

## **11. Modern Slavery**

### **Policy Statement**

Rainbow Children's Corner LTD is committed to preventing modern slavery, forced labour, and human trafficking in all aspects of its business operations and supply chains. We recognise our responsibility to act ethically and with integrity and to implement effective systems and controls to ensure modern slavery is not taking place.

### **Scope**

This policy applies to all employees, directors, agency workers, volunteers, contractors, and suppliers.

### **Responsibilities**

- Directors are responsible for compliance with the Modern Slavery Act 2015 where applicable
- Managers are responsible for implementing due diligence procedures.
- All staff are responsible for reporting concerns.

### **Procedures**

- Conduct risk assessments of suppliers and contractors.
- Include anti-slavery clauses in contracts where appropriate.
- Provide awareness training to staff.
- Investigate and act on any concerns raised.

### **Modern Slavery Statement – Electronic**

Rainbow Children's Corner LTD publishes its Modern Slavery Statement electronically where required and appropriate, ensuring it is accessible to stakeholders.

The statement:

- Describes the organisation's structure and business.
- Outlines policies and procedures to prevent modern slavery.
- Details due diligence and risk assessment processes.
- Is reviewed annually and approved by the Director.

## **Modern Slavery Statement – Non-Electronic**

Where electronic publication is not applicable, Rainbow Children's Corner LTD makes its Modern Slavery Statement available in written form upon request.

Copies may be:

- Provided to inspectors, local authorities, or partners.
- Kept on site for audit and compliance purposes.

### **11.01 Modern Slavery – Non-Relevant Commercial Organisations**

Where Rainbow Children's Corner LTD does not meet the financial threshold under the Modern Slavery Act 2015, we still voluntarily adopt best practice measures to prevent modern slavery.

This includes:

- Ethical recruitment practices.
- Fair pay and lawful working conditions.
- Supplier checks proportionate to business size.

## **Modern Slavery Statement – Explanation of Non-Compliance**

If Rainbow Children's Corner LTD is not legally required to publish a Modern Slavery Statement, this is due to not meeting the statutory turnover threshold.

Despite this, the company remains committed to ethical practices and continues to take reasonable steps to prevent exploitation.

## 05.02

### Equality & Diversity – Unlawful Discrimination

Rainbow Children's Corner LTD is committed to promoting equality, diversity, and inclusion. **Unlawful discrimination, harassment, or victimisation will not be tolerated.**

#### Protected Characteristics

In line with the Equality Act 2010, this includes protection relating to:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

#### Procedures

- Fair recruitment and employment practices.
- Inclusive service delivery for children and families.
- Reasonable adjustments where required.

## 05.03

### Equality & Diversity – Investigation

All complaints of discrimination are taken seriously and investigated promptly, fairly, and confidentially.

#### Investigation Process

- Complaint acknowledged promptly.
- Evidence gathered from all relevant parties.
- Impartial investigation conducted by management.
- Findings documented and actions agreed.

A written summary of investigations will include:

- Nature of the complaint.
- Investigation steps taken.
- Findings and conclusions.
- Any corrective or disciplinary action.

Records are retained securely in line with data protection requirements.

## 12. Environmental Management

### Policy Statement

Rainbow Children's Corner LTD is committed to protecting the environment and promoting sustainable practices across all areas of our childcare provision. We believe it is our responsibility to minimise environmental impact while educating children about caring for the natural world.

### Waste Management

We actively manage waste responsibly by:

- Disposing of waste correctly using designated bins for nappies, food waste, recycling, and general waste.
- Reducing waste wherever possible and encouraging reuse and recycling.
- Ensuring staff are trained in appropriate waste segregation and disposal procedures.
- We have a paperless invoice, booking and registration process which greatly reduces our use of printers, ink, and paper.

### Sustainable Practice and Resource Use

To reduce environmental impact, we:

- Encourage minimal use of electronic devices during the day to reduce electricity consumption.
- Use electronic equipment only at designated times, primarily in the evening, where required for administration or planning.
- Monitor energy usage and encourage staff and children to adopt energy-saving habits.

### Learning Through Nature and the Outdoors

Environmental awareness is embedded into our curriculum and holiday club activities. We:

- Promote outdoor learning and nature-based play.
- Maintain vegetable patches where children can grow, care for, and harvest their own produce.
- Encourage gardening activities to teach responsibility, sustainability, and respect for nature.
- Provide opportunities for children to observe and care for wildlife through bird feeders and insect-friendly spaces.

## **Sustainable Play and Resources**

We are passionate about sustainable play and aim to:

- Prioritise natural, wooden, and recyclable materials for play and learning.
- Reduce reliance on plastic toys and single-use resources.
- Encourage creativity through open-ended, nature-based play materials.

## **Biodiversity and Wildlife**

We actively support local biodiversity by:

- Creating child-friendly environments that attract birds, insects, and wildlife.
- Teaching children the importance of protecting living things and their habitats.

## **Continuous Improvement**

Rainbow Children's Corner LTD is committed to continually improving its environmental performance by:

- Reviewing environmental practices regularly.
- Encouraging staff, children, and families to contribute ideas for sustainability.
- Ensuring compliance with relevant environmental legislation.

This statement is reviewed annually and reflects our commitment to environmental responsibility and education.

### **12.01**

#### **Environmental Legislation**

Rainbow Children's Corner LTD is committed to complying with all relevant environmental legislation and minimising environmental impact.

This includes:

- Waste management regulations.
- Safe disposal of hazardous materials.
- Energy efficiency practices.

Where environmental non-compliance is identified:

- Immediate corrective action is taken.
- Root causes are investigated.
- Preventative measures are implemented.

All actions are recorded and reviewed.

### **13. E-Procurement – Electronic Invoices, Credit Notes and Payments**

Rainbow Children's Corner LTD issues invoices electronically to customers following online bookings.

Customers are required to settle invoices via bank transfer in accordance with the payment terms provided.

Invoices and credit notes received from suppliers may also be managed electronically.

Procedures include:

- Verification of customer and supplier details.
- Secure electronic storage of invoices, credit notes, and payment records.
- Reconciliation of bank transfers against issued invoices.
- Compliance with financial regulations and UK data protection legislation.

All policies are reviewed annually or sooner if legislation or operational needs change.

## **14. Sub-Contractors Policy**

### **Policy Statement**

Rainbow Children's Corner LTD is committed to working only with sub-contractors and external providers who operate safely, ethically, and in line with our values. This policy sets out the standards expected of all sub-contractors to ensure the health, safety, wellbeing, equality, and environmental responsibility of our services.

For the purpose of this policy, sub-contractors may include (but are not limited to):

- Providers of hired venues
- Mobile or visiting activity providers (e.g. mobile zoos, entertainers)
- Food providers and local cafés supplying meals or refreshments
- Online booking and payment platforms
- Any external organisation delivering or supporting services on our behalf

### **Scope**

This policy applies to all sub-contractors, suppliers, and external providers engaged by Rainbow Children's Corner LTD.

### **Health & Safety Requirements**

All sub-contractors must:

- Comply with all relevant health and safety legislation.
- Provide suitable and sufficient risk assessments and method statements where required.
- Follow Rainbow Children's Corner LTD's site-specific health and safety rules.
- Ensure their staff are appropriately trained, supervised, and insured.

Failure to meet health and safety requirements may result in suspension or termination of the contract.

### **Equality & Diversity Requirements**

All sub-contractors must:

- Comply with the Equality Act 2010 and all related legislation.
- Treat staff, children, parents, carers, and visitors fairly and with respect.
- Not engage in discriminatory, harassing, or victimising behaviour.
- Support inclusive practice when working with children and families.

Any breach of equality and diversity requirements may lead to immediate review or termination of the contract.

## **Environmental Responsibility**

Sub-contractors are expected to:

- Operate in an environmentally responsible manner.
- Comply with relevant environmental legislation.
- Minimise waste and environmental impact where possible.
- Cooperate with environmental monitoring, audits, or improvement measures.

## **Safeguarding and Suitability**

Where sub-contractors have contact with children:

- Appropriate safeguarding measures must be in place.
- Relevant checks, assurances, or documentation may be requested.
- Staff must act in a manner that promotes children's safety and wellbeing at all times.

## **Monitoring and Review**

Rainbow Children's Corner LTD reserves the right to:

- Monitor sub-contractor performance.
- Request evidence of compliance with this policy.
- Review arrangements regularly to ensure ongoing suitability.

Non-compliance with this policy may result in corrective action or termination of the working relationship.

*This policy is reviewed annually or sooner if legislation or operational needs change.*