

# Kids Planet

## Modern Slavery Statement



### Kids Planet Board Approval

This statement is made in compliance with the Modern Slavery Act 2015 and outlines steps taken by Kids Planet Day Nurseries to address the risk of modern slavery during the 2023-24 financial year. The statement is approved by the Kids Planet Board of Directors and the following Company Director is the signatory.

**Name:** Clare Roberts

**Role:** Chief Executive Officer

**Date:** 01/04/2024

### Commitment

Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking.

Please refer to the Kids Planet Modern Slavery and Human Trafficking policy for further exposure of the abhorrent practices and abuse that modern slavery involves as well as the core policies and procedures that relate to our commitment to help prevent modern slavery as part of our daily working practices, such as in recruitment and in safeguarding children and vulnerable adults.

Kids Planet Day Nurseries Ltd is committed to high standards of ethics in all business relationships. We acknowledge the global issue of modern slavery and recognise our responsibility as well as our legal duty to identify and manage associated risks in our business and supply chain.

### Structure and Supply Chains

Kids Planet was established in 2008 and operates from its Head Office in Lymm, Cheshire although we have nursery settings throughout England and in North Wales. Our settings have a combined operating capacity for more than 25,000 children and we have more than 5000 workers, including employees and supply workers. We generally do not use supply agencies.

In addition to the Kids Planet Board of Directors, we employ a Mergers and Acquisitions Director; a People Director; a Quality Director and three regional Childcare Directors. Reporting to the Childcare Directors are a team of Area Managers, each with responsibility for a region of Nursery Managers, each of whom takes responsibility for one of the 100+ Kids Planet settings.

We have dedicated teams for marketing and communications; people management, employee well-being and Human Resources; procurement; compliance and risk, as well as finance, a maintenance team and customer service. We also have our own training academy for Apprentices from age 16 years. Our safer recruitment procedures are robust and include stringent identity checks as well as checking eligibility to work in the UK. We ensure all staff have their own bank account.

Our supply chain is vast and includes (but is not limited to):

- Buildings, facilities and maintenance
- Furniture, fixtures and fittings
- Toys and resources
- Energy and utilities
- Food and milk supplies
- Commercial equipment and appliances
- Vehicles and transport

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We recognise the potential risks of modern slavery in our supply chains and although we accept exploitation may be unknown to us, we make efforts to ensure our ethics (outlined below) are aligned with those we do business with. We make enquires via our contractor due diligence process, ensuring we do not knowingly trade with companies involved directly or indirectly with modern slavery practices.

### Business Ethics

Our Code of ethics applies to all Kids Planet business relationships including our relationship with customers, employees, learners, volunteers, contractors and suppliers as well as the Kids Planet Board of Directors.

The code sets out how our ethical principles are promoted and fostered. The nine principles are:

1. Honesty
2. Equality
3. Fairness
4. Kindness
5. Lawfulness
6. Accountability
7. Collaboration/teamwork
8. Well-being
9. Respect for the Environment

These principles run all the way through Kids Planet policies, procedures and business interactions and we actively look to improve in all nine areas, year on year. We have published the code on our website and we ensure that the code is issued to relevant parties.

### Safeguarding

As a childcare provider, we are committed to safeguarding children and families. Our robust safeguarding procedures are well-embedded and our team regularly evidence their willing confidence with whistleblowing. We have strong ties with many local authorities and safeguarding bodies throughout the UK.

### Steps Taken in the April 2023-24 Financial Year

Company growth and the operational challenges this brings, has not prevented us from making progress in managing risks from modern slavery.

- We have implemented an HCM, enabling more centralised oversight of our people as well as enabling more control by employees over the information we hold about them. They can make changes (such as banking details and emergency contacts) via the Dayforce App.
- We have undertaken multiple team well-being initiatives. Examples include well-being passports, an employee assistance programme and confidential helpline for talking therapy and signposting to mental health services. The helpline is all year round, 24 hours every day.
- We have extended our all-inclusive offering to all children, including children from disadvantaged backgrounds, ensuring the well-being of all children are safeguarded equally.