

DIOCESE OF  SALFORD

Modern Slavery & Human  
Trafficking Statement  
2022



## Foreword by Bishop John Arnold

I welcome and endorse this Statement which acknowledges our potential complicity in human exploitation and commits the Diocese to doing everything we can to ensure that our supply chains are free of modern slavery.

There is a global problem happening now. There are more slaves in the world currently than at the height of the Trans-Atlantic Slave Trade. The true number of people who are experiencing the trauma of modern slavery is unknown, but the Global Slavery Index estimates 40 million people worldwide and 136,000 people in the United Kingdom. This includes members of our own communities and parishes.

Pope Francis has called it 'a crime against humanity' and asked us all to take responsibility as individuals and organisations to take action to help eliminate this modern-day scourge on society. Where we see the signs of poverty and exploitation that fuels human trafficking we need to speak out and act to protect the most vulnerable around us.

People experiencing modern slavery and trafficking should rightly see our churches and social outreach as places of sanctuary and refuge. It is important, therefore, to ensure that all members of the church, clergy, parishioners, staff and volunteers are aware of the signs to look out for and how they can help survivors find protection and support.

This statement is another step towards our commitment to tackle modern slavery within the diocese.

A handwritten signature in black ink, appearing to read "John", with a small cross symbol above the first letter.

## Introduction

The Diocese is choosing to produce and publish a Modern Slavery Statement. We believe that all businesses, charities and organisations have a responsibility to act.

This Modern Slavery Statement represents our efforts to avoid exploitative labour practice in our supply chains, raise awareness within our communities and sets out our plan for 2022 to make tackling Modern Slavery integral to our wider social justice agenda.

## Organisational Structure

The statement covers the activities of:

- The Diocese of Salford
- Caritas, Diocese of Salford
- SDC Trading Limited
- CTS (Cathedral Bookshop)

The Trustees of the Diocese are responsible for the governance of all the above organisations and this single statement has been created to unite us in the single aim of tackling modern slavery.

The Diocese includes much of Greater Manchester north of the Mersey and Lancashire including Blackburn and Burnley. The diocese comprises approximately 263,295 Catholics, with 111 parishes and 208 schools. Social outreach is coordinated by Caritas Diocese of Salford who provide a practical response to those in crisis, suffering hardship or who are at risk, helping to rebuild lives for the long-term and enabling people to live in a safe, healthy and secure environment.

## What are we currently doing to tackle Modern Slavery?

### 1. Ethical Investment

The diocese is establishing itself as a Responsible Investor, with an authentic set of investment statements and an accompanying investment framework that demonstrates that the Catholic Social Teaching of Human Dignity, the Common Good and Care for Our Common Home are central to how our investment portfolio is managed, shaped and targeted.

We already work closely with the Church Investors Group which is a membership organisation representing the charitable and pension funds of various Christian denominations, dioceses, religious orders and other faith-based charities. The Secretariat of the Church Investors Group (CIG) is provided by CCLA.

In line with our aim to be a Responsible Investor, CIG and CCLA realise the difference investors can make by contributing to the fight against slavery. As such they have developed a four-part engagement plan which aims to:

- encourage companies to develop better policies, processes and procedures for identifying and then addressing Modern Slavery
- tackle one of the main causes of slavery, debt bondage, by calling on companies to adopt 'Employer Pays Principle', prohibiting employers from charging recruitment fees
- increase awareness of Modern Slavery amongst stakeholders
- call for increased global legislation and regulation.

Caritas Diocese of Salford have opted to invest financial resources directly with CCLA's recently launched Catholic Fund, in line with broader social and moral teaching of the Church including CCLA's specific Modern Slavery programme to 'Find It, Fix It, Prevent It' launched in 2019.

## **2. Advocacy and Social Justice**

### *Caritas Diocese of Salford Anti-Trafficking - Awareness raising initiatives*

Caritas Anti-Trafficking began as an initiative by parish volunteers in Our Lady of the Valley Parish, Clitheroe in 2015 and working with East Lancashire Police to raise awareness, the project has created various resources to raise awareness of Modern Slavery, delivered a range of talks and seminars to parishes, schools and other voluntary organisations.

### *Caritas Diocese of Salford partnership with the Medaille Trust*

The Medaille Trust was created to provide safe refuge and freedom for people who had experienced modern slavery. Caritas work very closely with the Medaille Trust providing places of accommodation for people and providing opportunities to network and share advocacy initiatives.

## **3. Training**

Training is a key tool in our diocesan journey to raise awareness and tackle Modern Slavery within our communities. Training sessions for parish clergy and safeguarding representatives has taken place in recent years but we will now expand our awareness training for key personnel, staff and volunteers.

## **Year 1 Plan (2022)**

As part of our Year 1 plan, we are currently reviewing our training needs, key policies, and where necessary developing them, with a view to ensuring that our HR, procurement, grievance/whistle blowing, and training practices are mindful of the Modern Slavery agenda.

### **Code of Conduct**

While the Year 1 expanded training plan is being implemented, we will also complete a new Code of Conduct for suppliers. This will support our ongoing work in the following areas:

#### **1. Due Diligence**

The biggest risk of slavery in the diocese is our supply chain. In 2022 we will review and implement a new Code of Conduct, requiring our suppliers and contractors to monitor their supply chain.

In addition we will:

- a. assess existing contracts to develop a clear understanding of our supply chains
- b. review subcontractors
- c. provide training for our employees and for our consultants that manage projects on our behalf.

## **2. Areas of Risk**

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

- properties, construction & maintenance
- IT equipment and services
- cleaning and waste management
- purchase and production of clothing
- hospitality and catering

## **3. Mitigation**

We will mitigate some of that risk by implementing a Modern Slavery risk assessment and put measures in place to help identify and remove the occurrence of Modern Slavery within our supply chains.

Currently there are numerous practices that we undertake to mitigate risk of Modern Slavery, amongst which are rigorous employment checks for all workers. Where possible we employ directly with limited reliance on agency/ temporary staff. We also use where possible locally sourced, reputable companies for all goods and services.

## **Trustees Approval**

Our Modern Slavery Statement has been approved by the Trustees and will be reviewed at the end of 2022 and a revised edition published for 2023.

**Bishop John Arnold**  
**Bishop of Salford**

**Sir Peter Fahy**  
**Chair of Modern Slavery Group**