



THE MINISTRY OF PARENTING (A Community Interest Company)
Promoting Creativity in Parenting Support

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Modern Slavery Policy

1. Introduction

1.1 The Modern Slavery Policy (the “Policy”) sets out The Ministry of Parenting CIC ’s commitment to preventing modern slavery and human trafficking in all its forms within its operations and supply chains. This Policy aims to establish guidelines and procedures to identify, address, and mitigate the risks associated with modern slavery, as well as promote transparency and ethical practices throughout the organisation.

1.2 The Ministry of Parenting CIC recognizes the importance of taking proactive measures to combat modern slavery, protect human rights, and uphold ethical standards. This Policy aligns with applicable laws, regulations, and international frameworks, including the Modern Slavery Act 2015, to ensure responsible business practices and foster a culture of respect and integrity.

2. Purpose

2.1 The primary purpose of this Policy is to:

2.1.1 Define The Ministry of Parenting CIC ’s commitment to preventing modern slavery and human trafficking, both within its own operations and across its supply chains.

2.1.2 Establish procedures to identify, assess, and mitigate the risks of modern slavery within the organisation’s activities and supply chains.

2.1.3 Promote transparency, accountability, and ethical business practices in relation to modern slavery.

2.1.4 Provide training and raise awareness among employees and stakeholders about modern slavery risks and their responsibilities.

3. Scope

3.1 This Policy applies to all employees, contractors and suppliers associated with The Ministry of Parenting CIC, regardless of their location or role within the organisation.

3.2 The Policy covers all aspects related to modern slavery, including but not limited to procurement, supply chain management, due diligence, risk assessment, and employee awareness.

4. Commitment to Combat Modern Slavery

4.1 The Ministry of Parenting CIC 's Commitment

4.1.1 The Ministry of Parenting CIC is committed to preventing modern slavery and human trafficking in all its forms and will not tolerate any such practices within its operations or supply chains.

4.1.2 The Ministry of Parenting CIC will actively promote ethical business practices, respect for human rights, and compliance with relevant laws and regulations.

4.2 Responsibility and Accountability

4.2.1 All employees are responsible for upholding this Policy and reporting any suspicions, concerns, or potential incidents of modern slavery.

4.2.2 The Directors will ensure the effective implementation, communication, and enforcement of this Policy throughout the organisation.

5. Risk Assessment and Due Diligence

5.1 Risk Assessment

5.1.1 The Ministry of Parenting CIC will conduct regular assessments to identify and evaluate the risk of modern slavery within its own operations and supply chains.

5.1.2 Risk assessments may include factors such as geographical locations, industry sectors, suppliers, subcontractors, and business relationships.

5.2 Due Diligence

5.2.1 The Ministry of Parenting CIC will implement due diligence procedures to assess and monitor suppliers and business partners, including their commitment to ethical standards and their efforts to combat modern slavery.

5.2.2 Due diligence may include supplier assessments, audits, certifications, contractual clauses, and periodic reviews to ensure compliance with this Policy.

6. Supplier Engagement and Transparency

6.1 Supplier Compliance

6.1.1 The Ministry of Parenting CIC will require suppliers and business partners to comply with applicable laws and regulations regarding modern slavery and human trafficking.

6.1.2 Suppliers will be expected to uphold ethical standards, conduct risk assessments, and provide relevant information to demonstrate their commitment to combating modern slavery.

6.2 Supplier Development

6.2. Collaboration and partnership with suppliers will be encouraged to promote transparency and continuous improvement in addressing modern slavery concerns.

7. Training and Awareness

7.1 The Ministry of Parenting CIC will provide employees access to training to enhance understanding and recognition of modern slavery risks and indicators.

7.2 Training programs may cover topics such as identifying signs of modern slavery, reporting mechanisms, supplier engagement, and legal obligations.

8. Reporting and Investigation

8.1 Reporting Mechanism

8.1.1 The Ministry of Parenting CIC will establish a reporting mechanism to enable employees to report any suspicions, concerns, or incidents related to modern slavery.

8.2 Investigation and Disciplinary Actions

8.2.1 Reported concerns or incidents will be promptly and thoroughly investigated, and appropriate disciplinary actions will be taken against any individuals or entities found to be involved in modern slavery.

8.2.2 Disciplinary actions may include termination of employment, termination of contracts, legal action, or other appropriate measures.

9. Policy Review

9.1 This Policy will be reviewed periodically, at least once every two years, to ensure its continued effectiveness, relevance, and compliance with evolving legal requirements and industry standards regarding modern slavery.

9.2 Reviews may be initiated in response to changes in legislation, emerging risks, stakeholder feedback, or organisational needs related to combating modern slavery.

9.3 Any updates or amendments to this Policy will be communicated to all employees, contractors and suppliers, ensuring their understanding and compliance.

10. Relevant Legal Considerations

10.1 This Policy has been developed to comply with all applicable laws, regulations, and international frameworks governing modern slavery and human trafficking, including but not limited to the Modern Slavery Act 2015 and other relevant legislation.

10.2 The Ministry of Parenting CIC is committed to reviewing and revising this Policy as required to maintain compliance with changes in legislation or international frameworks, ensuring responsible business practices and effective measures to combat modern slavery.