



Queen Ethelburga's Collegiate Anti-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 and imposes 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, employing over 500 members of staff within several entities.

In order to provide education, we work with a range of businesses. Our supply chain includes for example office suppliers, 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.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains

- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistleblowers

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.

We expect compliance with our statement from our suppliers and do not tolerate slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

6. Effectiveness and KPIs

Queen Ethelburga's Collegiate uses key performance indicators (KPIs) to measure how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. These are as follows:

- Ensure employees are paid at least the minimum wage and have the right to live and work in the United Kingdom.
- Ensure 100% new employees undertake Modern Slavery training
- Ensure employees who have roles dealing with suppliers, such as the Procurement Team receive ongoing updates and notifications regarding business & human rights, and specifically Modern Slavery.

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 ending 30 August 2023.

This statement was approved by the Board on 15th September 2023.

A handwritten signature in blue ink, appearing to read 'Amy Martin', with a stylized flourish at the end.

MS AMY MARTIN
CHIEF EXECUTIVE OFFICER