

MODERN SLAVERY STATEMENT 2022

Introduction

This is the first Modern Slavery Statement submitted by Barker College pursuant to the Commonwealth Modern Slavery Act 2018 (the Act).

The purpose of this Statement is to identify the current modern slavery risk in our operations and supply chains and outline our approach to ensure we have a framework and policies to address those risks.

We recognise that modern slavery may occur in many forms here in Australia such as slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services. We further recognise our obligation to exercise our responsibility to help minimise modern slavery practices in Australia.

About Barker College

Founded in 1890, Barker College is an Anglican coeducational independent School on the upper north shore of Sydney, NSW. It operates two indigenous primary school campuses on the Central Coast of NSW and a campus in the Northern Territory of Australia. The School caters for students from Pre-Kindergarten to Year 12 and offers boarding for Senior School students in Years 10 – 12. All students are exposed to a range of diverse opportunities and experiences.

Students are immersed in holistic learning experiences where wellbeing is carefully considered and integrated into academic learning, outdoor education, service learning, Connect Groups, the House system, co-curricular programs, sport, student academic care and support, and through Christian faith development.

Barker College operates a number of Environmental, Social and Governance (ESG) programs. This includes, but is not limited to, indigenous education delivery and On Country learning and an environmental impact program Footprint, to evaluate and reduce our carbon footprint. Barker College also offers a suite of education access and equity opportunities under the Humanitarian Program for refugee students.

Our School Motto

Honor Non Honores in translation Seek Honour Above Rewards

Our Mission

An Anglican community inspiring every learner, every experience, every day.

Our Vision

To be the leader in Christian education characterised by a global vision that inspires hope.

Our Values

Commitment, Compassion, Courage, Integrity, Respect.



Structure and Operations

Reporting Entity

This Modern Slavery Statement (Statement) has been prepared by The Council of Barker College (The Council of Barker College Incorporation Ordinance 1939) (The Council of Barker College) and covers the activities of Barker College (ABN 18 620 620 356 and Barker College Ordinance 1919 and The Barker College Ordinance 1978) (Barker College) for the calendar year 2022.

Structure

The Council of Barker College is the governing body of the School and the Head of Barker College is the head of the School's operation. Under the Head of Barker College, there are six head divisions that run the School's operation namely, Chief Operating Officer, Deputy Head Student Experience, Head of Junior School, Head of Middle/Senior, Deputy Head Academic Care, and Deputy Head People and Culture.

Operations

The key activities of the School are the provision of Kindergarten, Primary and Secondary education which are conducted in four New South Wales campuses, one Northern Territory campus and an outdoor education campus, the Grange.

Risks of Modern Slavery Practices in Our Operations and Supply Chains

Barker College has performed an assessment of its operations and supply chains, including the entities (Indigenous campuses) that the School controls, to evaluate the risk of modern slavery practices. No instances of modern slavery contravention were detected during the course of the assessment. However, the assessment provided a useful basis to review structural elements and control functions within the various supply chains. These learnings have been incorporated in the planning for the college's progressive risk mitigation strategy and actions.

In Our Operations

Based on this assessment, we identify a low risk of modern slavery in our operations. This is due to the direct employment relationship between the School and its teaching and non-teaching staffs. Our School has strong employment policies based on the existing employment laws, awards, and other regulations within the sectors.

In Our Supply Chain

In assessing the risk of modern slavery practices within our supply chain, several factors were considered, including:

- Geography
- Industry practices
- Labour status

Based on the factors above, we identify that modern slavery risk may exist in the following areas within our supply chain:

Supply Chain	Potential Modern Slavery Risk
Cleaning services	Migrant workers with poor employment condition/workers rights and compensation/debt-bondage situation with the employer (Barker's external contractor)
Security services	Migrant workers with poor employment condition/workers rights and compensation/debt-bondage situation with the employer (Barker's external contractor)

Food services	Food products in the cafeteria that are sourced from high-risk countries with histories of poor labour legislations and practices (rice, chocolate etc.)
ICT	Goods and equipment produced in factories in countries with histories of poor labour legislations and practices
Co-curricular	Goods and equipment produced in factories in countries with histories of poor labour legislations and practices
Sales	Goods and equipment produced in factories in countries with histories of poor labour legislations and practices
Grounds and building maintenance	Goods and equipment produced in factories in countries with histories of poor labour legislations and practices and workers with poor employment condition/workers' rights and compensation/debt-bondage situation with the employer
Equipment and consumables	Goods and equipment produced in factories in countries with histories of poor labour legislations and practices

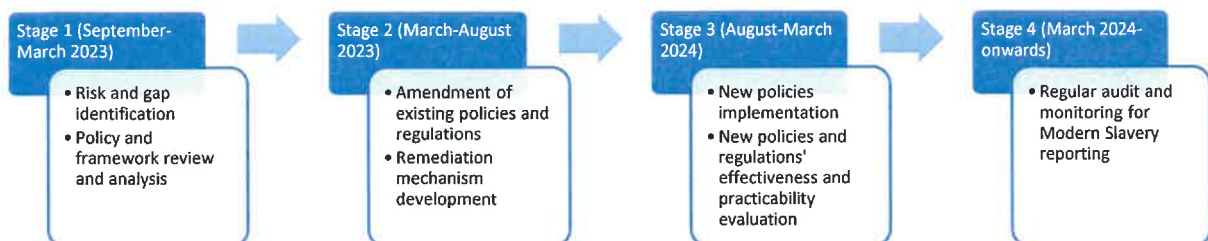
Our Actions to Mitigate Modern Slavery Risk

In the period of September and October 2022, we have reviewed our existing employment and procurement policies and identified all potential gaps and inconsistencies with the current Modern Slavery Act's requirement. We recognise that multi-stage approach is needed to mitigate any potential modern slavery risk and related issues within our supply chain.

Our multi-stage approach is set out below:

1. Identification and Review
 - Identification of high-risk goods and services procurement origin
 - Treatment of risk within the high-risk supply chain as captured in our initial risk assessment review
2. Planning
 - Proposed amendments to the current procurement and employment policies
 - Communication and education of modern slavery risk and concept to college staff
 - Adoption of the proposed amendments
3. Implementation
 - Application of the amended procurement and employment policies with modern slavery requirements
 - Rigorous review and analysis on each supply chain division for compliance with the new policies
4. Monitoring and Control
 - Regular audit and monitoring of our supply chain divisions

We further recognise that addressing modern slavery risks is an ongoing journey. The timeline proposed below will show our ongoing commitment to mitigate modern slavery within its operation and supply chain.



Assessing Effectiveness

For the identification and planning stage, we are relying on previous policy records, documents, and consultation with key personnel to ensure practicable compliant policies can be developed for the school. We will use a combination of awareness surveys and modern slavery risk reporting mechanisms to ensure the effectiveness implementation and monitoring stage. Dedicated Risk and Quality personnel have been allocated to prepare and guide the process of develop, implementation and control of modern slavery risk mitigation. This group will report directly to the board on content and progress.

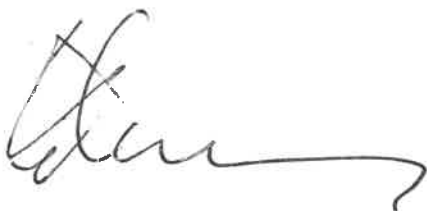
Consultation

Barker College consulted with all the operational campuses in Australia and surveyed current procurement practices. This Modern Slavery Statement was approved by the Council of Barker College on 25 October 2022.

Signed:



Phillip Heath AM
Head of Barker College
8 November 2022



David Charles
Chair of the Council of Barker College
8 November 2022