



Modern Slavery & Human Trafficking Statement

For use across all Academy schools and Trust Central within the Lux Mundi Catholic Academy Trust

APPROVED BY THE BOARD OF DIRECTORS ON:.....

CEO's SIGNATURE:.....

Lux Mundi Catholic Academy Trust Mission/Vision Statement

- To be united as an outstanding Catholic educating and worshipping community, promoting spiritual, academic and moral growth.
- To enable all pupils and the wider community to learn so that they fulfil their potential and aspirations, growing and flourishing together as God has called us to do.
- To be a place of harmony, working in partnership to promote justice, respect, service, inclusiveness and collaboration as a community where all are equally valued and loved.
- To work together utilising our resources to ensure high quality teaching and learning and an ambitious, engaging, enriching and rewarding curriculum.

Introduction and Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery and Human Trafficking Statement for the Lux Mundi Catholic Academy Trust (the "Trust") for the financial year ending 31st August 2026.

As a Catholic organisation, the Trust is fundamentally committed to upholding the dignity of every human being, as enshrined in Catholic Social Teaching. The Trust has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our settings, or in any of our supply chains.

Our Structure

Lux Mundi Catholic Academy Trust is a Catholic Multi-Academy Trust operating in a number of (currently 5) schools across Northeast and North London, within the Diocese of Westminster.

We were established in 2024 with a vision to 'Empower Education Across Excellent Schools'. Our core mission is the spiritual, moral, and academic development of our pupils, and the wellbeing of our staff and wider communities. The Trust is governed by a Board of Directors/Trustees, who are ultimately responsible for ensuring compliance with all legal and ethical obligations, including the prevention of modern slavery.

Our operations primarily involve the provision of education and supporting services within the UK, which is generally considered a low-risk sector for modern slavery. Nevertheless, as part of the education sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Supply Chains

The Trust's supply chains are managed centrally and locally by our finance and facilities teams. Our key areas of procurement include:

- **Facilities Management & Maintenance:** Cleaning services, catering services, construction, repairs, and grounds maintenance. These areas, particularly cleaning and construction, are recognised as having a potentially higher risk profile.
- **Educational Resources:** Textbooks, stationery, IT hardware and software.
- **Administrative Services:** Professional services, utilities, and insurance.

Policies in Relation to Modern Slavery

The following Trust policies are relevant to identifying and mitigating modern slavery risks:

Policy	Relevance to Modern Slavery
Safeguarding Policy	Contains robust procedures for protecting children and young people, which includes vigilance against signs of exploitation or trafficking.

Whistleblowing Policy	Encourages all employees and other stakeholders to report any concerns related to malpractice, including modern slavery and human trafficking, without fear of reprisal.
Staff Code of Conduct	Establishes the expected professional and ethical behaviour of all Trust employees, ensuring compliance with legal and ethical standards.
Procurement Policy	Mandates a commitment to fair and ethical sourcing, requiring consideration of anti-slavery clauses in high-risk contracts.
Safer Recruitment Procedures	Ensure that prior to appointment, all staff directly employed by the Trust meet all right to work requirements as laid out by the UK Government. Proof of RTW is documented and held on file for all staff. This is reflected in the SCR.

The Chief Executive Officer and Executive Leadership Team are responsible for ensuring these policies are implemented across the Trust. Oversight is provided by the Trust Board and the Risk & Audit Committee.

Due Diligence Processes and Risk Assessment

Lux Mundi Catholic Academy Trust recognises that modern slavery risks vary across sectors, geographies, and the complexity of supply chains. The Trust adopts a proportionate and risk-based approach to due diligence:

1. Risk Assessment:

- **Low Risk:** Suppliers based in regulated Western economies, primarily providing standardised goods (e.g., utility providers, insurance, standard educational materials).
- **Higher Risk:** Suppliers whose services often rely on lower-skilled labour or complex, international supply chains (e.g., cleaning, contract catering, and large-scale construction or refurbishment projects).

2. Due Diligence Actions:

We have embedded robust due diligence processes to mitigate modern slavery risks across our operations and supply chains:

- For all new and existing high-risk suppliers, the Trust seeks confirmation of their compliance with the Modern Slavery Act 2015, requesting copies of their own Modern Slavery Statements where applicable.
- We reserve the right to audit suppliers where concerns are raised regarding their ethical labour practices.
- Standard contractual documentation includes a requirement for suppliers to comply with all relevant human rights legislation, including the prohibition of modern slavery.
- Recruitment controls – internally, we apply rigorous checks to verify identity and right-to-work documentation for all staff and agency workers. Recruitment agencies engaged by the Trust must adhere to our Safer Recruitment Policy and demonstrate compliance with UK employment law.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant training.

- **Statutory Training:** Key personnel in procurement, finance, and facilities management are briefed on the importance of the Modern Slavery Act and our associated policies.

• **Safeguarding Training:** All staff receive mandatory, annual safeguarding training, which includes awareness of the signs of child exploitation and labour exploitation, enabling them to identify and report potential victims of modern slavery among the student body or wider community. All staff provide confirmation that they have read and understood the relevant section of the statutory guidance (Keeping Children Safe in Education).

Measuring Effectiveness (Key Performance Indicators)

The Trust monitors the effectiveness of its efforts in combating modern slavery through the following Key Performance Indicators (KPIs):

1. **Supplier Compliance:** 100% of suppliers and contractors classed as “high risk” are assessed and monitored on a regular basis, and contract management checks documented systemically.
2. **Training Completion:** 100% of relevant staff (Senior Leaders, Procurement, Facilities) complete targeted modern slavery awareness training annually.
3. **Reporting:** Whistleblowing or Safeguarding reporting channels clearly signposted to all staff through induction and ongoing training. Senior Leaders to ensure that all staff are aware of processes should an incident occur, or be suspected.
4. **Annual reporting to Trust Board:** An executive summary to be submitted annually for Trust Board information and review.