

Journey Independent School Modern Slavery Statement

September 2026



Modern Slavery Statement for Journey Independent School

This statement is made pursuant to section 54(1) of the **Modern Slavery Act 2015**. It outlines the steps taken by Journey Independent school to prevent modern slavery and human trafficking in our business operations and supply chains.

As an independent educational institution, we are committed to acting ethically and with integrity in all our business relationships. We expect the same high standards from our contractors, suppliers, and other business partners.

1. Organisational Structure and Business

Journey Independent School is an independent school for pupils aged 5 to 18. We employ approximately 15 staff members across academic, administrative, and support roles.

Our business operations include:

- Providing education and pastoral care to students.
- Maintaining our school estate, facilities, and grounds.
- Sourcing goods and services, including catering, cleaning, uniforms, IT equipment, and security.

2. Our Supply Chains

Our supply chains include a wide variety of local, national, and international suppliers. We recognise that certain sectors present a higher risk of modern slavery. We classify our high-risk supply chain areas as:

- Catering and food supply chains.
- Estate maintenance, construction, and facilities management.
- Sourcing of school uniforms

3. Policies in Relation to Slavery and Human Trafficking

We operate a number of internal policies to ensure we are conducting business in an ethical and transparent manner. These include:

- **Whistleblowing Policy:** We encourage all staff, students, and parents to report any concerns related to the direct activities or the supply chains of the School. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking.
- **Safeguarding and Child Protection Policy:** We ensure that all staff are trained to identify signs of abuse, exploitation, or trafficking among our student body and the wider community.

- **Recruitment Policy:** We operate robust, safer recruitment procedures, including conducting "right to work" checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Code of Conduct:** This defines the high standards of behavior expected from our staff, trustees, and governors.

4. Due Diligence Processes

As part of our initiative to identify and mitigate risk, we take the following steps regarding our suppliers:

- We require major suppliers to confirm their compliance with the Modern Slavery Act 2015.
- We include specific anti-slavery and human trafficking provisions in our standard commercial contracts.
- We conduct risk assessments when appointing new suppliers, evaluating their geographical location and industry sector risk.

5. Risk Assessment and Management

We regularly review our procurement processes to identify areas of potential vulnerability. Where a supplier is deemed high-risk, we expect them to demonstrate a clear commitment to tackling modern slavery. We will not knowingly support or do business with any organization involved in slavery or human trafficking, and we will terminate relationships with suppliers if non-compliance is discovered.

6. Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant training to our staff.

- **Procurement and Estates teams** receive guidance on what to look for when vetting external contractors.
- **All staff** are trained through regular safeguarding updates to recognise signs of exploitation, trafficking, and modern slavery in line with statutory guidance (e.g., *Keeping Children Safe in Education*).

