

## **Modern Slavery Statement**

*Play Torbay has a zero-tolerance approach to modern slavery. We strive to act ethically and with integrity in all of our activities and relationships to make sure modern slavery is not taking place anywhere in Play Torbay. We will also make sure our approach is clear with our partner organisations.*

*We believe that a modern slavery statement is an important part of our approach to implementing our ethical policy. We have opted to adopt a statement which we will update and publish annually on our website, although we are not required to have such a statement under current regulations.*

## **Organisational Structure**

We provide fun, accessible play opportunities all year round including playground adventures, play days and special events. Play is the single most important developmental process in any child's life and a fundamental human right. We raise awareness about the importance of play in children's lives by actively involving parents and the wider community in the wonderful benefits of play.

We are a small charity supporting and encouraging children to play and be active outdoors. We provide adventure, friendship, and fun for hundreds of children each year.

'We believe that play is a fundamental right of childhood and is central to children and young people's wellbeing and development'

General Comment 17, UNCRC

School age children and their families are the beneficiaries of our work. We particularly support children from disadvantaged communities and those affected by adverse childhood experiences.

We are governed by our articles of association and a board of Trustees who volunteer their time to help direct our work. They oversee our Director who manages our core staff team of six.

We carry out employment checks, including making sure that our people have the right to work and we pay at least the Living Wage. When we recruit we ensure our practices meets the necessary employment law and safer recruitment standards. We are advised by an external HR organisation who

support us with all HR matters. We ensure that all our volunteers and employees have the right support, guidance and work-life balance to maintain their mental wellbeing at work. This is reinforced by a wide policy framework: <https://drive.google.com/drive/folders/1YxLA5XukzRn4BS-9TV2V6xgU-JJSyh4w> which includes: Whistleblowing; Recruitment and Selection; Grievance; and Safeguarding policies.

### **Strategy for addressing the risk of modern slavery**

Play Torbay considers the risk of modern slavery to be related to our supply chain and therefore, our procurement policy and procedures are key to this.

We have long standing relationships with the majority of our suppliers, with whom we share the same commitment to ensuring that modern slavery does not exist within the supply chain.

Our Core Team complete all organisational procurement and adhering to the Modern Slavery Act is of paramount importance.

### **Continuous Improvement**

We will review our related policies and documents to make sure these demonstrate the robustness of our approach to removing the risk of modern slavery from our supply chain.

We will continue to update our staff on our new policies and procedures and ensure that modern slavery is addressed in all key relevant policies including recruitment, safeguarding and whistleblowing.

To be reviewed March 2024