

The Matchgirls Memorial

Patrons: Anita Dobson OBE, Diana Holland OBE, Barbara Plant



THE MATCHGIRLS MEMORIAL

(Company limited by guarantee – Company Number 11858820)

PUBLIC POLICY STATEMENTS (2026)

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A. Introduction and Overview

The Matchgirls Memorial (“the charity”) is committed to operating with integrity, transparency, and respect for people, communities, and the environment. These Public Policy Statements set out the charity’s principles and commitments in key areas that reflect our values and public responsibilities.

They complement our internal Governance & Compliance Manual and Operational and Public Engagement Policies, and are published to demonstrate accountability to our supporters, funders, and partners.

Each policy in this document outlines our approach to:

- ethical conduct and human rights
- sustainability and environmental stewardship
- collaboration and partnership
- effective, transparent project delivery

The statements reflect our ongoing commitment to honouring the legacy of the Matchgirls of 1888, promoting fairness, dignity, and solidarity in every aspect of our work.

These policies are reviewed and approved annually by the Board of Trustees, or earlier if required by changes in law, guidance, or organisational activity.

B. Environmental and Sustainability Statement

1. Purpose

To demonstrate the charity’s commitment to environmental responsibility and sustainable practice in all areas of its heritage, educational, and public-facing work.

2. Policy Statement

We recognise that every organisation has a responsibility to minimise its environmental impact. In delivering our charitable objectives, we will:

- Integrate environmental considerations into planning for all projects, events, and exhibitions
- Use sustainable, ethical, and recyclable materials wherever possible
- Choose venues and suppliers that demonstrate good environmental practice
- Minimise unnecessary travel and promote low-carbon transport options
- Reuse, repair, or recycle materials and equipment where feasible
- Encourage volunteers and partners to adopt similar principles

We also seek to raise awareness of the link between social justice and environmental justice, recognising that the Matchgirls’ fight for safe, fair conditions continues to inspire responsible stewardship of both people and planet.

3. Review

This statement is reviewed annually or as required by changes in environmental guidance or Charity operations.

C. Modern Slavery and Human Trafficking Statement

1. Purpose

To confirm the charity's zero-tolerance approach to all forms of modern slavery, human trafficking, and exploitation, in line with the UK Modern Slavery Act 2015 and the charity's founding values of fairness and dignity at work.

2. Policy Statement

We oppose modern slavery and human trafficking in all its forms and are committed to acting ethically and with integrity in all our relationships. To achieve this, we will:

- Conduct our affairs in accordance with the highest standards of honesty and respect for human rights
- Ensure our procurement and partnership processes are free from forced, bonded, or child labour
- Assess suppliers and contractors for compliance with ethical labour standards where relevant
- Promote awareness of modern slavery within our team, trustees, and volunteers
- Respond promptly to any concerns raised and take appropriate action

3. Due Diligence

We expect all suppliers, partners, and contractors to uphold these standards and to operate in full compliance with labour and employment law. Any breach of this commitment may result in the termination of a relationship or contract.

4. Review

This statement will be reviewed annually and updated as necessary to ensure continued compliance with legislation and good practice.

D. Partnership Policy

1. Purpose

To define the charity's approach to working with other organisations and individuals in a way that is ethical, transparent, and consistent with our charitable objectives.

2. Principles

We seek to work with partners who share our values of equality, respect, and collaboration. Our partnerships may include local authorities, trade unions, schools, universities, heritage organisations, artists, and community groups.

We will ensure that:

- All partnerships support our charitable purpose and do not compromise our independence
- Responsibilities, deliverables, and recognition are clearly defined in writing

- Safeguarding, data protection, and financial arrangements are agreed before activities begin
- Decision-making remains transparent and accountable to the Board of Trustees
- Conflicts of interest are declared and managed appropriately

We will not enter into partnerships with organisations whose values, activities, or funding sources conflict with our aims or public trust in the charity.

3. Review

This policy is reviewed annually or when significant new partnerships are established.

E. Delivery Group Terms of Reference

1. Purpose

To set out the framework for any Delivery Group established by the charity to lead or oversee a specific project or initiative, e.g. statue, heritage trail, exhibition, or education programme.

4. Objectives

Delivery Groups exist to:

- Oversee and coordinate agreed projects within the charity's strategic plan
- Ensure projects are delivered on time, within budget, and in line with charitable objectives
- Provide specialist input and community representation to strengthen outcomes
- Report regularly to the Board of Trustees on progress, risks, and achievements

5. Membership

- Appointed by the Board of Trustees for the duration of the project
- May include trustees, volunteers, ambassadors, and subject specialists
- Each group will nominate a Chair or Lead to coordinate meetings and reporting
- The Meetings Secretary may support administration where appropriate

6. Meetings and Decision-Making

- Meetings will be held as required and recorded with summary notes
- Decisions will be made collectively and reported to the Board for ratification if necessary
- Groups have no independent legal authority and act under delegation from the Trustees

7. Review

These Terms of Reference will be reviewed annually and upon completion of each project to capture learning and ensure ongoing best practice.

Approved by the Board of Trustees – The Matchgirls Memorial

Date of Approval: 12th April 2026

Next Review: 1st April 2027