



MODERN SLAVERY STATEMENT

Version 2.

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Introduction

This statement sets out how CIMSPA seeks to act in accordance with the Modern Slavery Act 2015. We are not required under the Act to produce and publish an annual Modern Slavery Statement. However, we are committed to acting ethically and with integrity in all our business dealings and relationships, and wish to demonstrate our zero-tolerance approach to modern slavery through this statement.

The information below outlines how we will endeavour to ensure that modern slavery is not taking place within CIMSPA itself, or within our Partner organisations and supply chains. To the best of our knowledge, there have been no instances of modern slavery within CIMSPA, our Partner organisations or our supply chains within CIMSPA's past financial year ending 31 March 2025.

About CIMSPA

The Chartered Institute for the Management of Sport and Physical Activity (CIMSPA) is the professional development body for the UK's sport and physical activity sector, committed to supporting, developing and enabling professionals and organisations to succeed and, as a result, inspire our nation to become more active.

Employing approximately 70 staff, CIMSPA is a registered charity, a company limited by guarantee and is incorporated by royal charter. For more information about what we do and how we operate, please visit www.cimspa.co.uk

Scope

This statement applies to all persons working for us or on our behalf in any capacity, including employees, trustees, sub-committee members, agency workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

It also sets out how we seek to influence the practices of our suppliers and partners.

What is Modern Slavery?

Modern Slavery is a crime and a fundamental breach of human rights.



Modern Slavery includes:

- **slavery** (asserting ownership over a person, depriving them of their freedom),
- **servitude** (providing services under coercion including living in a person's property and the victim being unable to change their condition)
- **forced or compulsory labour** (working under the threat of a penalty non-voluntarily) and
- **human trafficking** (arranging or facilitating the travel of another person with a view to them being exploited).

The offences are set out in detail in the Modern Slavery Act:

<http://www.legislation.gov.uk/ukpga/2015/30/section/1/enacted>

<http://www.legislation.gov.uk/ukpga/2015/30/section/2/enacted>

Risk Assessment and Due Diligence

The sport and physical activity sector is a relatively low modern slavery risk. It does not rely heavily on low-skilled labour, or on temporary, seasonal or agency workers.

Our staff, volunteers and other contracted individuals are all in professional roles. Many of our Partner organisations employ sports and physical activity practitioners, but again these individuals require professional qualifications to work in the sector.

The majority of our supply chain contracts are for professional services and are with companies based in the United Kingdom. Occasionally we purchase goods from sectors with a higher risk of modern slavery within the supply chain, for example branded clothing for staff.

Overall, we have assessed CIMSPA to be a low-risk organisation in terms of Modern Slavery. However, we outline below our approach to due diligence and to reducing this risk in our own business, within our Partner organisations and within our supply chains.

Our Staff

We regularly review our recruitment practices to ensure they follow legal requirements and best practice. This includes confirming that all staff are eligible to work in the UK. We have signed up to the [Social Mobility Pledge](#) and are a [Living Wage Employer](#).

We have various policies which support our zero-tolerance approach to modern slavery within our own organisation, including:

- Anti-harassment and Anti-bullying Policy
- Disciplinary Policy and Procedure
- Grievance Policy and Procedure
- Recruitment Policy and Procedure
- Safeguarding Policies (Adults, and Children and Young People)
- Whistleblowing Policy

These are all readily available to staff on our intranet and training is delivered when significant amendments are made.

Our Partners

CIMSPA works with a range of organisations who have signed up to be recognised as our Partners. This includes Awarding Organisations, Training Providers, HE / FE Institutions, Employers and Suppliers, who offer discounted or free services to our members.

All Partners are required to sign a contract with us which includes, in its Terms and Conditions, the following requirements:

- To conduct their business in an ethical manner
- Not to employ forced, imprisoned, indentured or under-age workers, and to comply with all laws on under-age labour
- To comply with laws regulating employment and working conditions, including minimum salary, overtime payment and allowances
- To ensure employees' working hours comply with all applicable laws and standards
- To comply with the Modern Slavery Act 2015 and the requirement to use all reasonable endeavours to assist CIMSPA with its compliance with the act

Our Supply Chains

We encourage transparency in our business practices and in our supply chains. We never knowingly deal with any business – either as part of our supply chain or by being part of that business' supply chain – who is involved in modern slavery in any form, or supports or otherwise turns a blind eye to modern slavery, and we expect the businesses in our supply chain to act with the same ethical standards and integrity.

Prior to entering into arrangements with a supplier we consider carefully whether there is any risk that it might be engaging or otherwise involved in any form of modern slavery and what steps it takes to mitigate the effects of modern slavery in its business.



It is our policy to promote ethical working. In each case where we have a written contract with a business in our supply chain, we will consider whether it is necessary to impose strict contractual conditions relating to ethical wording into such contract, and will add those if appropriate. In particular, we consider it implied into all of our dealings that our supply chain does not use forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children.

We require all our suppliers in our supply chain to hold their own suppliers to the high standards as set out in this policy.

We aim to communicate our zero-intolerance approach to modern slavery to all suppliers, contractors and Partners at the outset of our business relationship, and thereafter as appropriate.

Detection of Modern Slavery

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or otherwise under our contract. All members of staff are required to avoid any activity which might lead to, or suggest, modern slavery practices.

All members of staff have an obligation to ensure that any instance of modern slavery, or any suspicion of acts in contravention of this statement are brought to the attention of their line manager, the Chief Executive Officer or the Deputy Chief Executive Officer immediately.

If a staff member is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within our business or within any of our supply chains constitutes any form of modern slavery, they should speak with their line manager, the Chief Executive Officer or the Deputy Chief Executive Officer.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this statement, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. That said, if concerns raised are found to be malicious, that will be treated as an act of misconduct for which disciplinary action will follow.

The Head of People and Culture has day to day responsibility for informing team members of CIMSPA's Modern Slavery Statement, its aims and the role of members of staff in implementing and monitoring it. Any questions regarding the statement should be directed to the Head of People and Culture in the first instance. Overall responsibility for ensuring this



statement complies with our legal and ethical obligations, and those under our control comply with it, lies with the Board of Trustees.

Breaches

Any employee who breaches the requirements of this statement may face disciplinary action, and in serious cases, dismissal for misconduct or gross misconduct.

We may terminate any agreement or arrangement with other individuals and organisations working on our behalf, who are our Partners or who supply us with goods or services if they breach the requirements of this statement, or any other related requirements we expect of them.

Further Information and Support

Modern Slavery Helpline

Unseen operates the Modern Slavery Helpline to provide victims, employers and members of the public with expert advice and support:

Telephone: 0800 0121 700

Website: www.modernslaveryhelpline.org

In an emergency, always call 999.

Review

The Modern Slavery Statement will be reviewed annually by the Board of Trustees, with the next review date in September 2026 unless changes in policy, governance or other circumstances require a review prior to this date. It will then be reviewed annually in accordance with the Board's annual plan.





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