



RUGBY SCHOOL THAILAND



MODERN SLAVERY STATEMENT

THE WHOLE PERSON THE WHOLE POINT

The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our school. Members of staff in the school have a legal and moral obligation to safeguard and promote the welfare of the pupils, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

Version Control

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Responsible: Deputy Heads Pastoral	Reviewed by: Governor Sub-Committee	Date last reviewed: July 2024
Approved by Sub-Committee:	Approval Date: November 2024	Date of next review: July 2025

This policy relates to:	All policies and their annual reviews
Responsible Department(s):	
Other standards:	
Legislation or other requirements:	

Review process

Policy review frequency: Annually	Responsibility for review: Deputy Heads Pastoral
Review process: <ol style="list-style-type: none"> I. Conduct policy review. II. Modifications will be made where appropriate. III. Submit for review and approval by the relevant Governors' sub-committee. 	
Documentation and communication: Document decision changes will be written in as an addition and approved by the Governors. There will be an update on the Version Number of the Document.	

1. INTRODUCTION

Rugby School Thailand (RST) is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. This statement sets out the steps that RST takes to understand potential modern slavery risks within its business and to ensure that there is no slavery or human trafficking taking place in its business and its supply chains.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

Supply chains utilised by RST currently include uniform, catering, facilities and grounds maintenance, cleaning, furniture and equipment, ICT hardware and construction.

RST considers which of its supply chains could be at a high risk of slavery or human trafficking. Regard is given to supply chains which are high risk. The ISBA (The Independent Schools' Bursars Association) identifies high risk supply chains for schools as catering, stationery and uniform.

3. DUE DILIGENCE

As part of RST's initiative to identify and mitigate the risk of slavery and human trafficking in supply chains, RST carries out due diligence on new suppliers. This includes obtaining general information on supplier companies and ensuring suppliers are able to provide adequate assurances of their own commitment to preventing modern slavery and human trafficking.

4. RELEVANT POLICIES AND PROCEDURES

RST's modern slavery statement demonstrates the school's commitment to act ethically and with integrity in business relationships. The statement also demonstrates RST's commitment to having effective systems in place to ensure slavery and human trafficking are not taking place within its business and its supply chains.

RST is confident that this modern slavery statement, in conjunction with its Whistle-blowing policy, HR policy, Safeguarding policy and Procurement procedures effectively mitigates the risk of slavery and human trafficking taking place within its business or supply chains, and provides support to staff should they have any concerns.