



Cornwall
Education
Learning Trust

Modern Slavery Statement

Our Mission

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted.

Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.



Our Values

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.



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1. Policy Overview

1.1 Modern Slavery Statement

Cornwall Education Learning Trust (CELT) is committed to acting ethically and responsibly in everything we do. We recognise our responsibility to help prevent modern slavery and human trafficking and take this responsibility seriously. This statement sets out how we work to identify and reduce the risk of modern slavery within our Trust and across our supply chains, in line with the Modern Slavery Act 2015.

CELT has a zero-tolerance approach to modern slavery and expects all those working for, or on behalf of, the Trust to share this commitment.

1.2 Policy Approval and Review

Policy Version Number:	1
Approved By:	Resource and Infrastructure
Approved On (Date):	26.01.2026
Review Period:	Every 2 years

1.3 Policy Version History

Policy Version	Date Issued	Summary of Changes
1	26.01.2026	First Issue – No Changes



2. Modern Slavery Statement

2.1 Our organisation and supply chains

Cornwall Education Learning Trust is a Multi-Academy Trust comprising 16 academies, all based in Cornwall. The Trust's core activity is the provision of education and related services for children and young people.

To support our academies, the Trust works with a range of suppliers and contractors, including those providing educational goods, maintenance and construction, catering and cleaning services, IT systems and professional services. The majority of our suppliers are based in the UK. While the risk of modern slavery within the Trust's direct operations is considered low, we recognise that risks may exist within wider supply chains, particularly in labour-intensive sectors.

3. Policies and culture

CELT has a zero-tolerance approach to modern slavery and human trafficking. This commitment is embedded within our wider safeguarding culture which is the golden thread running through the Trust and supported by Trust policies covering safeguarding and child protection, safer recruitment, whistleblowing, staff conduct and procurement.

These policies are designed to ensure that staff are recruited safely, concerns can be raised openly and without fear, and all those working with or on behalf of the Trust are expected to act ethically and lawfully.

4. Due diligence and managing risk

When appointing suppliers, CELT takes a proportionate and risk-based approach to due diligence running a range of checks before engagement which includes a review of modern slavery statements. For larger contracts the Trust uses recognised procurement frameworks or formal tender processes and includes appropriate contractual requirements relating to legal and ethical compliance including prohibiting the use of modern slavery.

The Trust keeps modern slavery risks under review as part of its wider risk management arrangements, with particular awareness of areas such as cleaning, catering and construction. Any concerns raised are taken seriously and addressed in line with Trust procedures.

5. Training and Awareness

Awareness of modern slavery and human trafficking is embedded in the Trust's wider safeguarding culture. All staff receive safeguarding training that covers vulnerability, exploitation and the importance of reporting concerns. Staff involved in recruitment and procurement receive additional guidance on safer recruitment and ethical supplier management. Trustees and senior leaders maintain oversight of modern slavery risks as part of their governance responsibilities, ensuring that policies and procedures remain up to date and



effective. Through this approach, CELT ensures that everyone in the organisation understands their role in preventing modern slavery and can act appropriately if concerns arise.

6. Measuring Effectiveness

CELT monitors the effectiveness of its approach through ongoing oversight of safeguarding and whistleblowing arrangements, procurement processes, and policy reviews. We review any concerns raised, the completion of training by staff, and compliance by key suppliers with our contractual requirements. To date, no instances of modern slavery have been identified within the Trust or its supply chains. The Trust will remain vigilant with the understanding that 'it could happen here' and continue to review its policies and practices regularly to ensure that any risks are identified promptly and addressed appropriately.

