



Charity Commission No: 1185281  
Company House: 08764052

## Voluntary Modern Slavery Statement

### Keywords:

Owner(s) (Names and designations)	Author(s) (Names and designations)	Version, Date written	Reason for Review	Ratified by and Date	Expiry Date
Board of Trustees	CEO Maria Viner	V1 March 2025	First Statement	April 2025	April 2026

*Mothers for Mothers is committed to providing a safe environment for all our team members, and clients, free from threats, physical violence, intimidation, harassment, verbal abuse discrimination, bias, microaggressions, racism or coercion. We ask that everyone accessing or working in our services respect this.*

*We fully support and encourage anyone who is experiencing/has experienced, or has witnessed, any form of discrimination, harassment, bullying or microaggressions, to come forward and report to our CEO and to receive support and advice; no act is considered too small to be addressed and investigated by our EEDI group with appropriate action taken.*

**Mothers for Mothers recognises that they are not required to provide a Modern Slavery Statement by Law however the Trustees would like to voluntarily make the following Modern Slavery Statement.**

## Modern Slavery & Human Trafficking Statement

These are the steps Mothers for Mothers has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015 and will be reviewed in three years.

This statement applies to Mothers for Mothers (referred to in this statement as 'the Organisation'). This statement sets out the steps that the organisation has taken ensure that modern slavery and human trafficking is not occurring in our organisation or in our supply chains. The Organisation fully support the Government's objectives to eradicate Modern Slavery and human trafficking.

### Organisational structure and activities

The Organisation is a registered Charity No: 1185281 and Company Limited by Guarantee No: 08764052. It is governed by a Board of Trustees and employs 15 members of staff working from their offices at The Gatehouse Centre, Hareclive Road, Bristol, BS13 9JN, and across locations in BNSSG (Bristol, North Somerset and South Gloucestershire).

Since 1981 the Organisation has supported families affected by maternal/perinatal mental illness (PMH) and emotional wellbeing needs across Bristol, South Gloucestershire and North Somerset. Support is offered women/birthing people during pregnancy and until their youngest child attends school, through provision of support services. Services are delivered by women with lived experience of PMH. We aim to achieve the following outcomes for the women and families we work with:

- Improved confidence, resilience and relationships with children and family, leading to faster recovery.
- Improving children's emotional development by supporting mothers to be sensitive and responsive in their relationships with their children.
- Reduced social isolation and improved social and support networks.
- More awareness of PNI and the support available.
- Improved care and services for maternal mental illness.

### Definitions

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour.

The Organisation considers that modern slavery encompasses:

1. **Human trafficking.** The use of violence, threats or coercion to transport, recruit or harbour people in order to exploit them for purposes such as forced prostitution, labour, criminality, marriage or organ removal

2. **Forced labour.** Any work or services people are forced to do against their will, usually under threat of punishment
3. **Debt bondage/bonded labour.** The world's most widespread form of slavery. People trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt (Australia's Modern Slavery Act 2018 also refers to "Deceptive recruiting for labour or services" as a form of modern slavery)
4. **Descent-based slavery (where people are born into slavery).** A very old form of slavery, where people are treated as property, and their "slave" status has been passed down the maternal line.
5. **Child slavery.** When a child is exploited for someone else's gain. This can include child trafficking, child soldiers, child marriage and child domestic slavery
6. **Forced and early marriage.** When someone is married against their will and cannot leave. Most child marriages can be considered slavery
7. **Domestic servitude.** Domestic work and domestic servitude are not always slavery, and when properly regulated can be an important source of income for many people. However, when someone is working in another person's home, they may be particularly vulnerable to abuses, exploitation, and slavery, as they might be hidden from sight and lack legal protection

(Source: [www.antislavery.org](http://www.antislavery.org) )

## 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 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 in the UK and in many cases exceeds those minimums in relation to its employees.

Labour is usually employed directly by the organisation.

Employment contracts are on a guaranteed hours basis only. No offers of employment are made on a zero hours basis.

Part-time and fixed-term employees within the Organisation are provided with the same pro-rata contractual entitlements as full-time and permanent employees.

Staff work and are employed solely in the UK. Right to work checks are completed as part of the Safer Recruitment process.

## **Supply chains**

The supply chain of the Organisation include local businesses and online purchasing.

Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately.

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

## **Potential exposure**

The Organisation has considered where / whether there is a risk in the organisation, or its supply chain, of slavery and human trafficking taking place. In general, the Organisation considers its exposure to slavery/human trafficking to be very low. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it as noted below:

- The organisation is committed to employing employees directly and not via third party agencies to ensure there is visibility of the employment relationship, and no risk of inadvertently acquiring staff from a third party which engaged in slavery or Human Trafficking.
- In rare instances where there is a business need to recruit staff via a third party (i.e. from a recruitment or temporary employment agency) only reputable service providers are engaged and our expectations in relation to this policy are communicated to them.
- Employees are paid directly to their individual bank accounts.
- We do not purchase any items from high risk countries where modern forms of slavery are prevalent.

## **Approval**

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