

The Wellington College
Charity number: 309093

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the “**Act**”) and constitutes our statement for the financial year ending July 2021. It covers the activities of the College (as defined below) and its two wholly-owned trading subsidiaries, Wellington College Services Limited (formerly, Wellington College Enterprises Limited) (“**WCSL**”) and Wellington College Educational Enterprises Limited (formerly, Wellington College International Limited) (“**WCEEL**”).

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

Our Organisation

The Wellington College operates two schools, Wellington College and Eagle House School, each of which is an independent co-educational boarding and day school providing education to boys and girls between the ages of 13 and 18 years in the case of Wellington College and, through Eagle House School, for children between the ages of 3 and 13 years (the “**College**”). It was founded by a Royal Charter and is registered with the Charity Commission under charity number 309093. The Wellington College operates its trading activities through WCSL and WCEEL.

Our Policies and Procedures

The College is committed to upholding the Act and improving our practices to combat modern slavery or human trafficking throughout within our supply chain or in any part of our business. We will continue to:

1. develop and implement responsible policies (including our Whistleblowing Policy, Safeguarding Policy, Recruitment and Selection Policy and Anti-Bribery Policy) to minimise these risks and to reflect our aim to act ethically and with integrity in all our business relationships;
2. carry out due diligence and risk assessments on our supply chains and subsequently monitor any identified risks;
3. run training programmes for appropriate staff members to raise awareness of the possibility of modern slavery and human trafficking amongst the business and within the supply chain; and
4. take a risk based approach to our contracting processes and keep them under review, assessing whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery in our contracts with third parties.

We use a wide range of suppliers who support or provide services to our operations and supply goods for sale. We are continuing to ask our suppliers who meet the turnover criteria to complete a detailed questionnaire regarding their compliance with the Act, code of conduct and policies and to declare that they have not been convicted of an offence under sections 2 or 4 of the Act with a focus on those identified as carrying the greatest exposure of risk whether due to geographic area, industry or sector or by value of spend.

To date, the College has not identified any modern slavery concerns but will remain vigilant. Staff are made aware of the risks of modern slavery in their induction training and encouraged to raise concerns about any issue of suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. Key staff are reminded of these risk and the steps to take on an annual basis.

Further Steps

The College is committed to improving its practices to ensure that its supply chains are free from modern slavery and human trafficking. During the next financial year, the College will continue to review its questionnaire and standard contract clauses relating to the Modern Slavery Act 2015 and consider implementing enhanced due diligence in areas identified as being at particular risk such.

Approval

This statement has been approved by the Governors of The Wellington College and signed on their behalf.

A handwritten signature in blue ink that reads "William Jack" followed by a horizontal line.

Vice-President
9th December 2022