

Modern Slavery Statement

Kate Parsley Limited, 2024

Modern slavery and human trafficking take many forms, all of which deprive people of their human rights, and exploiting people for commercial or individual purposes is a serious crime.

Kate Parsley Limited is committed to ethical business practices and in improving people's lives, and it has a zero-tolerance approach to modern slavery and human trafficking. The business expects the same standard from its suppliers, contractors and service providers.

This statement is published in accordance with Section 54 of the Modern Slavery Act, 2015, and shows the steps taken by Kate Parsley Limited to prevent modern slavery in the business and across its supply chain.

1. Organisational structure

As a small management consultancy business, Kate Parsley Limited operates with work completed by the Director, Kate Parsley. The business undertakes time-based projects, commissioned by large public and voluntary sector organisations, aiming to improve people's health and social outcomes. These include but are not limited to: designing innovative services; developing holistic strategies; and identifying psychosocial factors influencing community engagement

Although it is not a legal requirement under the Modern Slavery Act, 2015 for small businesses to hold a Modern Slavery Statement, and Kate Parsley Limited does not work 1:1 with members of the public, most clients are large organisations, that meet the threshold for a Statement. It is likely that Kate Parsley Limited will need their own Statement, to meet those contractual requirements.

Furthermore, many of the projects undertaken by the business focus on improving the lives of people who are seldom heard, and/or have vulnerabilities, and having a Modern Slavery Statement evidences the business' commitment to these communities and in improving lives.

2. Supply chain

The business's supply chain involves a range of suppliers and services such as IT, graphic design, accountancy, energy, hotels, office furniture and stationery. Any Associates undertaking work would be required to hold an Enhanced DBS check.

3. Policies

As a small management consultancy business, working with the public and voluntary sectors, Kate Parsley Limited upholds the 7 Principles of Public Life, sometimes called 'the Nolan Principles'¹, which apply to all staff within government, health, education and social services. These are: selflessness; integrity; objectivity; openness; honesty; accountability; and leadership.

Kate Parsley is a Fellow of the Royal Society for Public Health and is bound by their Code of Conduct, where Clause 2 includes having "regard to basic human rights" and avoiding "any actions that adversely affect such rights"². The business also upholds the principles of the Equality Act (2010) and is committed to preventing and reporting discrimination or harassment of any kind.

There were no incidents of Modern Slavery or Human Trafficking in the business, or its supply chain reported prior to the publication of this Statement, between 10 June 2024 and 18 August 2024.

4. Risk Assessment and Due Diligence

Kate Parsley Limited continues to assess the risk of Human Trafficking and Modern Slavery in all parts of its business operations.

The business provides professional services, and the Director holds a high standard of education and professional recognition. The business also has an environmentally friendly and socially conscious approach, including its supply chain (see Environmental and Sustainability Statement, 2024). The business believes the risk to Human Trafficking and Modern Slavery within its operations remains low.

Kate Parsley Limited has reviewed the International Labour Office's Indicators of False Labour³, and has not found, or been informed, of any instances in its operations or supply chain. As soon as any risks are highlighted, Kate Parsley Limited would take immediate steps in accordance with its ethical and legal requirements.

5. Training

The Director, Kate Parsley, undertakes regular professional training in accordance with Board roles (charity Trustee, college Governor, Board member of a housing association) including in Equality, Diversity and Inclusion (DEI), Safeguarding, Prevent, online safety. Kate Parsley is due to complete Modern Slavery training in August 2024, and this will be repeated at regular intervals, and specifically when changes are made to legislation.

6. Further Steps

Kate Parsley Limited continues to remain abreast of the developments around Human Trafficking and Modern Slavery as applies to its business operations.

When new suppliers and providers are identified, Kate Parsley Limited will encourage them to publish a Modern Slavery Statement if they do not hold one and request copies to hold on file.



Kate Parsley, MSc FRSPH - Director

18 August 2024

To be reviewed by 17 August 2025, or earlier should the legislation or business model change.

¹ <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

² <https://www.rsph.org.uk/membership/code-of-conduct.html>

³ https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_203832.pdf