



Anti-Slavery and Human Trafficking Statement

Introduction:

This is St Paul's School statement in relation to section 54 part 6 of the Modern Slavery Act (2015) for its financial year ended 31 August 2023, and details information on the School's (including both Junior and Senior schools) approach to navigating the issues of modern slavery and human trafficking in any regard.

As defined by the Modern Slavery Act (2015), modern slavery is constituted by the offences of 'slavery, servitude, forced compulsory labour and human trafficking'. Human trafficking is the process of coordinating or assisting in the movement of another person for the purpose of their exploitation.

We are committed to understanding better the context in which modern slavery might take place, the potential risks and the impact on our School and as a consequence, aim to implement appropriate measures to facilitate a safer and more inclusive environment.

Structure:

St Paul's School is an independent school based in Barnes, London, which offers an outstanding, all-round education for highly able, committed and curious boys aged 7 to 18 years across our junior and senior schools. St Paul's School is a registered charity and company limited by guarantee (registered charity number 1119619, registered company number 06141973).

Employees:

We are committed to respecting the human rights of our employees through our internal employment and safeguarding policies and practices and by respecting regulations related to human rights.

We also strive to ensure that employees are able to work in a safe, professional environment, through the delivery of our interdisciplinary diversity, equality and inclusion (DEI) strategy. This work covers various aspects of the employee experience (including staff wellbeing, recruitment, data collection, and marketing and brand) and aims to ensure that the school is a welcoming place where everyone can be their most authentic selves.

Prior to the first day of employment or service, we complete background checks on all new employees, contractors and volunteers to confirm requirements are met in line with Keeping Children Safe in Education (KCSIE) regulations. All applicants are also required to complete a Child Protection interview, to gauge their understanding of and competency with safeguarding practice.

We are committed to providing competitive remuneration and benefits for our employees that support our employees' needs, such as health & well-being and training & development. We are also a London Living Wage employer.

Supply Chains:

In order to provide a full and enriching education for our students, and a comfortable working environment for our staff, the School makes use of a range of supply chains and external providers for several areas including, but not limited to, the following:

Cleaning, Catering, Stationery, Utilities, Architects, Book Publishers, Surveyors, Coach Companies, Travel Agents, Airlines, Schools and Universities, Government Departments, Medical Supplies.

Planned Steps and Key Performance Indicators – 2023

January 2023 Objectives	January 2024 Update
<i>For our suppliers with an annual turnover of £36 million or greater, we will request that they share their Modern Slavery Statement with us before we enter into or continue business with them.</i>	We have implemented a questionnaire for new suppliers which asks them to share their Modern Slavery Statement with us. If they do not have a statement, we ask them to provide information on their business practices and how they perform due diligence in regard to anti-slavery and preventing human trafficking.
<i>For our suppliers with an annual turnover of less than £36 million, we will perform due diligence into understanding the values of current and potential suppliers, including investigating whether or not they align with our values as a School (particularly in relation to modern slavery and human trafficking).</i>	In addition to the above, we have begun collating data on the business practices of our current suppliers in relation to anti-slavery and human trafficking. We have around 1400 registered suppliers, and have collected statements or data on between 200-300 of them so far.
<i>Ensure that all members of staff who may interact with suppliers are aware of the above expectations.</i>	Members of staff who interact with potential suppliers are encouraged to perform due diligence in regard to the supplier's business practices. Staff are then able to determine whether or not a supplier aligns with our values and expectations.

Planned Steps and Key Performance Indicators – January 2024

The School continues to be committed to better understanding the risk of modern slavery and human trafficking within our organisation and the suppliers we work with and aims to develop our practices in the following areas in order to achieve this:

For our suppliers with an annual turnover of £36 million or greater:

- We will continue to request that they share their Modern Slavery Statement (or information on their business practices in relation to modern slavery and human trafficking) with us before we enter into or continue business with them.

For our suppliers with an annual turnover of less than £36 million:

- We will continue to perform due diligence into understanding the values of current and potential suppliers, including investigating whether or not they align with our values as a School (particularly in relation to modern slavery and human trafficking).
- We will continue to develop the data we have collected on current suppliers' business practices in relation to modern slavery and human trafficking

For internal employees:

- We will continue to ensure that we follow best practice guidelines, and as such, we are committed to investing in training staff in further developing their knowledge in this area.

Approval:

The above statement is approved by Richard Cassell on behalf of the St Paul's School Board of Governors.
The document will be reviewed annually to ensure continued compliance and to measure progress against our objectives.

Signed:



Richard Cassell
Chair of Governors