



BROMSGROVE SCHOOL

MODERN SLAVERY STATEMENT

Author:	Bursar
Reviewed:	March 2019
Next Review Due:	March 2020
Scope:	All Schools

INTRODUCTION

Bromsgrove School (the "School") is committed to improving our practices to combat slavery and human trafficking in our business activities, by taking steps to ensure, as far as we are able, that our supply chains are free from slavery and human trafficking. This statement sets out the steps the School is taking, during the financial year ending 31st August 2019 to understand potential modern slavery risks within our business structure, and our supply chain, and to identify steps that the School could take to eradicate these risks, wherever possible.

ORGANISATIONAL STRUCTURE

The School is a large independent co-educational school for local and international children aged 6 months to 18. The School offers day and boarding education to its 2,000 pupils in Worcestershire.

The School was founded in 1553 and re-founded on the current site in 1693 by Thomas Cookes. Bromsgrove School was one of the original fourteen members of the Headmasters' Conference (HMC) when it was founded in 1869. The Pre-preparatory and Preparatory Schools are twentieth century foundations.

The School was incorporated as a company limited by guarantee on 1 September 2003 under charity number 1098740 and registered company number 4808121.

Further information about the School can be found on the school's website.

Our [mission statement](#) seeks to produce happy, creative, moral citizens who live motivated, fulfilled lives while enriching the lives of others. The School achieves this through its enlightened, disciplined and broad education that responds to global change while retaining core values for its pupils of:

- Humility and Confidence
- Compassion and Ambition
- Respect and Curiosity
- Tolerance and Vision

In line with these core values, the School is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As a charity, ensuring that charitable funds are carefully spent is also important, and this is kept in mind when procuring goods and services for the School.

OUR SUPPLY CHAINS

The School's supply chain includes suppliers of educational materials, school uniforms, catering, maintenance, cleaning, furniture, equipment, stationery, ICT hardware and construction.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are in the process of reviewing all of our policies to ensure that we reflect the School's approach to modern slavery and human trafficking. In particular, we are focusing on our policies regarding Whistleblowing, Expenditure Control, Procurement, Staff Recruitment, and Safeguarding. These policies will be regularly monitored and updated by the Governors.

The School is confident that, together, these policies will be effective in mitigating the risk of slavery and human trafficking from within our supply chain, and that they will provide sufficient guidance and support to our staff should they have any concerns.

We will be making sure that our high risk suppliers are aware of our policies and procedures and request confirmation that they adhere to the same high standards as our own staff in relation to preventing slavery and trafficking.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have considered our current supply chains in order to identify those that could be at a high risk of slavery or human trafficking. When doing so, we have given due regard to those supply chains that originate outside of the UK, that are high risk areas of industry, and have acted in accordance with the guidance prepared by The Independent School's Bursars Association (ISBA) which has identified catering, bed linen, furniture, stationery and uniform as high risk supply chains for schools specifically.

As part of the School's approach to identifying and mitigating slavery and trafficking within our supply chain, we are carrying out due diligence processes on all of our high risk suppliers.

As we outsource our Catering operations, we have already sought assurances from our contractor that they are committed to preventing modern slavery and human trafficking.

We are developing systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

OUR EFFECTIVENESS IN COMBATting SLAVERY AND HUMAN TRAFFICKING

The effectiveness of our processes will be clear if there have been no reports from employees, or law enforcement agencies that indicate that a modern slavery or human trafficking practice has been identified within our supply chain.

The School is committed to improving its practices and will monitor and review the effectiveness of our steps annually to identify any areas where additional work may be required.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31st August 2019.

This statement was approved by the Board of Governors of the School on 16th March 2019

Paul West
Chair of the Board of Governors
For and on behalf of Bromsgrove School
Date: 16th March 2019