

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement is made on behalf of Malvern College (“the School”) in accordance with the Modern Slavery Act 2015. It outlines the steps the School has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within our operations or supply chains.

2. Our Organisation

Malvern College and The Downs Malvern are an independent school providing education for pupils aged 6 months – 18 years. Our activities include teaching, boarding, co-curricular provision, and the procurement of goods and services necessary to support school operations.

3. Our Commitment

The School is committed to acting ethically and with integrity in all our relationships. We have a zero-tolerance approach to modern slavery and are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our organisation or in our supply chains.

4. Our Supply Chains

The School’s supply chains include, but are not limited to:

- Catering and food services
- Uniform and sportswear suppliers
- IT and educational resources
- Construction and maintenance contractors

We recognise that certain sectors may present higher risks and we take proportionate steps to assess and manage those risks.

5. Policies and Procedures

To support our commitment, the School has implemented the following policies:

- Safeguarding and child protection policies
- Staff code of conduct

- Whistleblowing policy
- Recruitment and vetting procedures

These policies are regularly reviewed and communicated to staff.

6. Due Diligence and Risk Management

The School undertakes appropriate due diligence when engaging suppliers and contractors. This may include:

- Assessing suppliers' compliance with relevant laws and standards
- Including anti-slavery clauses in contracts where appropriate
- Reviewing high-risk suppliers more closely

We adopt a risk-based approach, focusing on areas where modern slavery risks may be higher.

7. Training and Awareness

We provide relevant training and guidance to staff, particularly those involved in HR, and safeguarding, to help them recognise and respond to potential indicators of modern slavery.

8. Reporting Concerns

The School encourages all staff, pupils, parents, and stakeholders to report any concerns related to modern slavery or human trafficking. Reports can be made through our whistleblowing procedures, and all concerns are taken seriously and investigated appropriately.

9. Continuous Improvement

We are committed to continuously improving our practices to combat modern slavery. This includes reviewing our policies, strengthening supplier engagement, and enhancing staff awareness.

10. Approval

This statement has been approved by the governing body of Malvern College and will be reviewed annually.