

## **Modern Slavery Statement for Diocese of Leicester**

This statement covers the operations of the Diocesan Board of Finance, which includes:

- St Martin's House and Conference Centre
- Bishop's Lodge
- Christian Resources Leicester
- St Martin's Lodge

Also within the Diocese of Leicester are the Diocesan Board of Education, St Philip's Centre, Launde Abbey and Leicester Cathedral, as well as the Parochial Church Councils at the parish level. As these are independently governed bodies, this Modern Slavery Statement does not directly cover their activities but may be used to inform their future direction.

### **Organisational Structure**

The Diocese of Leicester is one of the 42 Dioceses that make up the Anglican Church in England. As such, it is under the jurisdiction of the Archbishops of Canterbury and York and the legislative authority of the General Synod. It is supported by the National Church Institutions, including the Church of England's Central Services, Pension Board, and the Church Commissioners. Their latest Modern Slavery Statement can be found [here](#).

The Leicester Diocesan Board of Finance is a company limited by guarantee (No. 00227087) and a registered charity (No. 249100) governed by its Memorandum and Articles of Association. The company's principal activity is to promote, assist and advance the work of the Church of England within the Diocese of Leicester. It was established in its present form in 1927.

Governance and policy of Leicester Diocesan Board of Finance is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law. The Trustees are The Bishop of Leicester, who is the ex-officio president of LDBF, The Archdeacons of Leicester and Loughborough (also ex-officio) along with eight people elected from and by the members of Diocesan Synod every three years (with the most recent elections held in 2021), up to three members co-opted by the Board of Trustees, and up to two members nominated by the Bishop.

The Diocesan Synod, the statutory governing body of the Diocese, is an elected body drawn from across the Diocese with responsibility for setting the vision and strategy of the Diocese, guided by the Bishop's Leadership Team.

Whilst the LDBF is a separate legal entity, with clear responsibilities under both company and charity law, as well as a governing Memorandum and Articles of Association, by virtue of the National Institutions Measure 2000, the LDBF is subject to the direction of the Synod in all its activities, unless such direction is not in accordance with the governing documents or statutory regulations.

The Bishop's Council consists of 11 ex-officio members, including the Diocesan Bishop, the Bishop of Loughborough and the two Archdeacons, 3 clergy elected by the house of clergy from among their number and 5 lay persons elected by the members of the house of laity, a Lay chair and an Area Dean and a maximum of 4 members nominated by the Diocesan Bishop.

The Diocesan Chief Executive is given specific and general delegated authority to deliver the business of the LDBF in accordance with the policies framed by the Trustees.

The Diocese is divided into 10 deaneries, each with its own Synod. Within each parish there is a Parochial Church Council which shares with the parish priest responsibility for the mission of the church in that place. Parochial Church Councils (PCCs) are the trustees for a parish church, with responsibility for its finances, repair and upkeep. Each PCC should include two churchwardens, and each parish should also have a safeguarding officer, to whom safeguarding concerns are reported.

## **1. Social Responsibility Panel**

General issues around modern slavery and human trafficking (as opposed to individual cases) can be raised with the governance bodies of the Diocese through the Social Responsibility Panel, which meets on a quarterly basis. The Christians in Leicester and Leicestershire Against Modern Slavery 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.

## **2. Procurement**

### **a) Areas of Risk**

Whilst the core of what we do can be considered low risk, we are reviewing that risk and we acknowledge some of the key risk areas may come from our contracted work particularly in the areas of:

- hospitality and catering
- properties, construction & maintenance
- IT equipment and services
- cleaning and waste management

### **b) Due Diligence and Mitigation**

Based on an assessment of the suppliers which account for the largest proportion of our spending, we have identified seven companies which have an annual turnover of over £36 million and therefore produce modern slavery statements. As well as reviewing those statements, we will issue a modern slavery risk assessment questionnaire to these suppliers and this questionnaire will also be included in our onboarding of new suppliers. We will seek training on risk identification in procurement and recruitment for the business management team at St Martin's Conference Centre and St Martin's House.

Parishes are encouraged to purchase equipment and supplies through the Parish Buying Service (including stationery and office products, IT software and hardware, heating equipment and ecclesiastical and liturgical supplies). The Parish Buying Service is one of the National Church Institutions and, as such, is covered by the NCIs' [Modern Slavery Statement](#). To minimise the risk of slavery and human trafficking occurring in our 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.

In addition, they have committed 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; and
- Take appropriate investigation and reporting steps if we suspect any evidence of slavery or human trafficking has occurred in our supply chain.

If the NCIs 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.

### **3. Safeguarding and Reporting**

Within the Diocese, there is a central team responsible for safeguarding matters, checks and training. Each parish within the Diocese has a Safeguarding Officer, who is the key link between the diocese and the parish, concerning safeguarding. She/he will have an overview of all church activities involving children, young people and vulnerable adults, 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 have been encouraging Safeguarding Officers 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.

The process for handling concerns about possible victims of modern slavery follows the outline of other safeguarding concerns: if anyone suspects that someone in their church or accessing one of their services (such as a food bank or community kitchen) may be a victim of modern slavery, they should first contact the Modern Slavery Helpline. Then it should be reported to the Diocesan Safeguarding Team either via the parish's Safeguarding Officer or directly to the team. Out-of-hours safeguarding cover is provided by Thirtyone:eight.

If a concern is reported to the Diocesan Safeguarding Team before the modern Slavery Helpline is contacted, then they will advise the individual to do so. The Team also have links with the Leicestershire Hub of Hope for Justice, which provides victim support and advocacy, to refer possible victims.

#### **4. Good Business Charter**

St Martin's House Conference Centre and St Martin's Lodge have been [accredited by the Good Business Charter](#), which means they have a proven commitment to paying the real living wage; offering fair hours and contracts; ethical sourcing; environmental responsibility; supporting employee wellbeing, and diversity and inclusion.

#### **5. Ethical Investments**

As a Diocese 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).

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.

#### **6. Christians in Leicester and Leicestershire Against Modern Slavery**

Christians in Leicester and Leicestershire Against Modern Slavery (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.

The group has worked closely with Leicester Cathedral to run events to raise awareness about modern slavery and human trafficking, including:

- A Mothers' Union 'Craftivist' statement displaying a knitted chain of 10,000 crochet chain links representing the 10,000 people estimated to be trapped in situations of modern slavery in the city, shown in the Cathedral for Anti-Slavery Week
- A March for Freedom across the city
- A Dean's Discussion event featuring expert panellists