Paradigm Arts Modern Slavery & Human Trafficking Statement

Here are the steps Paradigm Arts 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.

About Paradigm Arts

We provide a wide range of clients with support to engage children and young people in the highest quality arts and cultural activities to increase entitlement and impact on wellbeing and development - both physical and educational.

Our commitment to the principles of the Modern Slavery Act 2015

Paradigm Arts is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers, mainly through UK government frameworks.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the Paradigm Arts Policy Hub:

- Whistleblowing Policy
- Anti Bullying Policy & Cyberbullying
- Child Protection
- Domestic Abuse

BACKGROUND

On March 26, 2015, The Modern Slavery Act 2015 was passed into law in the United Kingdom. This law requires all business entities that carry on a business, or part of a business, in any part of the United Kingdom to prepare and publish a slavery and human trafficking statement for each academic year of the organisation. The law also creates the obligation to report on steps taken to ensure that slavery and human trafficking is not taking place in any part of its supply chain or in any part of its own business.

SCOPE

This policy applies to Paradigm Arts' UK only business operations - we do not operate beyond the UK and do not engage with supply chains that exist beyond the UK. This policy is reviewed annually and changes are incorporated accordingly.

OUR COMMITMENT

We respect the environment, the communities in which we operate, and our employees' human rights, and we oppose corruption. Therefore, we are committed to conducting business operations in a manner that complies with applicable laws and regulations. We are also committed to taking steps to ensure that slavery and human trafficking is not taking place in any part of our business.

DEFINITIONS

Paradigm Arts supports the 24 articles contained within The Universal Declaration of Human Rights and conducts all business functions in a manner that upholds and adheres to all legal, moral and ethical codes the document defines.

Paradigm Arts recognises the following descriptions in relation to business activity we (may) undertake. Not all of these definitions fit our line of business and regular review of all policies will ensure accurate adaptation as and when required.

- Supply Chain: Entities with which the enterprise has a direct or indirect business relationship and which either (a) supply products or services that contribute to the enterprise's own products or services or (b) receive products or services from the enterprise.

- Due Diligence: Due diligence in the context of human rights comprises an ongoing management process designed to support the organisation in meeting its responsibility to human rights. A human rights due diligence process should include assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses and communicating how impacts are addressed.

- Human Rights Risk: Any risks that a business's operations may lead to one or more adverse human rights impacts.

- Adverse Human Rights Impact: An adverse impact occurs when an action removes or reduces the ability of an individual to enjoy his or her human rights. A human rights impact may be actual or potential. Adverse impacts may be caused by an enterprise through its own activities; may be contributed to by an enterprise either directly or indirectly through an outside entity or may be caused by someone with whom the entity does business and is linked to the entities own operations, products or services.

- Worker: Workers include direct employees, temporary workers, migrant workers, student workers, contract workers, and any other person(s) providing labor and employment services to entities in the supply chain.

OUR EXPECTATIONS

Paradigm Arts relies on a wide range of ever changing practitioners to help with the provision of high quality arts and cultural activity for children and young people. As such we do not deal with large institutions or organisations when sourcing staff or in the provision of activity. Nevertheless we expect our contributors and consultants not to be involved in forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons of any age at any tier of the supply chain. This includes transporting, harbouring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Suppliers, as employers or agents, may not hold or destroy employees' identification or immigration documents, such as government-issued identification, passports or work permits, unless the holding of work permits is required by law.

Employers may not restrict workers' freedom of movement in the facility or entering or exiting company-provided facilities. All work must be voluntary and workers shall be free to terminate their employment and leave work at any time.

Employers and agents may not use misleading or fraudulent practices during the recruitment of employees. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment and the hazardous nature of the work, prior to the worker departing from his or her country of origin.

Workers must not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees must be repaid to the worker.

We expect our suppliers to have a compliance plan in place to ensure that human trafficking and forced labor are not used and that risks of worker exploitation are mitigated. We will continue to promote and encourage our suppliers to take steps to ensure that slavery and human trafficking is not taking place in any part of our supply chain or in any part of their businesses. We expect our suppliers to conduct due diligence on their respective supply chains and to assist us with our compliance with these rules.

To the extent that a supplier refuses to cooperate with our compliance efforts, we may reconsider our supply arrangement and implement remedies available to us.

REPORTING CONCERNS

Paradigm Arts operates a web based policy hub for all clients, collaborators and partners. This transparent approach to responsibility ensures all can see the work we undertake and the responsibility with which we discharge our duties as an organisation working predominantly in the education and cultural sector.

Anyone who wishes to raise concerns is free to contact us 24/7 via our social media and web platforms or through completing representation through post. All details relating to such correspondence and the associated methods applicable can be found on the Policy Hub which also carries our Whistleblowing Policy and Complaints Procedure information

This statement has been approved by Robert Pitman Paradigm Arts Director, for the academic year ending July 2026. This statement will be reviewed and updated every year.