

Modern Slavery Act Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. This statement sets out the steps Childbase Partnership Limited takes to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We have a zero-tolerance approach to modern day slavery and human trafficking both within our business and in our supply chains.

Responsibility

The Chief Executive Officer has responsibility for overseeing the effective implementation of our Anti-slavery and Human Trafficking Policy and for the annual preparation of the anti-slavery and human trafficking statement. The Chief Executive Officer will report annually to the Board regarding any slavery and human trafficking issues.

Our procedures

We have a number of policies and procedures in place that contribute to ensuring modern slavery does not occur in our business or supply chains. These include:

- All employees are recruited in line with our Safer Recruitment Policy which entails robust pre-employment checks on right to work, verification of employment history, DBS checks and overseas police checks/certificates of good conduct.
- Policies in place which cover whistleblowing. Our Whistleblowing Policy supports our employees to confidentially report any genuine concerns relating to modern day slavery, human trafficking or human rights violations and give assurance that these concerns will be dealt with appropriately.
- All employees receive thorough training around whistleblowing – this training is heavily focused around safeguarding children in our care. This culture creates an environment which empowers employees to raise other concerns using appropriate and defined channels.
- All of our employees have the ability to raise a concern confidentially using a call request from on my employee self service portal.
- Market-related pay and rewards reviewed annually.
- Wellbeing initiatives to support our employees physical and mental wellbeing.

Training

We have compulsory training on our online training portal for all Line Managers to increase their awareness of modern-day slavery.

Our Supply Chain

We review our suppliers' practices at the point of engagement as part of our procurement process to enable us to identify any concerns in relation to modern slavery or human trafficking within our supply chains. We seek reassurance about our supplier's compliance with the Modern Slavery Act.

Effectiveness

There have been no reported incidents of modern slavery or human trafficking to date. If any concerns were raised, then Childbase Partnership would carry out a full investigation and appropriate action taken in line with our company policies.

This statement was approved by Childbase Partnership Board of Directors on 26th March for the company financial year which concludes on 31st October 2023.

Emma Rooney
Chief Executive Officer Childbase Partnership