statement has been approved by the Board of Trustees of St Teresa of Calcutta Catholic Academy Trust, in accordance with section 54(1) of the Modern Slavery Act 2015.

It will be reviewed annually.

Signed: 

Name: John McAuley

Position: Chair of the Trust Board

Date: 27.02.2026