

Modern Slavery Statement [2019]

Introduction

The American School in London (ASL) is committed to preventing acts of modern slavery and human trafficking within its business and its supply chain. We consider that the likelihood of an incident of modern slavery in our business is low.

Structure of the organization

ASL was established in 1951 and is an international, independent and non-profit school located in central London. It offers an American-style curriculum, delivered by a first-rate faculty to 1,400 students, age 4-18. ASL is a registered charity employing 340 people and has a commercial subsidiary that gift aids its profits to the School.

To provide an education for our students, we use third-party suppliers for discrete areas, e.g., catering, building contractors, and for consumables, including office and laboratory supplies and IT or AV equipment.

Our policy

The School takes a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we were to find breaches of these laws within our supply chain, we endeavor to support companies in their efforts to comply with the legislation or find alternative suppliers.

Our core values of Respect, Responsibility, Kindness, Integrity and the Courage to Act underpin all aspects of our school culture, including how we engage suppliers. These values set the standard for how we expect our students and employees to behave among their peers, colleagues, and community members, and in the world around us. All of our policies and procedures, including our Modern Slavery Statement, seek to create an environment that is open, transparent and trustworthy.

This statement stands alongside policies for Child Protection, Data Protection, Employment, Expenses, Equal Opportunities, Health & Safety, Psychological Support, Recruitment and Selection, Safe Working Practices and Whistleblowing.

Our procedures

We have a number of procedures in place that contribute to ensuring modern slavery does not occur within our organization or among its supply chains.

Employment:

Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; background checks; timely contracts of employment and checks to ensure

everyone employed is age 16 or above; and pay and benefits, which are reviewed annually by the Board and the Senior Leadership Team

- Rigorous documentation of all employees on our Single Central Record and HR systems, which is part of our ongoing child safeguarding requirements

Review of our supply chains:

We comply with our regulatory and legal obligations with respect to procurement of goods and services. The assessment of risk in our supply chains is that it is low, with few supplies originating in high-risk countries, and none in high-risk sectors. We work collegiately with our suppliers for contracted services and monitor the terms, conditions and circumstances of employment of their staff. We build relationships with suppliers who align with our values and business behaviors. When appropriate, we hold tenders for professional suppliers, contractors for construction, and other services, where we ensure compliance with legislation.

Employee training:

We have highlighted the modernslavery.co.uk site to those members of staff closely involved in the procurement process, and members of the Senior Leadership Team are aware of their legal responsibilities for compliance.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the financial year ending on 30 June 2018.

Robin Appleby
Head of School
Board member