



*Playful in practice
Serious about solutions*

Modern Slavery and Human Trafficking Statement

Last updated: 25th June 2026

Next review: 25th June 2027

1. Our commitment

Participation People is committed to acting ethically, transparently and with integrity in everything we do.

We have a zero-tolerance approach to modern slavery, human trafficking, forced labour and exploitation in all its forms. We are committed to preventing these practices within our organisation and, as far as reasonably possible, throughout the services we commission, the partnerships we build and the organisations we work alongside.

We believe everyone has the right to be treated with dignity, fairness and respect. This commitment reflects our organisational values of Kindness, Courage and Curiosity and underpins the way we work with children, young people, families, colleagues, partners and suppliers.

2. About Participation People

Participation People is a UK-based participation specialist working alongside children, young people, families, professionals, organisations and communities to create meaningful opportunities for people to influence the decisions that affect their lives.

We design and deliver participation, engagement, consultation and co-production activities across the UK and internationally. We recognise that our responsibilities extend beyond legal compliance and include promoting ethical practice, fair treatment and respect for human rights in all aspects of our work.

3. Our approach

Although Participation People's risk of modern slavery is considered low due to the nature of our work, we recognise that no organisation is entirely exempt from this risk.

We are committed to identifying, preventing and responding appropriately to any concerns relating to modern slavery or human trafficking within our organisation, our partnerships and, where reasonably practicable, our wider supply chain.

4. How we reduce risk

Participation People supports this commitment by:

- operating fair and transparent recruitment practices
- carrying out appropriate pre-employment checks
- promoting safe and ethical working environments
- providing safeguarding training and awareness
- encouraging a culture where concerns can be raised without fear of retaliation
- working with partners and suppliers who share our commitment to ethical practice
- reviewing our organisational policies regularly to reflect changes in legislation and best practice.

5. Recruitment and employment

Participation People is committed to fair recruitment and employment practices.

We carry out appropriate right-to-work and pre-employment checks where required, provide clear employment terms and conditions, and comply with relevant employment legislation.

We do not knowingly engage with forced labour, bonded labour or exploitative employment practices.

6. Working with partners and suppliers

We expect the organisations we work with to operate ethically and in accordance with relevant employment, safeguarding and human rights legislation.

Where appropriate, we consider ethical practice, safeguarding and organisational values when selecting suppliers, consultants and delivery partners.

If concerns arise regarding exploitation or unethical practices, we will review those relationships and take appropriate action.

7. Reporting concerns

Everyone connected with Participation People is encouraged to report concerns about suspected modern slavery, exploitation or unethical practices.

Concerns can be raised by contacting concerns@participationpeople.com or, where appropriate, through Participation People's Whistleblowing Policy.

All concerns will be treated seriously, handled sensitively and reviewed appropriately.

8. Governance

Participation People is committed to continually strengthening its approach to ethical practice, safeguarding and responsible governance.

We regularly review our policies, recruitment practices and partnership arrangements to ensure they continue to reflect current legislation, emerging risks and organisational learning.

9. Related policies

This statement should be read alongside Participation People's:

- Safeguarding Policy
- Whistleblowing Policy
- Equality, Diversity, Equity & Inclusion (EDEI) Policy
- Data Protection and Information Governance Policy
- Recruitment and Safer Recruitment policies (where applicable)
- Young People's Participation, Rewards & Incentives Policy

10. Review

This policy will be reviewed annually, or sooner where legislative changes, organisational learning or best practice require it.