



Modern Slavery Protocol

What is Modern Slavery?

The term 'modern slavery' encompasses both trafficking (the arranging or facilitating of the travel of another, whether into, out of or within the UK, with a view to that person being exploited) and exploitation itself, which can take place both alongside and independently of trafficking. Exploitation comes in many forms – including sexual exploitation, domestic servitude and other forms of labour and coercion into criminal activities.

For further information around the nature, causes and extent of Modern Slavery, together with other resources and information please visit the [Clewes Initiative website](#). This is a Church of England body, working across all Dioceses.

Status and purpose of this document

While the Cathedral is legally independent of the Diocese, given that we work in partnership with the Diocese this protocol aligns with the Diocesan statement on Modern Slavery, which the Diocesan Synod has endorsed, and with the Church of England's statement. The document is a statement of intent and commitment, with a framework for implementation and accountability, covering the work of the following:

- The Cathedral Church of St Martin, Leicester (Charity No. 1205102)
- Leicester Cathedral Charitable Trust (Charity No. 1152990)
- Leicester Cathedral Music Foundation (Charity No. 1164872)

Within the Diocese

The Cathedral is committed to working on this issue with diocesan bodies and churches within the Diocese. Raising matters through the diocesan governance structure can be done via the Social Responsibility Panel, which meets quarterly.

The Christians in Leicester and Leicestershire Against Modern Slavery (CLLAMS) group is represented on the Panel and, through this mechanism, can bring general concerns and updates to the attention of the Archdeacons, Bishops Council and the Diocesan Synod.

CLLAMS is a group of Christians which, although from different denominations, works closely with the Diocese to raise awareness and tackle modern slavery. It does this by sharing information, providing training, running awareness-raising activities and social media campaigns and co-ordinating advocacy. CLLAMS has a [Facebook page and group](#) which provides up to date information and through which they can be contacted for advice and speakers for events and/or preaching at services.

Cathedral lead on Modern Slavery

The Cathedral leads are the Canon Pastor and the two Safeguarding Co-ordinators. The Canon Pastor is an active member of CLLAMS.

Safeguarding

The Canon Pastor and the two Safeguarding Co-ordinators have an overview of all Cathedral activities involving children, young people and vulnerable adults. They will seek to ensure the implementation of safeguarding policy, and will report any safeguarding concerns to the Diocesan Safeguarding Advisor.

As vulnerable children and adults are at increased risk of trafficking and exploitation, and all victims of modern slavery are, by definition, vulnerable, Modern Slavery is included in the national Church of England safeguarding practice guidance. The Diocesan Safeguarding Team has encouraged Safeguarding Officers and others to undertake training specifically on modern slavery, run by the Clewer Initiative, as well as highlighting modern slavery as a safeguarding concern in all foundational training.

If you have concerns

The process for handling concerns about possible victims of modern slavery follows that for other safeguarding concerns: If this is within a Cathedral context e.g. concerning an individual you suspect to be a victim of modern slavery, then you should follow the Cathedral's safeguarding procedures, whereby you first contact one of the Safeguarding Team (via the Cathedral office) or a Cathedral Canon on 907399 523330) who will, with you, take it from there, including contacting the [Modern Slavery and Exploitation Helpline](#) and reporting to the [Diocesan Safeguarding Team](#) (out of hours arrangements also on this page). If a concern is reported to the Diocesan Safeguarding Team before the modern Slavery Helpline is contacted, then they will advise the reporting individual to do so.

If your concerns are of something entirely outside of the Cathedral context, then, while you may certainly seek advice, you should also directly contact the [Modern Slavery and Exploitation helpline](#). If you suspect someone is in immediate danger you should ring 999 and ask for the police.

You should not in any circumstance intervene directly yourself.

The Diocesan Safeguarding Team also have links with the [Leicestershire Hub of Hope for Justice](#), which provides victim support and advocacy, to refer possible victims.

Procurement

Whilst the core of what we do can be considered low risk, we keep that risk under review. We acknowledge some of the key risk areas may come particularly from our contracted work, especially in those areas where there are more widely-known concerns:

- hospitality and catering
- properties, construction & maintenance
- IT equipment and services
- purchasing of supplies and equipment

- service providers for events and other activities

With major projects and regular suppliers we will ask to see any company statement on Modern Slavery. If one does not exist, we will enter into discussion until we have the right assurances and seek expert advice as appropriate. With smaller purchases and activities we will ask appropriate questions and, if we are not satisfied, go elsewhere.

Any concerns we may have may be reported to the [Modern Slavery and Exploitation Helpline](#).

We note that the [Parish Buying Service](#), as one of the National Church Institutions is covered by the NCIs' Modern Slavery Statement. To minimise the risk of slavery and human trafficking occurring in Church business and supply chains, the NCIs and Parish Buying Service have implemented due diligence procedures, including a Supplier Code of Conduct, to use with all suppliers prior to their appointment. (see Appendix A for further details of their activities and approach.)

Employment practice

Leicester Cathedral is committed to paying the [real living wage](#); offering fair hours and contracts; supporting employee wellbeing, and diversity and inclusion.

Investments

We follow the ethical investment policy of the National Church Institutions (NCIs) and the Church Investors Group (which includes the Church Commissioners, the Archbishops' Council and The Church of England Pensions Board). (For more information about the Church Investors Group please see Appendix B.)

Awareness and training

We expect key lead staff and volunteers to undertake relevant training. This includes managers, trustees and committee members and those involved in public facing roles.

Modern Slavery is recognised and lamented at key moments in the liturgical rhythm, most notably around anti-slavery day (18th October).

Last updated October 2023

Appendix A – the Parish Buying Scheme

The [Parish Buying Scheme](#) undertakes to:

Mitigate risk by undertaking reviews with our key supply chain partners on a regular basis to ensure that continued compliance can be achieved.

Ensure that all new key contracts with our suppliers reflect agreement and compliance with this act.

Take appropriate investigation and reporting steps if we suspect any evidence of slavery or human trafficking has occurred in our supply chain.

If the National Church Institutions find evidence of a failure to comply with these policies, or a breach of their Supplier Code of Conduct, they will try to work with the supplier to improve standards and employee welfare. They reserve the right to terminate an arrangement with any supplier immediately for relevant transgressions or where there is no willingness to make the necessary improvements, and/or to report any findings to the appropriate authority.

Appendix B

Since 2012 the [Church Investors Group](#) (the CIG) has:

- Led engagement with three hotel chains on the risk of their facilities being used for child sex trafficking. This led to one company identifying issues through a newly commissioned audit and another developing and leading a training programme for franchise holders.
- Conducted initial awareness raising with FTSE350 constituent companies about the requirements of the Transparency in the Supply Chain provision of the Modern Slavery Act.
- Helped develop and used the Business and Human Rights Resource Centre's ranking report to encourage improvements at FTSE 100 companies who lagged their peers in responding to the Act.
- Engaged with supermarkets about The Clewer Initiative's Safe Car Wash app.
- Worked with UK-listed hospitality companies and global personal and household goods companies to promote 'the employer pays' principle so that migrant workers are not trapped in abusive working environments unable to pay back recruitment fees.
- Supported international investor initiatives on modern slavery in Canada, the USA and Australia.

Within their investment portfolios, the NCIs have portfolios of real asset investments and review the risks of modern slavery and human trafficking occurring at these assets. NCI staff are trained to be alive to these risks when inspecting these assets. The NCIs also review the Modern Slavery and Human Trafficking Statements of the agents used across their property, rural land and forestry portfolios in the UK.