

Modern Slavery Statement

**Presented to
Trustees
July 2025**

Date approved: ¹	3 July 2025
Date reviewed: ²	
Date of next review: ³	Summer 2028

¹ This is the date the policy was approved by the meeting

² This is the date the policy was reviewed prior to its approval above

³ This is the date as set by the policy review clause or the date approved plus 3 years

1.0 Four Cs Trust Modern Slavery Statement

This statement is made on behalf of the Four Cs Trust (company number 07333133) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

- 1.1 The Four Cs Trust recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is committed to preventing slavery and human trafficking within its activities and to ensuring that its supply chains are free from slavery and human trafficking.
- 1.2 This statement sets out the Four Cs Trust's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its business and supply chains.

2.0 The Trust's approach

- 2.1 The Trust works to the highest professional standards and complies with all laws, regulations, and rules relevant to our organisation. The same high standards are expected from those the Trust works with, and the Trust is committed to ensuring that there is no modern slavery or human trafficking in supply chains or in any part of the organisation. The Trust acts ethically and with integrity in all of its charitable and business relations.

3.0 Identifying and addressing risks

- 3.1 The Trust recognises that there are two main avenues of risk through which modern slavery could impact the organisation. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact pupils / students. This also potentially affects Trust staff. The second is the Trust's supply chain and the vendors under contract.
- 3.2 The Trust considers that modern slavery encompasses:
 - Human trafficking.
 - Forced work, through mental or physical threat.
 - Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.

4.0 Safeguarding

- 4.1 The Trust takes safeguarding incredibly seriously in upholding its statutory duties and striving to safeguard staff and pupils / students through a culture of safeguarding in everything it does. The Trust has a Trust Safeguarding Lead in its central service, Designated Safeguarding Lead(s) in every academy and a Trustee with Safeguarding oversight responsibilities. Collectively these colleagues work together to implement policy and secure excellence in safeguarding practice across the Trust. These colleagues are incredibly experienced in this area and model excellent practice for all staff. Through their encouragement, each academy proactively works with local authorities, the local safeguarding partnerships, the LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Good practice is shared amongst the Trust and the focus of safeguarding training always includes detailed training about early identification of those at risk of exploitation.

- 4.2 The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. Safeguarding is an agenda item at every Trustee Standards Meeting and at Local Governing Committee level. Trust and academy safeguarding policies are reviewed annually in line with the guidance set out in the DfE's Keeping Children Safe in Education.
- 4.3 Every member of staff, whether or not they are based in an academy, is trained on the policy (either in person or via E-learning) and is required to declare annually that they have read and understood the policy and the training. In addition, the Trust also has a Whistleblowing Policy which enables those with concerns about any wrongdoing or breaches of law, to raise these concerns in confidence without fear of recrimination.
- 4.4 Throughout the year the annual safeguarding training plan across the Trust includes a detailed focus upon on early identification of those at risk of exploitation and training to help all staff know what to do if they become aware of any potential risks. The Trust is fully satisfied that through robust safeguarding training and monitoring, that staff could identify and act appropriately for at risk pupils / students, staff, and contractors.
- 4.5 The Trust is committed to safe recruitment processes. All staff recruited to work in one of the Trust's academies will be subject to the rigorous recruitment procedures outlined within the Trust's Recruitment and Selection Policy and Procedure and in accordance with the DfE's Keeping Children Safe in Education. The importance of safeguarding and protecting children attending our academies is promoted as much as possible throughout the recruitment process to help deter, reject or identify people who might abuse children. In addition, the Trust undertakes all relevant statutory vetting checks including criminal record checks (DBS checks), barred list checks and prohibition checks together with right to work and references as well as through online searches.

5.0 **Supply chain**

- 5.1 The Trust's suppliers are expected to comply with all local and national laws and regulations. This includes paying staff the minimum wage, and any regular on-site staff passing a DBS check. Should suppliers fail to meet the Trust's minimum requirements, or be unwilling to make any changes, the Trust may cease to trade with them.
- 5.2 The Trust has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

6.0 **Policy Review**

- 6.1 The Trust Board will review this policy in line with the procedure for policy review.
- 6.2 Date for Review
If no other reason for review (see policy review procedure) this policy will be reviewed in 3 years.