

Modern Slavery and Human Trafficking Statement

Review Due: August 2029



Diocese of Salisbury
Academy Trust
'Beyond expectations for all of God's children'

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It encompasses slavery, servitude, forced and compulsory labour, and human trafficking. Our Trust has no place for modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our operations and supply chains.

Our Organisation

The Diocese of Salisbury Academy Trust operates multiple schools across Wiltshire and Dorset, employing over 950 staff and educating nearly 5000 children. Our activities are funded primarily by the Department for Education. We procure goods and services from third-party providers, predominantly based in the UK.

Policies in Relation to Slavery and Human Trafficking

We maintain and regularly review the following policies:

- Safeguarding and Child Protection Policy
- Whistleblowing Policy (within our Employment Manual)
- Safer Recruitment Policy (within our Employment Manual)

We adhere to the core principles of ethical governance, as set out in the [Nolan Principles](#). These policies reinforce our commitment to preventing exploitation and protecting human rights.

Due Diligence and Risk Assessment

We recognise that certain sector - such as cleaning, catering, IT equipment, and construction—pose higher risks of modern slavery. To mitigate these risks, we will:

- Require suppliers to confirm compliance with the Modern Slavery Act.
- Include anti-slavery clauses in procurement contracts.
- Conduct periodic audits and checks on suppliers.
- Review risk on an on-going basis and take corrective action where necessary.

Training and Awareness

All staff receive safeguarding training that includes awareness of modern slavery and human trafficking. Induction processes for new staff cover these topics. We also promote awareness through internal communications and safeguarding audits.

Measuring Effectiveness

We monitor compliance through:

- Safeguarding audits
- Supplier checks and declarations
- Reporting mechanisms for concerns (via Whistleblowing Policy)
- Regular review of policies and procedures

Future Steps

We will:

- Strengthen due diligence in high-risk supply chains
- Increase staff awareness through updated training
- Take corrective action promptly where concerns are highlighted
- Publish this statement on our website and register it with the [UK Modern Slavery Statement Registry](#)

Safeguarding Links and Reporting Mechanisms

If you suspect any instance of modern slavery or human trafficking, please:

- Contact the Trust's Designated Safeguarding Lead immediately via safeguarding@dsat.org.uk or safeguarding@dsat.org.uk
- Use the Whistleblowing Policy to report concerns confidentially.
- External support: Modern Slavery Helpline (08000 121 700) or report online at <https://www.modernslaveryhelpline.org>