



Modern Slavery Statement for Cheltenham College

Cheltenham College takes steps to ensure that modern slavery and human trafficking are not occurring within our operations or supply chains. As part of our commitment to preventing modern slavery, we work to raise awareness and take appropriate action to combat these issues.

Introduction

Cheltenham College is committed to maintaining the highest standards of ethics, transparency, and integrity in all aspects of our operations. This includes a firm commitment to ensuring that modern slavery and human trafficking do not take place within our institution or in the supply chains we engage with.

This statement, in compliance with the Modern Slavery Act 2015, sets out the actions Cheltenham College has taken during the financial year to address and prevent modern slavery and human trafficking.

Our Organisational Structure and Supply Chains

Cheltenham College is an independent, co-educational school that provides a comprehensive education to children and young adults. Our supply chains involve a range of goods and services, from educational supplies to catering, facilities management, and construction services.

We periodically review our suppliers, ensuring they align with our values, particularly where our suppliers have overseas links in their supply chain.

Our Policies on Modern Slavery

Cheltenham College has adopted policies to ensure that modern slavery and human trafficking are not part of our operations:

- **Anti-Slavery and Human Trafficking Policy:** Close scrutiny is given to the wellbeing of all of our pupils. Any safeguarding concerns relating to pupils (including overseas pupils) are referred to the appropriate authority
- **Code of Conduct for Suppliers:** All suppliers are expected to have high ethical standards, including ensuring that their operations are free from forced labour, child labour, and human trafficking. Suppliers whose turnover exceeds the threshold will be required to share their policy statement in compliance with the Modern Slavery Act. Suppliers with overseas supply chains will be required to confirm their commitment to the Act as part of on-going tender processes.



- **Whistleblowing Policy:** This policy enables employees, suppliers, and stakeholders to report any suspicions of modern slavery without fear of retaliation.

Overseas Schools

Cheltenham College is developing a network of overseas schools. Each school will host periodic visits from Cheltenham College staff, and this opportunity will be taken to assess whether there are concerns around Modern Slavery. Any concerns will then be raised by the Cheltenham College representative on the Board of Governors.

Commitment to Continuous Improvement

Cheltenham College is committed to continually improving its practices to address modern slavery risks. We regularly review our policies, processes, and supply chain management practices to enhance our ability to prevent modern slavery.

We encourage open dialogue and collaboration with our suppliers and other stakeholders to foster a culture of transparency and ethical behaviour.

Conclusion

Cheltenham College recognises the serious issue of modern slavery and is committed to preventing it within our organisation and supply chains. We will continue to take all reasonable and necessary steps to identify, mitigate, and eliminate any risks related to modern slavery.

Signed:

Head Teacher, Cheltenham College

Date: 7 February 2025

This statement is subject to annual review.

Review Date: February 2026