



# Queen Ethelburga's Collegiate

## Modern Slavery and Human Trafficking Statement

---

### 1. Opening statement from senior management

Queen Ethelburga's Collegiate is committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain. We impose the same high standards on our suppliers.

Queen Ethelburga's Collegiate encourages accountability, fairness, transparency and is committed to the eradication of any modern slavery and human trafficking within our business, outsourced functions and supply chains and we are working towards that aim. We expect commitment to a zero tolerance from all organisations with which we do business and will not support or do business with any individual or organisation knowingly involved in modern slavery and human trafficking.

### 2. Structure of the organisation

Queen Ethelburga's Collegiate consists of a number of independent schools providing primary and secondary education to pupils aged up to 19 years at the single site in York.

In order to provide education, we work with a range of businesses. Our supply chain includes for example office suppliers and service providers, IT service providers, auditors and overseas agents.

### 3. Policies

Our commitment to combating modern slavery is reflected in our Anti-Slavery Policy.

External recruitment must be through recognised recruitment agencies who are compliant with the Modern Slavery Act 2015.

Our Code of Conduct is designed to promote fairness, consistency and propriety. Staff are required to act with probity and demonstrating high ethical standards of personal conduct; this includes reporting suspicions of modern slavery and human trafficking.

### 4. Due diligence

Queen Ethelburga's Collegiate undertakes reasonable and practical steps to ensure we do not support individuals or businesses involved in modern slavery and human trafficking, including limiting the geographical scope of business, outsourced functions and supply chains, ensuring appropriate terms of business agreements are in place.

### 5. Risk and compliance

Queen Ethelburga's Collegiate has assessed the nature and extent of its exposure to the risk of modern slavery occurring in our supply chain. We do not consider we operate in a high risk sector or location because business is conducted predominantly within the United Kingdom where modern slavery and human trafficking are criminalised. We are satisfied that the risk of modern slavery or human trafficking occurring within our own business is low.

Management responsible for outsourced functions and management of supply chains are provided with appropriate training. All Directors have been briefed on the Modern Slavery Act 2015.

## **6. Being a responsible employer**

We ensure that our employees are paid at least the minimum wage and have the right to live and work in the United Kingdom.

We ensure that we recruit and treat employees fairly, eliminating modern slavery at all costs, we:

- recruit and select employees in a fair, lawful and professional manner, both for internal and external candidates
- treat all employees fairly during their employment and, if there is an occasion when an employee does not feel that they have been treated fairly, there are procedures in place to raise a grievance or involve a local trade union, where they exist, or where this is a legal requirement to do so
- manage the exit of an employee from the business in a fair and consistent manner

## **7. Training**

We invest in educating our staff to recognise the risk of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

## **8. Further actions and sign-off**

We intend to continue to assess the risk of modern slavery and human trafficking occurring within our business or supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Queen Ethelburga's Collegiate Modern Slavery and Human Trafficking statement for the financial year commencing 01 September 2020 and ending 30 August 2021.

This statement was approved by the Board on 29<sup>th</sup> September 2021.



MS AMY MARTIN  
CHIEF EXECUTIVE OFFICER  
FOR THE YEAR END 30 AUGUST 2021