



Modern Slavery Statement 2025/26

People First is a charity committed to promoting equality, inclusion, and human rights in all that we do. Guided by our values; Fairness, Belonging, Rights, Courage, Kindness, and Love, we take our responsibilities under the Modern Slavery Act 2015 (Section 54) seriously. We are dedicated to ensuring that slavery and human trafficking have no place in our organisation or supply chains.

Organisation Structure, Business and Supply Chains

We are led by a Board of Trustees, supported by our senior management team, staff and volunteers who deliver services across the north of England. Our work includes:

- Independent Advocacy
- U Direct Support
- Community Engagement
- Inclusion projects including youth work, self-advocacy and representation.
- Education and training opportunities for people facing barriers to work including a café and conference centre, which provide inclusive, welcoming spaces and opportunities for skills development and employment.

Our supply chains are primarily local and include food and beverage suppliers, cleaning and maintenance contractors and other service providers. We recognise that some goods, such as coffee, tea and chocolate, may be sourced from higher-risk international sectors. We are committed to sourcing responsibly and ethically.

Policies in Relation to Slavery and Human Trafficking

We have a zero-tolerance approach to modern slavery, human trafficking and all forms of exploitation. Our Safeguarding Policy and associated guidance outline clear procedures to follow if modern slavery is suspected.

Staff and volunteers receive training on recognising and reporting potential risks.

Managers involved in procurement are provided with guidance on ethical sourcing.

Policies apply across all services, including cafés, community programmes and training activities.

We encourage an open culture where concerns about labour practices can be raised safely and addressed promptly.

Due Diligence Processes

To reduce the risk of slavery and human trafficking, People First:

- Requires key suppliers to confirm compliance with the Modern Slavery Act 2015 (where applicable)

- Works with reputable, accredited suppliers with transparent labour and sourcing practices
- Considers ethical and sustainability factors when selecting suppliers, particularly for higher-risk products such as coffee, chocolate, and tea

Supplier compliance is verified through written confirmation, contractual clauses and regular reviews.

Risk Assessment and Management

While the risk of modern slavery within our own operations is low, we recognise potential risks in some parts of our supply chains, especially internationally sourced products. To manage these risks, we:

Prioritise working with local suppliers and social enterprises wherever possible

Seek assurance from suppliers that their operations are free from slavery and human trafficking

Monitor supply relationships and promptly review any concerns that arise

Training and Capacity Building

All staff and volunteers receive training on recognising and reporting modern slavery risks as part of their safeguarding induction and ongoing development. Managers involved in procurement receive additional guidance on ethical sourcing. Training is reviewed regularly to ensure it meets emerging needs and best practice.

Measuring Effectiveness

We monitor the effectiveness of our policies through:

- Regular review of our supplier list to ensure alignment with People First values
- Addressing any concerns raised by staff, volunteers, or partners promptly
- Tracking training completion and awareness activities
- To date, we have not identified any instances of modern slavery or human trafficking within our operations or supply chains.

Approval and Review

This statement has been prepared in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending April 2026. It is approved by the People First Board of Trustees. Our Designated Safeguarding Lead will oversee implementation, monitoring and reporting on modern slavery risks and compliance. The statement will be reviewed annually and updated as required, with progress and any relevant updates published each year on the People First website.