

WARWICK SCHOOLS FOUNDATION MODERN SLAVERY ACT STATEMENT

This statement applies to all activities of Warwick Schools Foundation (referred to in this statement as 'The Foundation'), including all schools within its legal entity (King's High School, The Kingsley School, Warwick Preparatory School and Warwick School).

The Foundation 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. As a charity, ensuring that charitable funds are carefully spent is also important, and this is kept in mind when procuring goods and services.

This statement sets out the steps the Foundation is taking to understand potential modern slavery risks within our business structure and our supply chain and to identify measures to eradicate these risks wherever possible.

ORGANISATIONAL STRUCTURE

Warwick Schools Foundation is a charity which seeks to advance education by carrying on in or near Warwick, day and boarding schools for boys and girls.

It consists of Warwick Preparatory School, King's High School, Warwick Junior School, Warwick Senior School and The Kingsley School. The schools are individual but benefit from the strength and support of the Foundation. This enables our schools to be best resourced to provide an exemplary environment in which to educate our pupils for the future.

Our schools are located on two sites:

The 55-acre Warwick Campus in Warwick is home to some 2,600 pupils:

Warwick School comprises **Warwick Junior School** (boys 7-11) and the senior school (boys 11-18), operating as a through-school.

Warwick Preparatory School and the **King's High School** operate as a through-school from ages 3-18. Warwick Prep comprises a co-educational Nursery and Pre-Prep ages 3-7, and, with King's High, is then single-sex girls from 7-18.

This is a unique model of education in the Midlands, offering 'the best of both worlds' for our pupils; teaching specifically tailored to their needs with extensive learning opportunities to collaborate outside the classroom.

The town of Royal Leamington Spa is home to **The Kingsley School**.

Founded in 1884, Kingsley is a school community of some 300 girls (3-18) and boys (3-11).

More information about the schools can be found on their websites:

www.warwickprep.com

www.kingshighwarwick.co.uk

www.warwickschool.org

www.thekingsleyschool.co.uk

DEFINITIONS

Warwick Schools Foundation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

OUR COMMITMENT

The Foundation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Foundation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Foundation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Foundation strictly adheres to the minimum standards required in relation to its responsibilities under the relevant employment legislation.

SUPPLY CHAINS

We have zero tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We expect all those in our supply chain and contractors to comply with our values.

POTENTIAL EXPOSURE

The Foundation's supply chain includes providers of educational materials, food and catering items, building and grounds maintenance items, cleaning supplies, furniture, other equipment, stationery, ICT hardware and construction.

In general, the Foundation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

The Foundation has not, to its knowledge, conducted any business with another organisation, which has been found to have involved itself with modern slavery. In accordance with section

54(4) of the Modern Slavery Act 2015, the Foundation has taken the following steps to ensure that modern slavery is not taking place:

- With regards to national or international supply chains, we expect these entities to have suitable anti-slavery and human trafficking policies and processes, and this is reflected in procurement agreements.
- We have systems in place to encourage the reporting of concerns and the protection of whistle blowers

MEASURES

We use the following measures to check how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Right to work checks completed at recruitment stage.
- Ensure minimum employment age adhered to, in line with the relevant legislation.
- Always apply national minimum wage thresholds, in line with the relevant legislation.
- Regular contact with material suppliers including their understanding of, and compliance with, our expectations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.
