



B E R K H A M S T E D

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Berkhamsted Schools Group Annual Statement

1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Berkhamsted Schools Group (“the School”) is taking to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our organisation. It covers the School and its wholly-owned subsidiaries, Berkhamsted Day Nursery Limited (BDNL) and Berkhamsted School Enterprises Limited (BSEL).

2. Context (Organisation structure and supply chain)

The School is an independent school in Hertfordshire operating a diamond structure, being formed of co-educational Prep schools and a Pre-Prep, a Boys’ School and Girls’ School for pupils aged 11 to 16 years, and a co-educational Sixth Form. Berkhamsted School was founded in 1541 and celebrated its 475th anniversary in 2015-16. The School educates more than 2,200 pupils.

As the School is a charity, procurement of quality goods and services has always been an important part of ensuring charitable funds are carefully spent. Supply chains utilised by the School include catering, transport, uniform, caretaking and grounds maintenance, cleaning, furniture and equipment, ICT hardware and construction.

3. Our policies on slavery and human trafficking

The School is committed to identifying and preventing the risk of slavery and human trafficking anywhere in its own business and in its supply chains. In particular the School is keen to ensure working conditions are safe and hygienic, employment is freely chosen, child labour is not used, living wages are paid, no discrimination is practised, and no harsh or inhumane treatment is allowed.

The School has other relevant policies that support our approach such as Whistleblowing, Purchasing, Grievance and Disciplinary, Health & Safety, Anti-Corruption and Bribery.

4. Due Diligence

The School builds longstanding relationships with trusted suppliers and carries out stringent due diligence on new suppliers including:

- Obtaining general information on supplier companies and understanding their corporate structure
- Assessing supplier financial stability by reviewing recent and previous company accounts
- Ensuring suppliers are able to provide adequate assurances of their own commitment to preventing modern slavery and human trafficking
- Ensuring suppliers are able to provide relevant health and safety checks
- Ensuring suppliers on School contracts are ISO 9001 compliant and provide details of their quality assurance systems and policies across a number of areas, ensuring high standards particularly in relation to working conditions and people



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- Where appropriate, we conduct a full tender exercise.
- The School has a Supplier Code of Conduct policy, which is shared with suppliers in high-risk sectors and with which they must comply.

5. Future plans

The School is committed to continued review and, where identified, improvement of its due diligence practices to ensure that its business and supply chains are free from slavery and human trafficking. Some of the additional steps that the School will consider implementing in future are:

- Enhanced due diligence, specific to slavery and human trafficking
- Enhanced due diligence on existing suppliers, rather than on new suppliers only
- Staff training to raise awareness of slavery and human trafficking
- Proactive engagement with high risk suppliers to obtain more detail on the entire supply chain
- Increased use of ethical suppliers
- Clauses in contracts ensuring supplier compliance with the Modern Slavery Act 2015.

This statement relates to the financial year ending 31 July 2024.