



Alleyne's School

Anti-Slavery and Human Trafficking Statement

(Financial Year ending 2025)

Introduction

We are Alleyne's School a company registered in England and Wales (the "School"). Our company registration number is 09401357, our charity registration number is 1161864 and our registered office is at Alleyne's School, Townley Road, London, SE22 8SU, United Kingdom.

This Policy covers Alleyne's School, comprising Alleyne's Junior School and Alleyne's Senior School, Alleyne's Oakfield, Alleyne's School Enterprises Ltd, Alleyne's School International Ltd and the Edward Alleyne Club (in this Statement, collectively referred to as 'the School')

This Statement is made pursuant to section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that Alleyne's School is taking to ensure that slavery and human trafficking are not taking place in any part of our organisation or our supply chains. Modern slavery encompasses slavery, servitude, forced and compulsory labour, bonded and child labour, and human trafficking. Human trafficking involves arranging or facilitating the travel of individuals with the intent of exploitation. These practices are criminal offences and violations of fundamental human rights.

Alleyne's School is committed to identifying and mitigating the risks of modern slavery across all areas of its business. This commitment applies to all individuals working for or on behalf of the School, including employees, governors, volunteers, contractors, and suppliers. This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 for financial year ended 31 July 2025.

Structure, Employees and Supply Chains

Alleyne's School is an independent co-educational day school in London, operating as a registered charity. Alleyne's School is a private company limited by guarantee with two trading subsidiaries, Alleyne's School Enterprises Limited and Alleyne's School International Limited. The School provides education for pupils aged 4-18 and employs approximately 588 employees.

A Board of Governors (the Trustees), have oversight of compliance with relevant legislation and ethical standards and the Senior Executive Group are responsible for the day-to-day running of the School.

The School is committed to upholding the rights of its employees through fair employment practices, competitive remuneration, and a safe working environment.

Supply chains used by the School currently include the following goods and services:

- Catering equipment, clothing, supplies and services
- Classroom equipment and supplies
- Cleaning equipment, supplies and services
- Facilities and security services and supplies
- Construction
- Mechanical and Electrical equipment and associated items, services and supplies
- Furniture and fittings
- Grounds maintenance equipment and supplies
- ICT equipment and services (including software licences)
- Playground equipment and supplies
- Laboratory equipment and supplies
- Maintenance equipment, supplies and services
- Medical equipment, supplies and services
- Sports equipment, clothing and supplies
- Paper, stationery, books and subscriptions
- Printing and design services
- Professional, contractor and consultancy services
- Recruitment and employment agencies
- Transport and travel services
- Uniform (staff and pupil)

The School will assess its supply chains to identify areas that may be vulnerable to modern slavery or human trafficking. Particular attention will be given to supply chains considered high-risk, especially those involving goods or services sourced from outside the UK. This includes categories highlighted by the Independent Schools' Bursars Association, namely catering, stationery, and uniforms. As part of this process, the School will review its procurement procedures and may request suppliers to provide information on the measures they have in place to prevent involvement in modern slavery.

Our Policies and Procedures

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

- **Modern Slavery and Human Trafficking Policy:** Establishes our zero-tolerance approach.
- **Safeguarding and Child Protection Policy:** Ensures all pupils are protected from exploitation.
- **Recruitment Policy:** Require right-to-work checks, identity verification, and fair employment practices.
- **Staff code of conduct:** Enables staff to report any concerns confidentially.

All policies are reviewed annually by a member of the Senior Executive Group and go before the Governing Board for approval.

Due Diligence and Risk Assessment Processes

To date, the School is not aware of any instances of modern slavery within its operations or supply chains. Nonetheless, we remain vigilant and proactive in our approach. In line with Section 54(4) of the Act, we will continue to take the following steps:

- Expect suppliers to maintain anti-slavery policies and practices.
- Maintain systems to support whistleblowers and encourage reporting.

As part of the School's initiative to identify and mitigate the risk of slavery and human trafficking in supply chains we aim to implement the following measures:

- Apply a risk-based approach to contracting and procurement, and keep them under review;
- Include anti-slavery clauses in contracts where appropriate;
- Request employment and recruitment agencies and other third parties supplying workers or contractors to the School to confirm their compliance with the Modern Slavery Act;
- Conduct due diligence on suppliers (new and existing where retendered), including understanding their corporate structure and ethical practices.

We continue to provide staff with training and resources to uphold the highest standards of ethical conduct and to recognise and respond to potential risks of modern slavery.