THE PERSE
SCHOOL
CAMBRIDGE

# Statement on the Prevention of Modern Slavery and Human Trafficking

**Introduction**

The Perse School ("the School") is committed to preventing modern slavery and human trafficking in its operations and supply chains. We take our responsibilities seriously and are dedicated to acting ethically and transparently in all our activities. The School supports:

- Adherence to local and national laws;
- Workers' freedom to terminate their own employment;
- Workers' freedom of movement and association;
- The prohibition of any threat of violence, harassment and intimidation of workers;
- The prohibition of the use of worker paid recruitment fees;
- The prohibition of child labour;
- The prohibition of compulsory overtime; and
- The prohibition of discrimination in the workplace.

We equally expect our suppliers to sign up to these core principles.

**Our Structure**

The Perse School is a co-educational independent day school for pupils aged 3 to 18. The School is registered with the Charity Commission with charity number 1120654 and with Companies House with company number 5977683. The wider Perse group includes a wholly owned subsidiary company The Perse School Cambridge International Limited, which in turn enters into partnership agreements with overseas schools that utilise the Perse School name.

**Our Policies**

We are committed to promoting human rights and safeguarding against modern slavery in all its forms. To this end, the School has implemented the following policies and procedures:

- **Anti-Slavery and Human Trafficking Policy**: Outlines our commitment to identifying and addressing risks of modern slavery and human trafficking.
- **Safeguarding and Child Protection Policy**: Ensures the safety and wellbeing of students and staff, and which includes addressing concerns about exploitation.
- **Whistleblowing Policy**: Provides a confidential channel for reporting unethical or

illegal behaviour, including concerns related to modern slavery.

**Our Supply Chains**

The Perse School works with suppliers in sectors such as construction, catering, contract cleaning and uniform production and we have made an assessment that these sectors may carry a higher risk of modern slavery. We are committed to working with suppliers across all spheres - but in these higher risk sector in particular - who uphold our values and comply with all relevant legislation. We expect all of our suppliers to engage in fair employment practices, free from forced or compulsory labour and without the threat of penalty or exploitation. In return, we commit to avoiding purchasing practices that could lead to modern slavery (for example, aggressive pricing or demanding unrealistic lead times).

**Due Diligence and Risk Assessment**

To mitigate the risk of modern slavery in our supply chains, we:

- Conduct risk assessments to identify areas of higher vulnerability.
- Require suppliers, covered by the Act, to confirm adherence to the Modern Slavery Act 2015.
- Include anti-slavery and human trafficking clauses in contracts where appropriate.
- Monitor supplier compliance through periodic reviews.

**Training and Awareness**

We ensure that key staff and Governors understand the risks of modern slavery through training and updates. We provide guidance on identifying and reporting potential issues in our operations and supply chains, including through use of the Whistleblowing Policy.

**Measuring Effectiveness**

The Perse School monitors the effectiveness of our efforts through:

- Annual reviews of policies and practices related to modern slavery.
- Investigating all reports of unethical practices and taking corrective action where necessary.

**Approval and Review**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It has been approved by the Board of Governors and will be reviewed annually.

Jonathan Scott
Chair of Governors, The Perse School
17 March 2026