



Leicester Diocesan Board of Education: Modern Slavery

We will not engage or partner with any business or organisation which is involved in modern slavery.

The [vision](#) of the Leicester Diocesan Board of Education (LDBE) is to see the lives of children and young people transformed through education, which is effective, distinctive, rooted and inclusive. We work to support our 97 Church of England schools so that they can offer this transformative education for those of all faiths and none.

Human flourishing is what we seek. We recognise that exploitation of all types impedes human flourishing. So, we want to minimise any exposure we might have to modern day slavery or human trafficking in our business practices, and to ensure the children and young people are resilient against any form of exploitation themselves.

Our purpose

As a charitable organisation whose purpose is to support human flourishing, we seek to act in accordance with the Modern Slavery Act, particular Section 54, which relates to supply chains. We will not trade or partner with any business or organisation which is involved in labour exploitation and/or human trafficking, however remotely or indirectly.

Furthermore, we are the voice of a Diocesan family of schools which educates approximately 23,000 children and young people. We, and our schools, have a stewardship obligation to demonstrate and promote fair and reasonable standards in the treatment of people who are operating within their sphere of influence.

We are a registered charity with public benefit that includes our ability to influence education policy and practice across the Diocese of Leicester.

Risk Areas

LDBE's supply chains include professional advisory services, IT services, conference and venue suppliers and training providers and consultants. These are areas of reasonably low risk when it comes to modern-day slavery and human trafficking.

Our policies

LDBE's Whistleblowing Policy allows employees to report any concerns confidentially.

LDBE has adopted the [Church of England's Safeguarding Policy: 'Promoting a Safer Church'](#). This includes expectations that any concerns relating to the safety of children, young people and vulnerable adults will be reported.

LDBE has also published [Safeguarding Guidance](#) which sets out its expectation that Church of England schools set the highest standards of safeguarding policy and practice.



Due diligence and risk assessment processes

As part of our procurement process, we will assess whether suppliers have an annual turnover of over £36 million and therefore produce modern slavery statements. As well as reviewing those statements, we will issue a modern slavery risk assessment questionnaire to these suppliers and this questionnaire will also be included in our onboarding of new suppliers.

We have reviewed the risks that these supply chains can present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and contractors to demonstrate a zero-tolerance approach to exploitation.

All new contracts, and those renewing, will include a clause requiring that our suppliers, and their subcontractors, comply with the Act, and include the DBE's right to terminate in the instance of any breach of this obligation.

Our Schools

We encourage our schools to consider Modern Day Slavery through their supply chains and procurement processes. We also aim to protect our children from any future exploitation through the following areas:

- Safeguarding and identifying vulnerabilities
- Engaging with parents and long-term absences
- Relationships education which helps children understand what healthy and loving relationships look like.
- Online safety, including the dangers of speaking with strangers online
- PSHE (e.g. for secondary schools: lessons on County Lines, other risks which make people vulnerable to exploitation, employment rights)
- Support for children with SEND and mental health issues (because they can be more vulnerable)

Collective Worship and Religious Education may provide opportunities for reflection or further exploration of issues of exploitation. These will be age appropriate.

Training

We require all staff to complete a specific training course every two years to increase their awareness of modern slavery and human trafficking so that they can understand, identify and report on these risks. They are made aware that modern slavery is a global problem that affects us all yet can often go undetected, and that everyone has a vital role to play in tackling the issue.

Appendix 1: Procurement Questionnaire

Contact details - Supplier	
Organisation name	
Organisation address	
Company/Charity Number	
Parent company	
Contact person	
Contact email	
Contact phone	
Date of Questionnaire completion	
Additional documentation	
Is your organisation required to report under the <i>Modern Slavery Act 2015</i> ? If so, please attach a copy of your modern slavery statement(s).	
Is there any other additional documentation you have attached to this questionnaire? If so, please list them here.	

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| 1. | <p>How much visibility does your organisation have over your supply chain? Please select one of the below and explain why you selected this option:</p> <p><input type="checkbox"/> High: You have mapped the full supply chain for key products and services used by your organisation and have identified key suppliers at all levels of your supply chain.</p> <p><input type="checkbox"/> Moderate: You have identified major Tier One suppliers and have partially or fully mapped the supply chains for key products and services of your supply chain.</p> <p><input type="checkbox"/> Developing: You have identified major Tier One suppliers. You have very limited or no visibility of your supply chains below the Tier One level.</p> |
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2. Does your organisation have a policy or policies in place to deal with modern slavery?

☐ Yes

☐ No

If the answer is yes, please provide details of, or a copy of, the policy or policies, including information on whether your organisation has a system to monitor compliance with these policies. If the answer is no, please provide information on what your organisation is doing, or plans to do, to manage modern slavery risks.

Does your organisation have a person or team responsible for overseeing modern slavery risks (including record keeping regarding contractors and subcontractors) that arise in relation to the goods or services that you deliver?

☐ Yes

☐ No

If yes, please describe the role and responsibility of that person/team below.

Training

3. Are staff in your organisation trained on how to identify, assess and respond to modern slavery risks?
- ☐ Yes
☐ No
- If yes, please describe the nature of the training available and the positions or roles of staff that receive training. Please also specify whether training is also available to other organisations or staff in your supply chain. If no, does your organisation plan to introduce modern slavery risk training for staff?

Supplier engagement	
4.	<p>Does your organisation perform screening of all prospective suppliers to assess the risks of modern slavery or other human rights harms that may occur in its operations and supply chains?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, please describe how your organisation performs this screening. If no, does your organisation plan to introduce measures to screen prospective suppliers for modern slavery risks in future?</p>
5.	<p>Are you aware of low-skilled migrant workers working in your organisation's supply chains?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, please provide information about where in your organisation's supply chain low-skilled migrant workers are employed.</p>

Response processes

6.	<p>How would your organisation respond to any allegation of modern slavery or substandard working conditions in its operations or supply chains?</p>
7.	<p>Does your organisation engage in any other due diligence activities to identify, prevent and mitigate risks specific to modern slavery in its operations and supply chains? If so, please describe these activities.</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If yes, please describe these activities below.</p>

Glossary	
Term	Explanation
Child labour	<p>Child labour, in accordance with the definition used by the International Labour Organisation, is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:</p> <ul style="list-style-type: none"> • is mentally, physically, socially or morally dangerous and harmful to children; and/or • interferes with their schooling by: <ul style="list-style-type: none"> ○ depriving them of the opportunity to attend school; ○ obliging them to leave school prematurely; or ○ requiring them to attempt to combine school attendance with excessively long and heavy work. <p>A child is defined as a person below the age of 18.</p> <p>Child labour has three categories:</p> <p>(1) The unconditional worst forms of child labour, which are internationally defined as slavery, trafficking, debt bondage and other forms of forced labour, forced recruitment of children for use in armed conflict, prostitution or pornography, and illicit activities.</p> <p>(2) Labour performed by a child who is under the minimum age specified for that kind of work (as defined by national legislation, in accordance with accepted international standards), and that is this likely to impede the child's education and full development.</p> <p>(3) Labour that jeopardises the physical, mental, or moral well-being of a child, either because of its nature or because of its nature or because of the conditions in which it is carried out, known as "hazardous work".</p>
Commercial sex act	Commercial sex act is defined as any sex act on account of which anything of value is given to or received by any person.
Debt bondage	Debt bondage describes situations where the victim's services are pledged as security for a debt and the debt is manifestly excessive or the victim's services are not applied to liquidate the debt, or the length and nature of the services are not limited and defined.
Deceptive recruiting for labour services	Deceptive recruiting for labour services describes the situations where the victim is deceived about whether they will be exploited through a type of modern slavery.
Due diligence	Due diligence describes the process organisations take to identify, prevent, mitigate, and account for how they address their impacts on slavery and human trafficking.
Forced labour	Forced labour describes situations where the victim is either not free to stop working or not free to leave their place of work.

Forced marriage	Forced marriage describes situations where coercion, threats or deception are used to make a victim marry or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony.
Modern slavery	The <i>Modern Slavery Act (Cth) 2018</i> (the Act) defines modern slavery a term used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Modern slavery is only used to describe serious exploitation. It does not include practices like substandard working conditions or underpayment of workers. The Act defines modern slavery as including eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour services; and the worst forms of child labour.
Migrant worker	Migrant workers are people who leave home to find work outside of their hometown or home country. Migrant workers include both foreign and domestic (internal) migrant workers.
Organisation	Organisation is a person or group that has its own functions with responsibilities, authorities and relationships to achieve its objectives. The concept of organisation includes, but is not limited to, sole-trader, company, corporation, firm, enterprise, authority, partnership, association, charity or institution, or part or combination thereof, whether incorporated or not, public or private.
Policy	A policy refers to documented guidelines or rules of conduct within an organisation. Human rights-related policies generally fall into two categories: stand-alone statements and policies that are integrated within an organisation's wider standards literature (eg. Worker codes of conduct and ethical sourcing standards).
Recruiter	A recruiter refers to both private and public entities that offer labour recruitment services. Recruiters – variously referred to as labour intermediaries, middlemen, labour brokers, and recruitment agents, among other terms – recruit, hire and/or manage workers.
Servitude	Describes situations where the victim's personal freedom is significantly restricted, and they are not free to stop working or leave their place of work.
Slavery	Describes situations where the offender exercises powers of ownership over the victim, including the power to make a person an object of purchase and use their labour in an unrestricted way.
Supplier	A supplier is defined as an organisation or person that provides a product or service used in your supply chain. The supplier can have a direct or indirect relationship with your organisation. Examples of suppliers are: brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors, and wholesalers.
Supply chain	A supply chains is defined as a sequence of activities or parties that provides products or services to the organisation.
Tier One supplier	A manufacturer who provides products directly to a company without dealing with a middleman or other manufacturers.
Trafficking in persons	Trafficking in persons describes the recruitment, harbouring and movement of a person for exploitation through modern slavery.



Training	Training can be focused on helping agents better understand organisation policies, how to effectively implement them and ways to avoid modern slavery risks associated with inaction.
Worker	A person who performs work, including seasonal, contract and other temporary labour. Both employees and independent contractors are considered workers.

Approving and reviewing

This policy was approved by the board in February 2024 and will be reviewed in 2027.