



MODERN SLAVERY STATEMENT

July 2026

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.

Modern Slavery Act 2015 Transparency Statement

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Passmores Co-operative Learning Community (PCLC) has taken, and continues to take, to prevent modern slavery and human trafficking within its operations and supply chains.

Passmores Co-operative Learning Community is committed to acting ethically and with integrity in all its activities and relationships. As a multi-academy trust operating schools in Harlow, Essex, we recognise our responsibility to prevent modern slavery and human trafficking in all aspects of our organisation and supply chains.

Our Policies on Modern Slavery

We are committed to ensuring that modern slavery and human trafficking have no place within our organisation or supply chains. Our policies reflect our commitment to acting ethically, responsibly, and with integrity in all our business relationships. These include:

- Procurement Policy – incorporates ethical considerations when sourcing suppliers and contractors.
- Whistleblowing Policy – encourages employees and stakeholders to report concerns about wrongdoing, including potential instances of modern slavery.
- Safeguarding and Child Protection Policy – promotes awareness and identification of potential trafficking, exploitation, and abuse.
- Code of Conduct – outlines expectations for professional behaviour and compliance with legal and regulatory requirements.

Due Diligence and Risk Assessment

We have implemented measures to assess and mitigate the risk of modern slavery within our organisation and supply chains. These include:

- Undertaking risk assessments of key suppliers, particularly within sectors considered to carry a higher risk, such as cleaning, catering, facilities management, and construction.
- Requiring suppliers, where appropriate, to confirm compliance with the Modern Slavery Act 2015 through contractual terms and supplier declarations.
- Reviewing recruitment practices to ensure transparency, fairness, and compliance with employment legislation.
- Ensuring that all employees have the legal right to work in the United Kingdom and are employed in accordance with applicable employment laws.

Training and Awareness

We are committed to raising awareness of modern slavery among our workforce. Relevant employees, particularly those involved in procurement, recruitment, and

safeguarding, receive appropriate guidance and training to help identify and mitigate the risks associated with modern slavery and human trafficking.

Future Steps

During the forthcoming year, we will:

- Continue to strengthen supplier due diligence and contract monitoring processes.
- Expand training and awareness opportunities for staff.
- Review our policies and procedures to ensure they remain effective and aligned with best practice.
- Publish an updated Modern Slavery Statement annually, detailing our progress and any further actions taken.

Approval

This statement was approved by the Board of Trustees of Passmores Co-operative Learning Community on 13th July 2026 and will be reviewed and updated annually.