Modern Slavery (Anti-Slavery and Human Trafficking) Policy

Approved by the Headteacher and Governing Body on 21.09.2026
Reviewed: 09.26
To be reviewed: 09.28

PURPOSE

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

St. Vincent's has a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within our school.

St. Vincent's is also committed to ensuring there is a transparency within our school and our approach to tacking modern slavery, consistent with our disclosure obligations under the Modern Slavery Act 2015.

As a school we expect the same high standards from all our staff.

This policy applies to all persons working for the school or on our behalf in any capacity; this includes volunteers, external consultants and Governors.

RESPONSIBILITY FOR POLICY

The school Governors and Principal have overall responsibility for ensuring this policy is adhered to. The senior leadership team have day to day responsibility to ensure compliance with our legal and ethical obligation.

COMPLIANCE WITH THIS POLICY

The prevention, detection and reporting of modern slavery in any part of our school is the responsibility of all those working for us or with us. They are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Staff must notify their line manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our school at the earliest possible stage.

If a member of staff believes or suspects a breach of this policy has occurred or that it may occur they must notify their line manager.

If a member of staff is unsure about whether a particular act, the treatment of workers more generally or their working conditions within which anyone has been asked to work, constitutes any forms of modern day slavery they should raise it with their line manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy.

Our school is committed to ensuring no one suffers any detrimental treatment as a result of reporting, in good faith, their suspicion that modern slavery, of whatever form, maybe taking place in any part of our school.

If you believe that you have suffered any such treatment, you should inform your line manager immediately. If the matter is not remedied and you are an employee you should raise it formally using the School's Grievance Procedure.