

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

PEOPLE CENTRED SUPPORT LIMITED



Our Commitment

People Centred Support Limited is committed to preventing modern slavery, human trafficking, forced labour, and exploitation in all aspects of our organisation and supply chain. We recognise our responsibility to uphold human rights and act ethically and with integrity in all our business relationships.

As a provider of supported living services in the United Kingdom, we are dedicated to ensuring that the people we support, our employees, agency workers, contractors, suppliers, and partners are treated with dignity, fairness, and respect.

Although People Centred Support Limited does not meet the turnover threshold requiring publication of a statement under Section 54 of the Modern Slavery Act 2015, we voluntarily publish this statement to demonstrate our commitment to safeguarding vulnerable people and maintaining ethical business practices.

Our Organisation

People Centred Support Limited provides supported living and care services to adults, enabling individuals to live as independently as possible within their own homes and communities.

Our workforce includes care and support staff, management personnel, and administrative employees. We may also engage agency workers and external suppliers to support the delivery of our services.

Our Policies

We operate a number of policies and procedures that support our commitment to preventing modern slavery and exploitation, including:

- Modern Slavery and Human Trafficking Policy
- Adult Safeguarding Policy
- Whistleblowing Policy
- Recruitment and Selection Policy
- Equality, Diversity and Inclusion Policy
- Disciplinary Policy
- Data Protection and Confidentiality Policies

These policies are regularly reviewed to ensure they remain effective and compliant with current legislation and regulatory requirements.

Recruitment and Employment Practices

People Centred Support Limited is committed to fair and lawful recruitment practices. We have robust recruitment procedures in place to reduce the risk of modern slavery within our workforce, including:

- Verification of identity and right to work in the UK.
- Employment reference checks.
- Disclosure and Barring Service (DBS) checks where appropriate.
- Written contracts of employment.
- Compliance with National Minimum Wage and Working Time Regulations.
- Direct payment of wages into employees' own bank accounts.
- Open and transparent recruitment processes.

We do not tolerate any form of forced labour, debt bondage, coercion, exploitation, or abuse.

Safeguarding Responsibilities

As a regulated care provider, safeguarding is central to our work. We recognise that people who require care and support may be particularly vulnerable to exploitation, abuse, and modern slavery.

Our staff receive safeguarding training and are expected to recognise and report concerns relating to:

- Human trafficking.
- Forced labour.
- Domestic servitude.
- Financial exploitation.
- Criminal exploitation.
- Coercion and control.

Any concerns are managed through our safeguarding procedures and referred to the appropriate authorities where required.

Supply Chains and Due Diligence

As a small care provider, our supply chain is relatively limited and primarily consists of:

- Recruitment agencies.
- Training providers.
- Office and care equipment suppliers.
- Utility and service providers.

When selecting suppliers, we seek to work with reputable organisations that share our commitment to ethical employment practices and compliance with UK employment legislation.

We undertake proportionate checks and will review supplier arrangements if concerns relating to modern slavery or unethical practices arise.

Training and Awareness

All employees receive information regarding safeguarding, whistleblowing, and modern slavery awareness during induction and through ongoing training.

Managers are responsible for ensuring staff understand:

- The signs and indicators of modern slavery.
- Their duty to report concerns.
- The organisation's safeguarding responsibilities.
- How to escalate concerns internally and externally.

Reporting Concerns

People Centred Support Limited encourages all employees, agency workers, volunteers, and contractors to report any concerns regarding modern slavery or exploitation.

Concerns may be raised through:

- Line management arrangements.
- The Safeguarding Lead.
- The Whistleblowing Policy.
- Local Authority Safeguarding Teams.
- The Police.
- The Modern Slavery & Exploitation Helpline.

We are committed to ensuring that individuals who raise genuine concerns in good faith are supported and protected from victimisation or detriment.

Continuous Improvement

People Centred Support Limited is committed to continuously reviewing and improving its practices to help prevent modern slavery and human trafficking.

We will continue to:

- Review our policies and procedures.
- Promote awareness among staff.
- Monitor recruitment practices.
- Maintain effective safeguarding arrangements.

- Work with suppliers who share our commitment to ethical working practices.

Approval

This statement has been approved by the Director of People Centred Support Limited and will be reviewed annually.

Signed: John Gbongitta

Name: John Gbongitta

Position: Director

Date: 15.06.2026