



# Anti-Slavery and Human Trafficking Statement

## Introduction:

This is St Paul's School's statement in relation to section 54 part 6 of the Modern Slavery Act (2015) for its financial year ending 31 August 2025, and details information on the School's (including both Prep and Senior schools) approach to navigating the issues of modern slavery and human trafficking in any regard.

As defined by the Modern Slavery Act (2015), modern slavery is constituted by the offences of 'slavery, servitude, forced compulsory labour and human trafficking'. Human trafficking is the process of coordinating or assisting in the movement of another person for the purpose of their exploitation.

We are committed to understanding better the context in which modern slavery might take place, the potential risks and the impact on our School and, as a consequence, aim to implement appropriate measures to facilitate a safer and more inclusive environment.

## Structure:

St Paul's School is an independent school based in Barnes, London, which offers an outstanding, all-round education for highly able, committed and curious boys aged 7 to 18 years across our Prep and Senior schools. St Paul's School is a registered charity and company limited by guarantee (registered charity number 1119619, registered company number 06141973).

## Employees:

We are committed to respecting the human rights of our employees through our internal employment policies and practices, and by complying with relevant human rights regulations.

We also strive to ensure that employees can work in a safe, professional environment by delivering our interdisciplinary diversity, equity, and inclusion (DEI) and staff wellbeing strategies. This work covers various aspects of the employee experience (including staff experience and wellbeing, training and development, recruitment, data collection, and marketing and brand) and aims to ensure that the School is a welcoming place where everyone can be their most authentic selves.

Prior to the first day of employment or service, we complete background checks on all new employees, contractors, and volunteers to confirm that requirements are met in line with the *Keeping Children Safe in Education (KCSIE)* regulations. All applicants are also required to complete a Child Protection interview to gauge their understanding of and competency with safeguarding practice.

We are committed to providing competitive remuneration and benefits for our employees that support their needs, such as health & wellbeing and training & development. We are also a London Living Wage employer.

## Supply Chains:

In order to provide a full and enriching education for our pupils, and a comfortable working environment for our staff, the School makes use of a range of supply chains and external providers for several areas, including, but not limited to, the following:

Cleaning, Catering, Stationery, Utilities, Architects, Book Publishers, Surveyors, Coach Companies, Travel Agents, Airlines, Schools and Universities, Government Departments, Medical Supplies.

## Steps Taken and Key Performance Indicators

The School continues to be committed to better understanding the risk of modern slavery and human trafficking within our organisation and the suppliers we work with, and aims to develop our practices in the following areas in order to achieve this:

*For our suppliers with an annual turnover of £36 million or greater:*

- We will continue to request that they share their Modern Slavery Statement (or information on their business practices in relation to modern slavery and human trafficking) with us before we enter into or continue business with them.

*For our suppliers with an annual turnover of less than £36 million:*

- We will continue to perform due diligence to understand the values of current and potential suppliers, including investigating whether they align with our School's values (particularly in relation to modern slavery and human trafficking).
- We will continue to develop the data we have collected on current suppliers' business practices in relation to modern slavery and human trafficking.

We utilise the Gov.uk [Modern Slavery Assessment Tool](#) to support our risk identification. We have converted our Modern Slavery statement request form into an online form, making it easier and more efficient for suppliers to share their information with us, and for us to analyse it.

*For internal employees:*

- We will continue to ensure we follow best-practice guidelines and, as such, are committed to investing in staff training to further develop knowledge in this area. Key senior staff have completed relevant accredited training, and this will be rolled out to relevant members of staff across the School.

*For pupils:*

- We will encourage pupils to consider the presence and risk of modern slavery in British society and how it relates to their learning on the Fundamental British Values in PSHE.

## Approval:

The above statement is approved by Richard Cassell on behalf of the St Paul's School Board of Governors. The document will be reviewed annually to ensure continued compliance and to measure progress against our objectives.

Signed:



Richard Cassell  
Chair of Governors