Modern Slavery Statement

Our Commitment

Pavilion Preschool (Aigburth) CIO is committed to preventing modern slavery and human trafficking in all areas of our organisation and supply chains. We recognise our responsibility to uphold human rights and act ethically and with integrity in all our business relationships.

Although we are a small childcare provider and are not legally required to publish a statement under Section 54 of the Modern Slavery Act 2015, we voluntarily adopt this statement to demonstrate our commitment to safeguarding children, staff, volunteers, and the wider community.

Our Organisation

We provide early years education, breakfast club, and after-school care services for children in a safe, nurturing, and inclusive environment. Our workforce consists of employees and volunteers.

We have policies and procedures in place that support our commitment to preventing modern slavery, including:

- Safeguarding and Child Protection Policy
- Safer Recruitment Policy
- Whistleblowing Policy
- Equality and Diversity Policy
- Staff Code of Conduct
- Health and Safety Policy

These policies help ensure that concerns can be raised and addressed appropriately.

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Recruitment and Employment Practices

We are committed to fair employment practices and ensure that:

- All employees have the legal right to work in the UK.
- Recruitment processes are transparent and comply with employment legislation.
- Staff are employed under clear terms and conditions.
- No employee is subject to forced, bonded, or involuntary labour.
- Staff are paid at least the applicable National Minimum Wage or National Living Wage.

Supply Chains

As a childcare provider, our supply chains are relatively simple and include:

- Educational resources and equipment suppliers
- Food and catering suppliers
- Cleaning and maintenance contractors
- Professional service providers

We seek to work with reputable suppliers and contractors who share our commitment to ethical working practices and compliance with relevant employment and human rights legislation.

Risk Assessment

We consider the risk of modern slavery within our organisation and direct operations to be low. However, we remain vigilant and recognise that risks may exist within wider supply chains. We will take appropriate action if concerns are identified.

Training and Awareness

Staff are encouraged to understand safeguarding responsibilities and recognise indicators of abuse, exploitation, and trafficking. Where appropriate, modern slavery awareness forms part of safeguarding discussions and staff development.

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Reporting Concerns

Any concerns relating to modern slavery, human trafficking, exploitation, or unethical employment practices should be reported to the Manager, Designated Safeguarding Lead (DSL), or Chair of Trustees/Committee. Concerns will be investigated and acted upon appropriately.

Continuous Improvement

We will continue to review our policies, procedures, and supplier relationships to strengthen our approach to preventing modern slavery and human trafficking.

This policy was adopted in June 2026.
It will be reviewed annually or as required.
Last updated 06.10.26

Signed by Chair of Trustees:

Signed by Operations Manager: