Modern Slavery Act Statement

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and sets out the steps Childbase Partnership Limited takes to assess and address the risks of modern slavery and human trafficking within our business and supply chains. We are committed to the highest ethical standards and have a zero-tolerance approach to modern slavery and human trafficking. This commitment applies both to our direct operations and throughout our supply chain.

Responsibility

The Chief Executive Officer (CEO) is ultimately responsible for overseeing the implementation of our Anti-Slavery and Human Trafficking Policy and ensuring compliance with the Modern Slavery Act. The CEO will provide an annual report to the Board detailing any slavery or human trafficking-related issues, actions taken, and improvements to our procedures.

Our procedures

To prevent modern slavery and human trafficking within our operations and supply chains, we have a range of procedures in place, including:

- **Safer Recruitment Policy**
  All employees are recruited following a robust recruitment process, which includes verification of their right to work in the UK, employment history checks, Disclosure and Barring Service (DBS) checks, and, where relevant, overseas police checks and certificates of good conduct. The HR & Payroll system flags duplicate bank details across multiple employees so that these matches can be investigated.
- **Whistleblowing**
  We encourage a culture of openness and accountability through our Whistleblowing Policy, which allows employees to report any concerns related to modern slavery, human trafficking, or other human rights violations. All whistleblowing concerns are treated with the utmost seriousness and investigated thoroughly.
- **Employee Rights and Protections**
  We are committed to upholding fundamental rights and freedoms for all our employees. Our practices, contracts of employment and policies ensure the following:
  - Employees are free to terminate their employment without penalties such as financial penalties or misleading contracts.
  - Employees are not subject to any form of coercion and have the freedom to move, leave or seek help.
  - Employees are allowed to freely associate, form unions, and engage in collective bargaining without fear of retaliation.
  - We strictly prohibit any threat of violence, harassment, or intimidation towards our employees.
  - We do not permit any worker-paid recruitment fees, ensuring that employees are not financially burdened by the recruitment process.
  - We prohibit compulsory overtime and ensure that working hours are within legal limits.
  - Child labour is strictly prohibited, and we adhere to all laws regarding the minimum working age.
  - Discrimination of any kind, including based on race, gender, disability, age, or sexual orientation, is not tolerated within our organisation.
  - We do not confiscate workers' original identification documents, and employees retain possession of their personal documentation at all times.

- **Training and Awareness**
  All employees, particularly Line Managers, are required to complete mandatory online training on modern slavery, anti-human trafficking laws, and safeguarding practices. This training empowers employees to recognise signs of exploitation, abuse, and modern slavery, and equips them with the knowledge and tools to respond appropriately. Regular safeguarding training is provided to ensure all employees are continuously updated on best practices and emerging risks. By combining modern slavery awareness with safeguarding protocols, we ensure that our employees are well-prepared to identify, prevent, and report any form of exploitation or human trafficking.
- **Employee Wellbeing and Support**
  We have implemented several employee wellbeing initiatives, including support for physical and mental health, competitive pay, and reward schemes. We aim to create a supportive and fair working environment for all employees.
- **Confidential Reporting Channels**
  Employees have access to our self-service portal, where they can confidentially raise concerns or report any issues, including those related to modern slavery. Employees that raise a concern through this channel are contacted by a member of the HR Team.

International Projects

Within all international activity we will continually seek to ensure our values, reputation and ethical status are upheld. In the event it is considered that our support and engagement in an international project is distorted, misrepresented or that conflict exists, Childbase Partnership will seek to remedy the position and if unable to do so, will terminate any arrangements in place.

The Executive Team will present and report on any potential overseas opportunities to the Trust Board for approval. The report will include:

- Information about the project, the host country in question, host engagement, employee welfare and include a risk assessment of any potential barriers assessing risks and how they would be satisfactorily irradicated, reduced or managed.

Legal advice will be sought as and when required and liaison with any other UK organisations that have experienced working in the country in question.

Any consideration to working in a country overseas will also be supported by information from:

- Foreign travel advice - GOV.UK (**www.gov.uk**)
- Overseas Business Risk - GOV.UK (**www.gov.uk**)
- Working overseas | NCVO

When a project is approved by the Trust Board, risk assessments will be completed for all employees working overseas before travelling. Childbase Partnership will ensure all reasonable steps will be taken to ensure the safety and wellbeing of employees when travelling overseas. The purpose of the risk assessment is to identify all potential risks and ensure suitable and sufficient control measures are in place to remove or reduce any risk. Any oversees projects and employees assigned, will be continually monitored by the named project lead.

The welfare of employees will be tabled as an agenda item at Trust Board meetings, or sooner if concerns arise.

Our Supply Chain

We are committed to responsible sourcing and regularly assess the risk of modern slavery within our supply chain. As part of our procurement process, we conduct due diligence on potential suppliers to ensure they adhere to ethical standards and comply with the Modern Slavery Act 2015. We require that all suppliers demonstrate their commitment to preventing modern slavery and human trafficking, and we reserve the right to review or terminate relationships with suppliers that fail to meet these standards.

Effectiveness

We continually assess the effectiveness of our efforts to prevent modern slavery and human trafficking. To date, there have been no reported incidents of modern slavery or human trafficking within our operations or supply chains. However, we are committed to addressing any concerns that may arise. Should any concerns be raised, we will conduct a full investigation and take appropriate action, in line with our company policies and procedures.

Approval

This statement has been approved by the Board of Directors of Childbase Partnership Limited on [insert date], for the financial year starting on 1st November 2024 and ending 31st October 2025.

Emma Rooney
Chief Executive Officer, Childbase Partnership Limited