



BROMSGROVE SCHOOL

MODERN SLAVERY STATEMENT

Author:	Bursar
Reviewed:	November 2023
Next Review Due:	November 2024
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. The School is totally committed to ensuring that the organisation acts as a good global citizen. This statement sets out the steps the School has taken during the financial year ending 31st August 2023 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, Preparatory and Winterfold 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

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

In line with our core values, the School is committed to conducting its activities fairly and with the highest levels of honesty and integrity. We are 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 Expenditure Policy clearly sets out our approach to procurement including our tender processes and we will always ensure that we comply with all regulatory requirements.

We are continually reviewing all of our policies to ensure that we reflect the School's approach to modern slavery and human trafficking. In particular, this policy sits beside our Whistleblowing, Expenditure Control, Recruitment and Anti-Corruption and Bribery Policies. These policies are all 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.

OUR SUPPLY CHAINS

We have identified our Supply Chains to be the highest risk to the School. As we have a number of safeguarding checks in place when we recruit staff, we assess the risks associated with staff recruitment to be low.

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

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, IT equipment and uniform as high risk supply chains for schools specifically.

We have identified specific key suppliers as the highest risk for the School and we have sought assurances from them in the year. They include our outsourced catering company, our outsourced uniform provider, our outsourced IT equipment provider, our sportswear supplier and our furniture supplier.

We ensure 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.

All new contracts with suppliers in high-risk sectors and with franchise partners will include specific terms to ensure compliance with our policy.

We will continue to identify, assess and mitigate potential risk areas in our supply chains.

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 continually evaluating the supply chain and determining suppliers which are higher risk. The Governors will continue to monitor and review the effectiveness of our due diligence processes to identify any areas where additional work may be required.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes a slavery and human trafficking statement for the financial year ending 31st August 2023.

This statement was ratified by the Board of Governors at the meeting on 25th November 2023.

Michael Luckman
Chair of the Board of Governors
For and on behalf of Bromsgrove School
Date: 25th November 2023