Modern Slavery & Human Trafficking Policy 2026-27

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Parenta
Working together for our children

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Parenta has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our business

Since 1999, Parenta has grown from being a nursery website provider to becoming a specialist in all things related to childcare in the Early Years. As well as expanding our range of nursery software products, we are now one of the UK's leading providers of apprenticeships in childcare – we currently work with about 2,000 learners per year to achieve their qualifications and approximately 6500 childcare providers; giving them the tools and support they need to focus on providing great childcare. We're proud to work in close partnership with all our customers, so together we can provide the best possible start in life for our children.

This modern slavery and human trafficking statement aims to demonstrate our commitment and action to ensure that modern slavery and human trafficking is not taking place within the business, with any partners or the supply chain that we work with. This statement will be reviewed and updated annually.

Policy statement

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. Parenta has a zero tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains, consistent with its obligations under the Modern Slavery Act 2015. Parenta also expects the same high standards from all of its suppliers, contractors and other business partners, and, as part of its contracting processes, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers will in turn hold their own suppliers to the same standards.

Identifying potential victims of modern slavery can be a challenge because the crime can manifest itself in many different ways. There is a spectrum of abuse, and it is not always clear at what point, for example, poor working practices and lack of health and safety awareness have become instances of human trafficking, slavery or forced labour in a work environment. In addition, some suppliers may go to great lengths to hide the fact that they are using slave labour. However, Parenta accepts that it has a responsibility through its due diligence processes to ensure that workers are not being exploited, that they are safe, and that relevant employment, health and safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

This policy applies to all individuals working for Parenta or on the Parenta's behalf in any capacity, including all colleagues, volunteers, agents, contractors, prime funders, consultants and any business partners.

Responsibility for the policy

The Senior Leadership Team and Governors have overall responsibility for ensuring that this policy complies with Parenta's legal and ethical obligations.

The Senior Leadership Team has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in Parenta's business or supply chains.

Line Managers are responsible for ensuring that those reporting to them understand and comply with this policy.

Compliance

The prevention, detection and reporting of modern slavery in any part of Parenta's business or supply chains, whether in the UK or abroad, is the responsibility of all those working for Parenta or under Parenta's control. All colleagues are required to avoid any activity that might lead to a breach of this policy.

If colleagues believe or suspect a breach of or conflict with this policy has occurred or may occur, they must notify their line manager or report it in accordance with Parenta's whistleblowing policy. Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of Parenta's business or supply chains as soon as possible. If people are unsure about whether a particular act, the treatment of workers or their working conditions within any of Parenta's supply chains constitutes any of the various forms of modern slavery, please raise it with their line manager.

Colleagues can also obtain valuable advice and guidance by accessing the government's Modern Slavery Helpline website at https://www.modernslaveryhelpline.org/ , calling them on 08000 121 700 or downloading and accessing the free Unseen App from the website or the usual App store.

Parenta aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Parenta is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is or may be taking place in any part of its business or in any of its supply chains.

Training and communication

Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as part of the company staff induction and on an ongoing basis as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases.

The Parenta Safeguarding framework complements the prevention, detection and reporting of modern slavery in the Parenta business, for our learners, in their settings and supply chains. During 2021 Parenta broadened it's Safeguarding structure to give specific colleagues designated roles with the Safeguarding framework and accountability for responding to Safeguarding concerns.

Parenta's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Breach of the policy

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

Parenta may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

Links to other policies

The following internal policies/procedures support Parenta to ensure that modern slavery and human trafficking is prevented and that human rights are maintained within the company and when working with the supply chain:

- Recruitment Policy
- Working Time Regulations Policy
- Safeguarding Policy and Procedure
- Safer Recruitment Policy and Procedure
- Whistleblowing Policy and Procedure
- Disciplinary Policy and Procedure
- Equality and Diversity Policy
- Grievance Policy and Procedure
- Staff Standards of Conduct and Behaviour
- Anti-Bullying and Harassment Policy and Procedure
- Health and Safety Policy

Parenta - The Home of Early Years

Growing a setting and a great childcare team shouldn't be hard - Parenta makes it simple. We're the UK's leading specialist apprenticeship training provider for the early years sector - helping nurseries recruit, train, and retain brilliant practitioners,

And it doesn't stop there. From nursery management software, business support that actually makes a difference, and expert free sector resources, Parenta is the partner your setting didn't know it needed.

EARLY YEARS TRAINING

Boost your team's motivation and keep staff for longer by offering them childcare training – the ideal tool for you to develop and retain your staff.

TRAINING COURSES:

Government Funded:

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator – now with a 'Fast Track' option – 52 weeks + EPA
- Level 5 Early Years Lead Practitioner

Qualification only courses:

- L3 SEND Coordinator
- L5 Diploma for Senior Early Years Practitioners

FREE RECRUITMENT

Our team of dedicated recruitment experts will help you find a suitable apprentice - **for free**. Once found, we will sign them up and get them started on their childcare course - providing one-to-one support throughout their training.

Book a call with us today and discover how we can grow your setting

NURSERY MANAGEMENT SOFTWARE – ABACUS ADVANTAGE

- **Abacus Advantage** helps nursery managers and owners understand their money simply and clearly
- It combines **easy-to-use software**, covering all aspects of your nursery business
- Practical guidance and hands-on support to show you exactly where your income comes from, where the pressure builds, and what to do about it

Book a free clarity call today

MARKETING SOLUTIONS

Parenta designs and builds childcare websites that attract parents, impress Ofsted, and turn visitors into enquiries.

- **Websites that work** - built by a team that knows childcare inside out.
- **Branding that means business** - from logos and prospectuses to newsletters and business cards, we create a look that makes your setting stand out and stick in people's minds.
- **Social media made simple** - we'll get you set up, show you what works, and help you build a visible, trusted presence that keeps your setting front of mind for local families.

Contact our marketing solutions team

FREE RESOURCES FOR ALL THOSE WHO WORK IN CHILDCARE

How To Guides
Covering the common challenges you face whilst working in childcare, both for childcare practitioners and business owners.

Free Webinars
Early years experts share their insights, best practices, and valuable experiences

Parenta Blog
Over 1000 articles covering all things early years, written by sector experts

Working together for our children

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Follow us on social media **@TheParentaGroup**

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