



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Catch Up (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021- 2022.

Catch Up is a not-for-profit UK registered charity (1072425) and Office of the Scottish Charity Regulator (OSCR) registered charity (SC047557). Catch Up is based in Thetford, Norfolk and provides training and resources to schools and other educational establishments. This is delivered in Regional Training Centres and schools as required and takes place throughout the year and is not seasonal.

The labour supplied to Catch Up in pursuance of its operation is carried across the United Kingdom and the Republic of Ireland. We do occasionally have trainers travelling to other countries.

B) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity, or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

C) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation United Kingdom or abroad and exceeds those minimums in relation to its employees.

D) SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the production and printing of PowerPoint based and published materials to support training sessions. This involves Catch Up being a first-tier supplier with further contractual relationships with lower-tier suppliers.

E) POTENTIAL EXPOSURE

Catch Up considers its main exposure to the risk of slavery and human trafficking to exist

where training and resources are provided outside the United Kingdom and Republic of Ireland since they may involve the provision of labour in a country where protection against breaches of human rights may be limited.

In general, given the nature of the services that it provides and the way that it delivers them, Catch Up considers its exposure to slavery/human trafficking to be relatively limited.

F) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation will regularly take the following to ensure that modern slavery is not taking place:

- Review our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.

G) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

Where the Organisation does plan to contract the provision of goods and services from any supplier, then such potential supplier must provide a statement that they are not involved with modern slavery nor are any of their subsidiaries or service or goods providers.

H) POLICIES

The Organisation has the following policies which further define its stance on modern slavery Catch Up has the following policies which further define its stance on modern slavery:

Catch Up® Ethos and Values – see Appendix 1

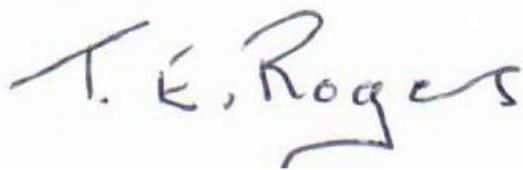
Retaining the services of Peninsula Business Services Ltd – see Appendix 2

I) TRAINING

The Organisation provides training to staff to effectively implement its stance on modern slavery through induction training.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval - October 2022



Signed

Chief Executive Officer

Date 7th October 2022

APPENDIX 1

Catch Up® Core Values and Behaviours

The Catch Up® mission:

To address literacy and numeracy difficulties that contribute to underachievement

In delivering its mission, Catch Up® commits to working to the following core values and behaviours:

The core values of Catch Up®:

Catch Up® is passionate about providing effective interventions that can radically improve the life chances for pupils and young learners.

We use our wealth of expertise and academic knowledge to ensure that our interventions are as successful as possible.

We pride ourselves on the quality of service we offer our clients to ensure they receive the best possible support.

Catch Up® works as a team to support one another and for the benefit of our clients.

At Catch Up® we believe in what we do. We strive to do our best because we know that what we do matters.

Contributing behaviours:

Excellence, Quality and Customer Satisfaction including

Responsive, caring, reassuring and effective communications with all Catch Up® Literacy and Catch Up® Numeracy customers

A proud commitment to 'going the extra mile' in providing value and quality with continuous, evidence –based, evaluation, feedback, and improvement

Individual and Shared Responsibility through Teamwork with

Shared knowledge and understanding of workload, priorities, planning and meetings

Clarity of communications and roles

Office organisation and systems reflecting and responding to the needs of individuals

Honesty, Trust, Consideration, Appreciation and Respect with

A no-blame approach so everyone and their work is valued

A recognition of everyone's efforts and intentions, with the opportunity to learn from mistakes

An openness to ideas

Well-being, Reassurance and Support so

Everyone is valued and supported to achieve Wellbeing and a Work Life Balance

Individuals are challenged and supported to achieve their potential

Support and help is available to deal with stress

Anyone with any management or leadership responsibility is fully committed to achieving the above for everyone, including themselves, by aiming to be positive and consistent role models who

Work within a developmental and problem solving approach whilst providing clear goals and vision supported by passion and enthusiasm

Are communicative, approachable and decisive whilst being flexible, honest and open

Listen and respond fairly, sensitively and consistently with care, trust, values and integrity

PENINSULA BUSINESS SERVICES LTD

TO ENSURE THAT LEGAL REQUIREMENTS IN
ACCORDANCE WITH
EMPLOYMENT LEGISLATION
ARE COMPLIED WITH
CATCH UP

HAVE RETAINED THE CONSULTANCY SUPPORT OF
PENINSULA BUSINESS SERVICES LTD
TO DEVELOP AND PROMOTE EMPLOYMENT POLICIES AND
PROCEDURES WITH A VIEW TO CREATING WITHIN THE
BUSINESS A CLIMATE OF GOOD EMPLOYMENT PRACTICES,
EMPLOYMENT RELATIONS AND EQUAL OPPORTUNITIES
FOR ALL STAFF.



Anthony Sutcliffe
Director



PENINSULA

Protecting your business is our business

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