



Anti-Slavery and Human Trafficking Statement

Commitment Statement:

St Mary's College is committed to ensuring all its operations, collaborations and business relationships are carried out with integrity and ethically.

St Mary's College will implement systems and controls to ensure any form of exploitation of an individuals' liberty and freedoms by another person for commercial gain is not taking place within any business operations.

Such activity, classified as modern slavery and including slavery, forced or compulsory labour and human trafficking is a violation of human rights and a criminal offence, which St Mary's College recognises as such and will not tolerate within internal or external colleagues' activity.

St Mary's College seeks to operate with transparency, ethically and with integrity in all circumstances.

Safeguarding of Young People and Vulnerable Adults, including zero tolerance of modern slavery is paramount as is the expectation that third parties concur with our commitment to transparency and disclosure

All persons working for, or on behalf of, The St Mary's College have safeguarding obligations with respect of prevention, detection and reporting of modern slavery.

St Mary's College aim to encourage openness and transparency in supporting any individual who suspects any form of modern slavery. Any issue of concern or suspicion of modern slavery should be raised to the Designated Safeguarding Lead, members of the Safeguarding Team and / or Senior Managers who will apply investigatory and reporting actions in line with our Safeguarding Policy and Procedures.

Associated Policies and Procedures:

- Equality Policy and Procedure
- Safeguarding Policy and Procedure
- Whistleblowing Policy and Procedure

Scope:

The Anti-Slavery and Human Trafficking Statement and commitment applies to all employees, governors, agency workers, contractors, volunteers, interns and any third party representing or operating in partnership with The St Mary's College in any capacity.

Individual accountabilities of parties are:

- The Corporation have overall responsibility for ensuring effective compliance with statutory and ethical obligations
- The Principal / CEO has ultimate accountability for ensuring operational activities comply with all safeguarding policies, procedures and protocols and ensuring effective control measures are in place
- The Director of Finance should ensure that any procurement and / or contracting arrangements include a mechanism to ensure similar anti-slavery and human trafficking commitments are in place with those third parties
- Line Managers are responsible for ensuring all colleagues and others working within their departments understand, receive regular training and comply with ethical values
- All employees have a responsibility to take seriously, understand and act without personal judgment where there is cause for concern, liaise with the Designated Safeguarding Lead, or members of the Safeguarding Teams