

# UPPINGHAM

## GROUP OF SCHOOLS

### SLAVERY AND HUMAN TRAFFICKING STATEMENT

December 2024

#### INTRODUCTION

This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that the Uppingham Group of Schools ('the Group') is taking to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our organisation.

This statement will be published on our website and can be accessed through a link on its homepage.

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#### OUR ORGANISATION

Uppingham School is a registered charity (No. 1147280) and company limited by guarantee (No. 8013826) and includes two independent co-educational boarding and day schools: Uppingham School in Rutland for children aged 13 to 18, and Maidwell Hall School in Northamptonshire for children aged 4 to 13.

The Group operates its trading activities through wholly-owned subsidiaries: Uppingham School Enterprises Ltd, Uppingham School (Construction) Ltd, Uppingham School (Reddall) Ltd and Uppingham School (Selwyn) Ltd.

*Uppingham Cairo* opened in September 2024. It is owned and operated by New Era Education Ltd and is supported by educational expertise from Uppingham School.

The Group procures a wide range of services and products. Approximately 37% of its costs are non-payroll costs.

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#### OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In order to minimise these risks:

1. We will develop and implement an Anti-slavery and Human Trafficking policy, to reflect our commitment to acting ethically and with integrity in our business relationships, and to document our systems and controls for ensuring that no slavery or human trafficking is taking place in our supply chains.
2. We undertake to ensure that employment is freely chosen; working conditions are safe and hygienic; living wages are paid; working hours are not excessive; no discrimination is practised; no harsh or inhumane treatment is allowed.
3. We will ensure that other relevant policies are kept current and implemented, including Whistleblowing; Grievance; Disciplinary; Safeguarding (Child Protection); Recruitment,

Selection and Disclosure; Staff Induction; Health & Safety; Bribery Prevention; and our Investors in Diversity award.

The Group is confident that these policies, taken together, are effective in mitigating the risk of slavery and human trafficking taking place within our business and provide support to staff who may have any concerns.

4. We will undertake risk-based due diligence on supplier contracts and procurement processes.
5. We will carry out training for appropriate staff to raise awareness of the possibility of modern slavery and human trafficking, and of their role in minimising the risk of these occurring in our supply chain.
6. At *Uppingham Cairo* we will work with New Era Education to minimise the risk of modern slavery.
7. We will embed modern slavery and human trafficking in our curriculum and identify other cross-curricular opportunities.

The Group has not currently identified any modern slavery concerns but will remain vigilant.

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## FURTHER STEPS

During the academic year 2024/25, the Group will:

- Develop and implement a Modern Slavery and Human Trafficking policy.
  - Analyse our supplier base to (a) identify industries of potential risk, and (b) suppliers which meet the Modern Slavery Act turnover threshold.
  - Review our procurement and tendering processes, including prohibitions on forced labour and slavery, and introduce a questionnaire regarding suppliers' compliance with the Act.
  - Train relevant staff on the Group's obligations towards the Modern Slavery Act.
  - Include training on the Modern Slavery Act in our staff induction processes.
  - Work with New Era Education to minimise the risk of modern slavery.
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## APPROVAL

This statement has been approved by the Trustees of Uppingham School, who will review and update it annually.



Barbara Matthews, MBE BSc  
Chair of Trustees