



Slavery and Human Trafficking Statement

This document which applies to the whole college inclusive of boarding is publicly available on the college website and upon request a copy (which can be made available in large print or other accessible format if required) may be obtained from the School Reception.

Scope: All who work, volunteer or supply services to our college have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal college hours, including activities away from college. All new employees and volunteers are required to state that they have read, understood and will abide by this policy and its procedural documents and confirm this by signing the Policies Register.

Legal Status: Complies with The Education (Independent School Standards) (England) Regulations currently in force.

Monitoring and Review: These arrangements are subject to continuous monitoring, refinement, and audit by the Deputy Head (Pastoral), who will undertake a full annual review, inclusive of its implementation and the efficiency with which the related duties have been implemented. This review will be formally documented in writing. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed arrangements, and it will be made available to them in writing or electronically.

Reviewed: October 2024

Next Review: October 2025

Signed

Dr Toru Okano
Headmaster

Mr Junichi Sugiyama
Chairman

This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and constitutes Rikkyo School's modern slavery and human trafficking statement as of October 2024. It sets out the steps that the School is taking to ensure that slavery and human trafficking are not taking place in any part of the organisation, including supply chain, office supplies ICT, AV equipment, facilities management services and security services as well as student admission.

Admissions

The School is aware that certain criminal gangs and organised crime exists whose purpose is to traffic, young and vulnerable children through private schools and then later to push them into illegal and nefarious activities for the purpose of pecuniary gain. The School is aware of the risk and has reviewed its safeguarding policies and Tier 4 visa application procedures to highlight indicator factors. The College's admission team and risk committee is aware of the risks and has in place a system to flag up any suspicious or concerning visa applications and report them accordingly.

Supply Chains

The School uses mostly UK-based suppliers that are required to be compliant to UK legislation. There are a number of categories that are subject to checks:

1. Professional services – recruitment, marketing
2. Facilities Management – goods and services
3. ICT and Technology services/equipment

Rikkyo School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. It is our aim that all children fulfil their potential

4. Laboratory equipment and consumables

The School actively checks and conducts basic due diligence on organisations that it works with and that they are compliant with the annual reporting requirements contained within the section 54 of the Modern Slavery Act. In this regard, we expect all suppliers to support the Base Code of the Ethical Trading Initiative:

- Employment is freely chosen
- Freedom of association is respected
- Child labour shall not be used
- Living wages are paid
- No discrimination is practised
- Regular employment is provided
- No harsh or inhuman treatment is allowed
- Working conditions are safe and hygienic

All suppliers to Rikkyo School are reviewed annually and any concerns are investigated. The School also consults various databases and sources that highlight organisations that may fall short of the standards required. Furthermore, the School has a Whistleblowing Policy that provides direction and legitimacy to staff to report any concerns related to modern slavery.