



HALL GREEN SCHOOL

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Adopted:	20 March 2024
Next Review:	March 2025
Governing Committee:	Full Governors
Responsibility:	Headteacher

Introduction

Hall Green School (the "School") 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. The School is totally committed to ensuring that the organisation acts as a good global citizen. This statement sets out the steps that the School will take during the financial year ending 31 August 2024 to understand potential modern slavery risks within our business structure, and our supply chains, so that steps can be taken to minimise these risks wherever possible.

Organisational Structure

The School is a secondary school for children aged 11 to 16 years. The school predominately serves its local community with a small catchment area.

Hall Green School is a private company limited by guarantee, with charitable status, registered in England and Wales company number: 07892732. The registered office address is at Hall Green School, Southam Road, Birmingham, B28 0AA.

Further information about the School is available on its website.

The School continually seeks to build on the successes of the past and adapt to the needs of the future. Our vision for the future, and the way we work day-to-day, is based on strong foundations. The School is a popular, vibrant and successful school with a track record of high standards and excellent outcomes for pupils of all backgrounds and abilities. The diversity of the School population enriches the lives of all the community and has earned the School an enviable reputation for inclusion.

We place great emphasis on pupils achieving excellent qualifications as well as developing high-quality personal and social skills, enabling pupils to be respectful, engaged, and happy citizens. This focus on the holistic development of every pupil is central to everything we do and based on our CARE values: Compassion, Ambition, Responsibility, and Excellence.

Our Policy on Slavery and Human Trafficking

In line with our values, the School is committed to conducting its activities fairly and with the highest levels of honesty and integrity. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We have clear policies that clearly set out our approach to procurement including our tender processes and we will always ensure that we comply with all regulatory requirements.

We are continually reviewing all of our policies to ensure that we reflect the School's approach to modern slavery and human trafficking. This policy sits beside our Whistleblowing, Financial Manual, and Recruitment policies in particular. These policies are all regularly monitored and updated by the Trustees.

The School is confident that, together, these policies will be effective in mitigating the risk of slavery and human trafficking from within our supply chain, and that they will provide sufficient guidance and support to our staff should they have any concerns.

Our Supply Chains

We have identified our supply chains to be the highest risk to the School. As we have a number of safeguarding checks in place when we recruit staff, we assess the risks associated with staff recruitment to be low.

The School's supply chain includes suppliers of educational materials, school uniforms, catering, maintenance, cleaning, furniture, equipment, stationery, ICT hardware and construction.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have reviewed our current supply chains to identify those that could be at a high risk of slavery or human trafficking. When doing so, we have given due regard to those supply chains that originate outside of the UK, that are high-risk areas of industry, and have acted in accordance with the guidance prepared by The Independent School's Bursars Association (ISBA) which has identified catering, bed linen, furniture, IT equipment and uniform as high-risk supply chains for schools specifically.

We have identified specific key suppliers as the highest risk for the School and we have sought assurances from them in the year. They include our outsourced catering company, our outsourced uniform provider, our outsourced IT equipment provider, our sportswear supplier and our furniture supplier.

We ensure that our high-risk suppliers are aware of our policies and procedures and request confirmation that they adhere to the same high standards as our own staff in relation to preventing slavery and trafficking.

All new contracts with suppliers in high-risk sectors and with franchise partners will include specific terms to ensure compliance with our policy. We will continue to identify, assess and mitigate potential risk areas in our supply chains.

Our Effectiveness in Combatting Slavery and Human Trafficking

We will monitor our effectiveness by reviewing reports from employees or law enforcement agencies that indicate that a modern slavery or human trafficking practice has been identified within our supply chain.

The School is committed to continually evaluating the supply chain and determining suppliers which are higher risk. The trustees will continue to monitor and review the effectiveness of our due diligence processes to identify any areas where additional work may be required.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes a slavery and human trafficking statement for the financial year ending 31 August 2024.