



# CELT Modern Slavery Statement

Adopted by (body): CELT Trustees

PROTECTION PARTNERSHIP  
 ACCOUNTABILITY  
 CARE SAFEGUARDING EMPOWER  
 STRENGTHEN IMPROVE  
 ENABLE EVERYONE VULNERABLE  
 RESPONSIBILITY

- Collaborate** Ability to work effectively as a team
- Empower** Ability to take initiative and problem solve in order to improve performance
- Lead** To lead by example and achieve shared goals
- Transformation** Ability to recognise a need for change and adapt accordingly



## CELT Vision

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**Our vision is for our trust to be a learning organisation in the truest sense.**

At the heart of our vision for education is a self-improving school-led system which has the best evidence-led practice and in which every child fulfils their potential. This is a learning community in which:

- Our leaders are driven by moral purpose. They are outwards focused and not afraid to take risks to achieve system transformation. The focus of policy is on continually improving the quality of teaching.
- Our teachers strive to be outstanding. They work across organisational boundaries to promote a collective sharing of knowledge, skills, expertise and experience in order to deepen pupil learning.
- The individual talents and strengths of our pupils are recognised and nurtured. A passion and curiosity for learning is sustained in every child from the moment they join us. A CELT pupil leaves our family of academies with a purpose, and the confidence to fulfil that purpose.
- Our parents are engaged in our learning community and actively work in partnership with us to raise the level of attainment and aspiration of every child.

## CELT Mission

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**“Learning together to help every child achieve more.”**

We believe there is no limit to what every child can achieve, and that every child deserves the chance to fulfil their potential.

As a learning community we are on an ambitious journey. We want to deliver a model for education in the 21st century which instils curiosity and a love for learning in every child so that they develop into young adults who contribute to humanity, follow their passions, and think for themselves.

By learning and improving together – as part of a global learning community – we create much richer and more sustainable opportunities for rigorous transformation than can be provided by any one of our academies alone.

**COLLABORATE  
EMPOWER  
LEAD  
TRANSFORM**

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This statement is made on behalf of Cornwall Education Learning Trust (company number 07565242) pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

CELT 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.

This statement sets out CELT'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.

#### **Structure, business, and supply chains**

CELT is a multi-academy trust (MAT), working within Cornwall. The details of our academies can be found on our website [Cornwall Education Learning Trust - Home](#).

CELT operates a central services team whose aim is to free up more of our academy leaders' time by providing professional, operational management support. Our strategic approach is built on a research-based understanding of what works to achieve rapid school improvement.

Our suppliers are UK based and key supply areas cover catering, maintenance/repairs, agency staff and cleaning.

#### **Our approach**

We work to the highest professional standards and comply with all laws, regulations, and rules relevant to CELT as a provider of education, charity, and business. We expect the same high standards from those we work with and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We act ethically and with integrity in all of our charitable and business relations.

### **Policies, documentation, and key relationships**

The following key policies and documentation detail our approach to protecting our pupils and staff from modern slavery and ensuring our supply chains are free from modern slavery.

- Finance Policy.
- Complaints Policy.
- Whistleblowing Policy and Procedure.
- Single Central Record (SCR), Personnel Files and Safer Recruitment Policy.
- Child Protection and Safeguarding Policy.
- Code of Conduct

In addition, we work closely with recognised trade unions through JCNC to help reduce risk by improving employee working and pay practices.

Our Audit & Risk Committee has overall oversight of the process and practices embedded within CELT to reduce Modern Slavery and in ensuring our supply chains, which rely on people, can demonstrate adherence with local and national laws and regulations, including paying the minimum wage. The members of the Committee work together with the Finance, Staffing and Remunerations Committee as appropriate on these areas.

### **Identifying and addressing risks**

We recognise as a Trust that there are two main avenues of risk through which modern slavery could impact CELT. The first is through matters of a safeguarding nature which covers child sex exploitation or human trafficking which can directly impact our pupils. This also potentially affects the staff of our contractors. The second is our supply chain and the vendors we contract.

#### **Supply chain**

CELT's finance procedures set out the requirements we have in relation to our engagement with suppliers. Our suppliers are expected to comply with all local and national laws and regulations. This includes paying their staff the minimum wage, and any on-site staff passing a DBS (Disclosure & Barring Service) check. Should suppliers fail to meet our minimum requirements, or be unwilling to make any changes, we may cease to trade with them.

Procurement is subject to internal audit review, as well as assessed by our external auditors annually. Frameworks via public sector buying organisations are being considered for all tenders and these meet the requirements of the Modern Slavery Act 2015 by default. In the event we opt not to use a framework the modern slavery risk will be considered and incorporated into the tender evaluation criteria.

As part of our rolling internal audit programme we will complete a desk-based audit of our key suppliers' statements to reassure ourselves they continue to operate

in accordance with the requirements of the act. We continue to ensure that we support staff in working with existing and new suppliers through training and understanding of our processes embedded in our procurement practices to prevent modern slavery and human trafficking, and fully understand our duty as a Trust as prescribed in legislation.

Safeguarding colleagues also cover modern slavery within their CPD programme.

### **Safeguarding**

We take safeguarding incredibly seriously in upholding our statutory duties and striving to safeguard staff and pupils through a culture of safeguarding as a golden thread through everything we do.

We have a Trust Lead for Safeguarding as well as Designated Safeguarding Leads in every academy. 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. With the support of our Trust Safeguarding Lead and DSL team, each academy proactively works with the local authority, the local safeguarding board, LADO (Local Authority Designated Officer) and local stakeholders to combat safeguarding issues, including child sexual exploitation and human trafficking. Their good practice is shared amongst the academies and the focus of safeguarding training includes detailed training about early identification of those at risk of exploitation.

The quality and impact of our safeguarding practice is reviewed at every level of Trust governance. Safeguarding policy and practice is reviewed by local governance in our academies and a very detailed evaluation from our Trust Safeguarding Lead is provided to the Executive Leadership Team and the Board of Trustees.

Statutory safeguarding practices and impact on keeping children safe is formally reviewed and audited through the work of the Internal Audit programme.

Safeguarding is an agenda item at every full Board of Trustees Meetings, and we have a named Trustee with portfolio responsibility for Safeguarding. This Trustee is also the Chair of Finance Staffing and Remuneration Committee and a member of the Risk and Audit Committee.

CELT's Child Protection and Safeguarding Policy is reviewed annually by the Executive Leadership Team and the Board of Trustees. It is fully compliant with all statutory requirements and guidance set out in Keeping Children Safe in Education. Each academy Designated Safeguarding Lead is required to understand the local safeguarding context. This is included within the policy for each academy and published on each academy website.

Key performance indicators to measure effectiveness of steps being taken

### **Training**

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 are required to declare annually that they have read and understood the policy and their training. In addition, CELT 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 disciplinary action.

Throughout the year the annual safeguarding training plan across the Trust includes a detailed focus upon 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. We are satisfied that through our robust safeguarding training that staff could identify and act appropriately for at risk pupils, staff, and contractors.

This is not an area for complacency, and we keep under closely scrutiny and evaluation our safeguarding policy and practice. This enables us to refine and develop excellence in all we do.

We continually enhance the knowledge of our staff to prevent slavery and human trafficking and child sexual exploitation. Safeguarding awareness sessions for modern slavery (and trafficking) at academy level are included within our staff safeguarding CPD plan.

We evaluate our processes for raising concerns to ensure that there are clearly identified ways to report concerns of whistleblowing or modern slavery which are available to all.

### **Reporting**

To date, no referrals have been made in relation to modern slavery. In the academic year 2022-23 there have been 3 referrals made for child sexual exploitation.

# Appendix History of Changes

Version	Date	Page	Change	Origin of Change
1.0	10.06.2024		Original Draft	