



Oakswood College
Empowering Through Education

Oakswood College

Modern Slavery and Human Trafficking Policy / Statement

Introduction

Oakswood College is committed to conducting its operations with integrity, fairness, and respect for human rights. We recognise our responsibility to prevent modern slavery and human trafficking in all aspects of our activities and supply chains. This policy outlines our approach to ensuring compliance with the UK Modern Slavery Act 2015 and reflects our values as an educational institution.

Scope

This policy applies to:

- All staff, contractors, and volunteers working at Oakswood College.
- All suppliers and service providers engaged by the College.
- All activities and operations carried out in the UK and abroad.

Our Commitment

Oakswood College will:

- Maintain a **zero-tolerance approach** to modern slavery and human trafficking.
- Ensure that all recruitment practices are transparent, fair, and compliant with UK employment law.
- Require suppliers and contractors to uphold ethical labour standards and demonstrate compliance with the Modern Slavery Act.
- Act promptly on any concerns raised regarding potential risks of modern slavery.

Policies and Procedures

To support this commitment, Oakswood College has implemented the following measures:

- **Supplier Code of Conduct:** All suppliers must confirm adherence to ethical labour practices.
- **Due Diligence:** We assess suppliers and contractors to identify and mitigate risks of modern slavery.
- **Whistleblowing Policy:** Staff, students, and stakeholders can report concerns confidentially without fear of retaliation.

- **Safeguarding Policy:** We integrate awareness of modern slavery risks into our safeguarding framework for students and staff.

Risk Assessment

While the risk of modern slavery within our direct operations is considered low, we acknowledge potential risks in supply chains such as cleaning, catering, IT equipment, and construction services. We will continue to monitor and review these areas.

Training and Awareness

We provide training to staff to raise awareness of modern slavery and human trafficking, ensuring they understand how to identify and report concerns.

Monitoring and Review

This policy will be reviewed annually by the College's senior leadership team. Updates will be made to strengthen our approach and reflect changes in legislation or best practice.

Approval

This statement has been approved by the Board of Governors of Oakwood College and will be published on our website in accordance with section 54(1) of the Modern Slavery Act 2015 (where applicable).

Signed: _____

Muhammad Khalil-Ur-Rehman

CEO

Oakwood College

Date: 24/11/2025