



Modern Slavery and Human Trafficking Statement 2026

Introduction

Modern slavery and human trafficking are serious crimes and violations of fundamental human rights. They involve the exploitation of individuals through force, coercion, deception or abuse of vulnerability. We recognise that modern slavery can take many forms, including forced labour, domestic servitude, criminal exploitation, sexual exploitation and human trafficking.

The Modern Slavery Act 2015 places specific responsibilities on organisations to ensure slavery and human trafficking do not exist within its supply chain or in any part of its own business. The term 'modern slavery' captures a whole range of exploitation which includes:

- **Sexual exploitation:** this includes sexual abuse, forced prostitution and the abuse of children, in order to produce child abuse images or videos.
- **Domestic servitude:** this involves victims being forced to work in usually private households, performing domestic chores and childcare duties.
- **Forced labour:** this can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars).
- **Bonded labour:** this includes descendant slavery when people give themselves into slavery as security against a loan or when they inherit a debt from a relative
- **Criminal exploitation:** this can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shoplifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.
- **Human Trafficking:** this requires that a person arranges or facilitates the travel of another person with a view to that person being exploited. The offence can be committed even where the victim consents to the travel. This reflects the fact that a victim may be deceived by the promise of a better life or job or may be a child who is influenced to travel by an adult.
- **Other forms of exploitation:** including organ removal, forced begging, forced benefit fraud, forced marriage and illegal adoption.

Our Commitment

At Community People, we believe strong communities are built on dignity, fairness and respect. We are committed to playing our part in preventing modern slavery in all areas of our work.

We have a zero-tolerance approach to slavery, servitude, forced labour and human trafficking. This applies across

- Our organisation
- Our partnerships
- Our suppliers
- The services we commission

We expect everyone connected to Community People including trustees, staff, volunteers, contractors and partners to act ethically and with integrity. We expect concerns to be raised promptly if something does not feel right.

Any concerns about potential exploitation will be taken seriously and addressed appropriately. This may include referral through safeguarding procedures and, where required, referral to the National Referral Mechanism and relevant statutory authorities.

Who We Are

Community People is a Sussex based charity working alongside communities, local authorities, health and care partners and the voluntary sector to reduce inequalities and strengthen local systems.

We are a small organisation with a local focus. Our supply chains are limited in size and complexity. However, we recognise that modern slavery can occur in any sector, including the voluntary and community sector. We therefore take a proportionate but responsible approach to identifying and managing risk.

We understand that community-based work may bring us into contact with individuals who are vulnerable or at risk. We remain alert to indicators of exploitation within the communities we serve.

Working Responsibly with Partners and Suppliers

We expect the organisations and suppliers we work with to share our commitment to ethical practice and respect for human rights.

Suppliers and contractors are expected to

- Comply with the Modern Slavery Act 2015
- Treat workers fairly and lawfully
- Pay wages in accordance with legal requirements
- Operate transparently and responsibly
- Have appropriate safeguarding, employment and whistleblowing practices in place

Where relevant, we include anti-slavery provisions within contracts and service agreements. We expect suppliers to take reasonable steps to ensure that slavery and human trafficking are not taking place within their own operations or supply chains.

We recognise that certain sectors may carry increased risk. These may include cleaning services, building maintenance, temporary staffing and other contracted services. These areas are considered carefully during procurement and commissioning.

Our approach includes

- Considering modern slavery risks during procurement processes
- Using written contracts and clear service agreements
- Carrying out proportionate due diligence appropriate to the size and nature of the contract
- Maintaining open dialogue with partners about ethical standards and safeguarding

We review procurement and partnership arrangements annually to ensure that risks are identified and managed appropriately.

Safeguarding and People Practices

Our stance on modern slavery is supported by our broader safeguarding, governance and employment practices.

Safeguarding

We are committed to protecting adults and children who may be at risk of harm, including exploitation. Safeguarding is central to our culture and practice. Concerns relating to exploitation are managed in line with our safeguarding procedures and referred to relevant agencies where appropriate.

Recruitment

We recruit staff and volunteers through fair and transparent processes. Appropriate right to work checks, identity verification and employment standards are applied. We do not tolerate any form of forced or involuntary labour within our organisation.

Whistleblowing

We encourage anyone connected to Community People to speak up if they have concerns about exploitation, unethical practice or wrongdoing. Concerns can be raised confidentially and will be handled sensitively and appropriately. Individuals raising concerns will not suffer detriment for doing so in good faith.

Awareness and Training

Awareness is key in preventing exploitation.

We aim to ensure that

- Trustees understand their governance responsibilities in relation to modern slavery
- Staff and volunteers are aware of the signs and indicators of exploitation
- Modern slavery awareness is incorporated into safeguarding discussions and practice
- Ethical working is embedded in our organisational culture

Modern slavery awareness forms part of safeguarding conversations and internal practice reviews. We will continue to assess whether additional guidance or training is required as our work develops.

Guidance and Reporting Concerns

If there is an immediate danger, call 999.

Non-emergency concerns can be reported to

- Sussex Police on 101
- The Modern Slavery Helpline on 08000 121 700
- Crimestoppers anonymously on 0800 555 111

Concerns relating to Community People activities can also be reported via info@communitypeople.org.uk.

We are committed to responding promptly and appropriately to any concerns raised.

Measuring Effectiveness

As a small organisation, we take a proportionate approach to monitoring effectiveness. This includes

- Reviewing safeguarding referrals and concerns
- Reviewing procurement and partnership arrangements annually
- Monitoring compliance with contractual requirements
- Reviewing whistleblowing concerns where relevant
- Ensuring trustees review and approve this statement annually

We recognise that preventing modern slavery requires ongoing vigilance and reflection.

Looking Ahead 2026 to 2027

Over the next year, we will

- Review awareness of modern slavery risks within our organisation
- Strengthen procurement and due diligence processes where needed
- Continue embedding safeguarding and ethical practice across our partnerships
- Review training needs and awareness among staff and volunteers
- Ensure this statement remains aligned with best practice and legal requirements

Governance and Approval

This statement has been approved by the Board of Trustees of Community People.

Overall responsibility for ensuring compliance with this statement rests with the Chief Executive Officer and the Board of Trustees.

This statement will be reviewed annually and updated as required.