



MODERN SLAVERY
STATEMENT

July 2025

Modern Slavery Act Transparency Statement

PCLC Position Statement

All PCLC schools have an approach that is based on the following key principles:

- Our unconditional positive regard ensures that every young person is highly valued and expected to achieve their potential;
- every young person has the right to be successful and has ability to achieve, no matter what their socio-economic background;
- there is no limit to achievement – intelligence can be developed;
- each student must know what to do in order to improve and how to do it, high expectations on their own are not enough;
- consistency of experience is fundamental; each school is a team and consistency makes us greater than the sum of our parts;
- employment opportunities in PCLC schools should allow all colleagues to inspire a love for learning; not simply process and record what we find.

By ensuring all of actions and decisions adhere to these principles our community members:

- are highly valued and expected to achieve their full potential, no matter what their socio-economic background;
- benefit from an inclusive ethos, excellent teaching and a broad and balanced curriculum underpinned by strong leadership, in a local school;
- are supported and encouraged to lead healthy and active lives making sensible choices, whilst respecting the views and attitudes of others.

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Passmores Cooperative Learning Community (PCLC) has taken, and is continuing to take, to prevent modern slavery and human trafficking within our organisation and supply chains.

Passmores Cooperative Learning Community (PCLC) is committed to acting ethically and with integrity in all our activities and relationships. As an education provider operating multiple academies in Harlow, Essex, we recognise our responsibility to prevent modern slavery and human trafficking in all aspects of our operations and supply chains.

Our Policies on Modern Slavery

We are committed to ensuring there is no modern slavery or human trafficking in any part of our business or our supply chains. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships. These include:

- **Procurement Policy** – Includes ethical considerations when sourcing suppliers.
- **Whistleblowing Policy** – Encourages staff to report concerns about wrongdoing, including modern slavery.
- **Safeguarding and Child Protection Policy** – Promotes awareness and identification of potential trafficking or exploitation.
- **Code of Conduct** – Outlines expectations for behaviour and compliance with laws and regulations.

Due Diligence and Risk Assessment

We have taken the following steps to assess and reduce the risk of modern slavery:

- Conducted risk assessments of key suppliers, particularly in high-risk sectors such as cleaning, catering, and construction.
- Required suppliers to confirm their own compliance with the Modern Slavery Act through contract terms and supplier declarations.
- Reviewed recruitment practices to ensure transparency, fairness, and compliance with employment laws.

Training and Awareness

We are committed to raising awareness of modern slavery among staff. Training is provided to relevant employees—particularly those involved in procurement and safeguarding—on identifying and mitigating risks of modern slavery.

Future Steps

In the coming year, we will:

- Further enhance supplier vetting and contract monitoring processes.
- Extend training opportunities on modern slavery to additional staff members.
- Publish updates to this statement annually, reflecting progress and developments.

Approval

This statement was approved by the Board of Trustees of Passmores Cooperative Learning Community on the 21st July 2025 and will be reviewed and updated annually.