



## **Modern Slavery Statement**

### **INTRODUCTION**

The Park College is committed to providing outstanding educational opportunities for all our students. The Park College is a post 19 independent specialist provider.

This statement sets out The Park College's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement is written with reference to the Modern Slavery Act 2015.

The Park College is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

### **ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS**

This statement covers the activities of The Park College.

Students at The Park College have a range of learning abilities and additional needs including autism and moderate learning difficulties.

The Park College is led by the acting principal of The Park College. The board holds ultimate responsibility for the active management of risk within the organisation, with functions and responsibilities delegated to the acting principal.

The principal reports to the board each half term. The board has responsibility for overseeing risk management within The Park College as a whole.

### **Countries of operation and supply**

The Park College operates only in the UK.

### **High-risk activities**

Within the education sector, the areas typically seen as being at high risk of slavery or human trafficking are cleaning, catering and agency workers, due to the potential for companies to source cheap labour from countries at risk. Modern slavery also

encompasses areas such as child criminal exploitation and child sexual exploitation, and thus has obvious safeguarding implications for the students who attend the college.

## **Responsibility**

The Park College's anti-slavery initiatives include:

- **Risk assessments:** The Park College operates clear risk assessment and risk management processes. The college has a risk register for all college-based decisions which may create a risk to the college. Due regard is always given to decisions when recruiting and purchasing to consider the price versus quality. The Park College carries out a value for money process when purchasing anything over £5k.
- **Investigations/due diligence:** any concerns regarding slavery or human trafficking will be brought to the attention of the principal and the board. This will then be raised with the relevant authorities.
- **Training and awareness:** All staff will complete relevant training to raise awareness during staff induction.

The notion and practice of safeguarding underpins diverse aspects of our practice. The Park College operates a comprehensive suite of policies and procedures intended to safeguard students, staff and wider stakeholders from risks including those related to modern slavery.

Relevant policies include:

- **Whistleblowing Policy:** The Park College encourages all its staff, students and stakeholders to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for people to make disclosures, without fear of retaliation. Staff and stakeholders who have a concern regarding slavery or human trafficking can make a disclosure via our whistleblowing procedure.
- **Staff Code of Conduct:** every member of The Park College staff is expected to uphold the highest standards of good conduct while carrying out their duties: this means acting with integrity, professionalism, compassion and sensitivity in every aspect of their working lives.
- **Finance Regulations:** The Park College is committed to ensuring that its suppliers adhere to the highest standards.

- **Recruitment & Selection Policy:** The Park College adheres to safer recruitment practices as laid out in Keeping Children Safe in Education (2023). When recruiting new staff, The Park College carries out all necessary pre-employment checks including identity checks and verifying a person's right to work. Additionally, The Park College uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Child Protection, Adult Protection & Safeguarding Policy:** Modern slavery presents a variety of safeguarding risks to those involved, including (but not limited to) child criminal exploitation and child sexual exploitation as well as substance misuse, human trafficking and violence. The Park College operates clear and comprehensive safeguarding policies and procedures in line with national guidance and law. The Park College has a Designated Safeguarding Lead (DSL) who is responsible for managing all safeguarding and child protection/adult protection concerns within the college. DSLs receive regular supervision, training and support from the directors responsible for safeguarding. Safeguarding is everyone's responsibility and all The Park College staff receive regular, relevant training around both general and specific safeguarding issues, including risks associated with slavery and human trafficking and how to report any and all concerns.

### **Due diligence**

Spa Education Trust acts on our behalf to undertake due diligence when considering taking on new suppliers.

### **Awareness-raising programme**

As well as training staff, The Park College has raised awareness of modern slavery issues within the college training programme.

### **RELATED POLICIES AND PROCEDURES**

Safeguarding Policy  
 Staff Code of Conduct  
 Whistleblowing Policy

This policy is agreed by the Board of Directors.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Signatory name: \_\_\_\_\_

Review Date: October 2025