



Modern Slavery Policy and Statement

Section 54 of the UK Modern Slavery Act of 2015 requires businesses with a turnover of £36 million or more to write an annual statement, setting out the steps that they are taking to address the risk of slavery in their operations and supply chains.

For statutory reporting purposes the Charity (Shrewsbury School) will be above this £36m turnover threshold in 2023/24. Risk areas are most likely to relate to goods or services procured overseas. We should probably also risk assess overseas partners.

1. Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") and constitutes our statement for the financial year ending July 2024. It covers the activities of the School (as defined below) and its two wholly-owned trading subsidiaries, SSEL and SSTC. This statement will be published on our website and can be accessed through a link on the homepage.

2. Our Organisation

Shrewsbury School (the Charity) operates two schools, Shrewsbury School and Packwood, each of which is an independent co-educational boarding and day school providing education to boys and girls between the ages of 13 and 18 years in the case of Shrewsbury School and, through Packwood Haugh School, for children between the ages of 3 and 13 years (the "School"). It was founded by a Royal Charter and is registered with the Charity Commission under charity number 528413. Shrewsbury School operates its trading activities through SSEL and SSTC.

3. Our Policies and Procedures

The School is committed to upholding the Act and improving our practices to combat modern slavery or human trafficking throughout our supply chain or in any part of our business. We will continue to:

- Develop and implement responsible policies (including our Whistleblowing Policy, Safeguarding Policy, Safer Recruitment Policy and Anti-Bribery Policy) to minimise these risks and to reflect our aim to act ethically and with integrity in all our business relationships;
- carry out due diligence and **risk assessments** on our supply chains and subsequently monitor any identified risks;
- run **training programmes** for appropriate staff members to raise awareness of the possibility of modern slavery and human trafficking amongst the business and within the supply chain; and
- take a risk-based approach to our contracting processes and keep them under review, assessing whether the circumstances warrant the inclusion of specific prohibitions against the **use of modern slavery in our contracts with third parties**.

We use a wide range of suppliers who support or provide services to our operations and supply goods for sale. We are in the process of writing to our suppliers who meet the **turnover criteria above £50,000** to complete a questionnaire regarding their compliance with the Act, and policies and to declare that they have not been convicted of an offence under sections 2 or 4 of the Act with a focus on those identified as carrying the greatest exposure of risk whether due to geographic area, industry or sector or by value of spend.

To date, the School has not identified any modern slavery concerns but will remain vigilant. Staff are made aware of the risks of modern slavery in their induction training and encouraged to raise concerns about any issue of suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. Key staff are reminded of these risks and the steps to take on an annual basis.

4. Further Steps

The School is committed to improving its practices to ensure that its supply chains are free from modern slavery and human trafficking. During the next financial year, the School will continue to review its questionnaire and standard contract clauses relating to the Modern Slavery Act 2015 and consider implementing enhanced due diligence in areas identified as being at particular risk such.

5. Recommendation

The Governing Body is asked to approve this statement which was discussed at the Audit sub-committee in February 2024, and will be reviewed by that committee at its February meeting each year when the large vendor listing is reviewed.

Owner: Chief Operating Officer
Reviewed June 2024
Next review September 2025