

MODERN SLAVERY ACT 2015 • SECTION 54

Slavery and Human Trafficking Statement

Financial year ending 31 March 2027

Published voluntarily in the form required by section 54 of the Modern Slavery Act 2015.

Empowering people to make a difference

Document control

Document title	Slavery and Human Trafficking Statement
Organisation	m-powered People and Communities CIC
Company number	17108123
Registered office	24 Meadow Brown Road, Sherburn-in-Elmet, LS25 6GY
Reporting period	Financial year ending 31 March 2027
Status	Voluntary statement — see section 1
Owner	m-powered Directors
Approved by	The Board of Directors of m-powered People and Communities CIC
Date approved	7 August 2026
Signed by	Edward Coldbeck, Director
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Version history

Version	Date	Summary of change
1.0	07/08/2026	Approved by the Board and published

1. Purpose, status and scope of this statement

Modern slavery is a crime and a violation of fundamental human rights. It takes a number of forms (slavery, servitude, forced and compulsory labour, and human trafficking) all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. m-powered People and Communities CIC has a zero-tolerance approach to modern slavery in all its forms, and we are committed to acting ethically and with integrity in all our business relationships.

1.1 Legal status of this statement

Section 54 of the Modern Slavery Act 2015 requires a commercial organisation to publish an annual slavery and human trafficking statement where it supplies goods or services, carries on a business or part of a business in the UK, and has a total annual turnover of £36 million or more. m-powered's total annual turnover is below that threshold, and we are therefore not currently under a statutory duty to publish a statement under section 54.

We publish this statement voluntarily. It is made for the financial year ending [31/03/2027] and has been prepared to meet, in both form and content, the requirements that would apply to us under section 54(4) and (5) of the Act and the accompanying Home Office statutory guidance, so that commissioners, clients and partners can rely on it as they would on a mandatory statement. Should m-powered's turnover subsequently exceed the statutory threshold, this statement and the arrangements described in it will form the basis of a statement made in discharge of the statutory duty.

1.2 Why we publish

Our decision to publish is grounded in three things:

Our purpose. m-powered exists to embed the voice and lived experience of people who use health and care services into the design and delivery of services. Many of the people we work alongside have experienced disability, ill health, or exclusion. Protecting people from exploitation is not a peripheral compliance matter for us; it is continuous with what we are for.

Our buyers' duties. The National Health Service (Procurement, Slavery and Human Trafficking) Regulations 2025 came into force on 17 May 2026 and place duties on public bodies to assess and address modern slavery risk when procuring goods and services for the health service in England. These duties sit alongside Procurement Policy Note 009, the exclusion grounds in the Procurement Act 2023, and the Health Care Services (Provider Selection Regime) Regulations 2023. Our buyers need proportionate assurance from us in order to discharge their own obligations.

Proportionate transparency. We are a small organisation with a short supply chain. That makes meaningful transparency achievable rather than aspirational, and we would rather set out honestly what we do and do not yet do than publish a statement of intent.

1.3 Scope

This statement covers all of m-powered's activities and business relationships, including our Directors, employees, workers, volunteers, Peer Leaders engaged through our Peer Leadership Network, associates and sub-contractors, and our suppliers of goods and services.

2. Our organisation, structure and business

m-powered People and Communities CIC is a Community Interest Company registered in England and Wales (company number 17108123), limited by guarantee, with its registered office at 24 Meadow Brown Road, Sherburn-in-Elmet, LS25 6GY. As a CIC we are subject to the asset lock and to regulation by the Office of the Regulator of Community Interest Companies, and we are required to act in the interests of the community we serve.

m-powered helps organisations collaborate confidently, ethically and meaningfully with people who have lived experience of disability, health and care services. Our services include peer leadership, advisory and co-production support, facilitation, training and professional development, and strategic collaboration. Our clients are principally NHS organisations, integrated care systems, local authorities, charities, and pharmaceutical, life sciences and health technology companies.

We are governed by a Board of Directors and operate with a small core team of 3 people. All of our operations are located in the United Kingdom and we do not have overseas subsidiaries, branches or operations.

2.1 The Peer Leadership Network

Our core delivery model connects client organisations with Peer Leaders, individuals with relevant lived experience who are members of our Peer Leadership Network and have completed our development courses. m-powered acts as an agent and intermediary in these arrangements. Peer Leaders are not employees of m-powered; they are engaged under written terms which set out what they will do, what they will be paid, and the protections that apply to them.

3. Our supply chains

m-powered's supply chain is short, UK-based and low-value relative to that of a large organisation. It consists principally of the following categories:

- Individual associates and sole traders engaged for specific pieces of work, including facilitators, trainers, marketing and communications support, design, and evaluation.
- Peer Leaders engaged through the Peer Leadership Network.
- Professional services, including accountancy, bookkeeping, legal advice and insurance.
- Digital and technology services, including website hosting, our learning management system, cloud productivity and storage services, videoconferencing, and other software provided on a subscription basis.
- IT hardware, including laptops, monitors, phones and peripherals, purchased from UK retailers and resellers.
- Venue hire, catering and hospitality for in-person events and workshops.
- Print, design, stationery and promotional materials.
- Travel and accommodation for delivery of client work.

Our direct suppliers are overwhelmingly UK-based. We recognise, however, that some of the goods we buy, such as IT hardware, printed materials, textiles and promotional items, sit at the end of extended global supply chains in sectors where the risk of forced labour is well documented, including electronics manufacture and raw material extraction. Our visibility beyond our first-tier suppliers in those categories is limited, and we say so plainly rather than imply an assurance we cannot give.

4. Our policies

This statement should be read alongside the following m-powered policies and documents, which together give effect to our position on modern slavery:

Policy or document	Relevance to modern slavery
Safeguarding Policy	Sets out how we recognise and respond to abuse and neglect of adults at risk.
Contract for Services	Our standard client contract, which includes obligations relating to lawful and ethical treatment of Peer Leaders.
Ethics Policy	Governs the ethical conduct of our Strategic Collaboration Group and our advisory work.
Confidentiality Policy and Data Protection Policy	Govern how information about individuals, including any disclosure of exploitation, is handled and shared.
Equality, Diversity and Inclusion Policy	Underpins fair and non-discriminatory treatment across our work.

Our position is that we will not knowingly engage with, or continue to engage with, any organisation or individual involved in slavery or human trafficking, and that we expect the same standard of everyone in our supply chain.

5. Risk assessment

We have assessed the risk of modern slavery across our own operations and our supply chain. Our assessment is proportionate to our size and to the nature of what we buy and sell. It identifies the following areas.

Area	Assessed risk	Basis for the assessment
Our own workforce (Directors and employees)	Low	Small UK team, directly recruited and known to the Directors, paid through payroll into individually held bank accounts, with right to work verified.
Peer Leaders	Low but material — highest priority	Peer Leaders may be disabled, in poor health, on low incomes or in receipt of benefits. Those characteristics are recognised vulnerability factors for labour exploitation. The risk is not that m-powered exploits Peer Leaders, but that the model must be actively designed against exploitation.
Associates and sole traders	Low	Small number, individually contracted, known to us, paid directly.

Area	Assessed risk	Basis for the assessment
Professional and digital services	Low	UK-regulated providers with their own compliance obligations; largely knowledge-based work.
Venue hire, catering and hospitality	Medium	Hospitality, cleaning and facilities services are recognised in national guidance and by the Gangmasters and Labour Abuse Authority as sectors with elevated labour exploitation risk, often through sub-contracted and agency labour we do not see.
IT hardware, print and promotional goods	Medium to high in lower tiers	Well-documented forced labour risk in electronics manufacture, raw material extraction, cotton and polysilicon, as reflected in PPN 009 guidance. Our leverage as a very small buyer is limited.
Overseas operations	Not applicable	m-powered operates solely in the United Kingdom.

We keep this assessment under annual review and will revise it if we enter new markets, take on materially different suppliers, or begin to buy in higher-risk categories at scale.

6. Due diligence and the steps we take

6.1 In our own operations

- We verify the right to work in the UK of everyone we employ and retain evidence of that verification.
- We reimburse Peer Leaders through accounts within their own name, hosted by a partner organisation. We do not pay multiple individuals into a single account.
- We do not charge any fee to any individual for work-finding services.
- We do not hold, and would never ask to hold, an individual's identity documents.
- The Peer Leadership Network is overseen directly by m-powered, including joining and membership.
- We ensure that people can decline work, withdraw from an engagement, and raise concerns without any adverse consequence for their standing in the Network.

6.2 In our supply chain

- We check that suppliers of a material size have a modern slavery statement where they are required to publish one, and we review it before contracting.
- We include obligations in our supplier and associate terms requiring compliance with the Modern Slavery Act 2015, prohibiting the use of forced, bonded or child labour, requiring the same standards to be passed down to sub-contractors, requiring prompt notification of any suspected instance, and providing for termination in the event of breach.
- For event venues, catering and hospitality, we ask about the use of agency and sub-contracted labour before booking, and we favour suppliers who can answer.
- We buy IT hardware and print from established UK suppliers who publish information on their own supply chain due diligence, and we extend the working life of equipment and buy refurbished where practical, which reduces demand-side exposure.

- Where we deliver into public sector supply chains, we co-operate fully with our buyers' modern slavery risk assessments and due diligence requests under PPN 009 and the NHS (Procurement, Slavery and Human Trafficking) Regulations 2025, and we pass those requirements down to our own sub-contractors where relevant.

7. Our particular responsibility to Peer Leaders

The single most important area for m-powered is the fairness of the arrangements under which Peer Leaders contribute. People with lived experience of disability, long-term conditions and health inequality are routinely asked to give their time and their personal stories to organisations far larger and better resourced than they are, sometimes for no payment, sometimes for token payment, and sometimes on terms they had no real ability to negotiate. That is not modern slavery but it sits on the same continuum of labour exploitation, and an organisation that takes modern slavery seriously should be willing to say so.

Accordingly:

- We pay Peer Leaders for their time at pre-agreed rates in line with industry standard. We do not ask people to contribute to commissioned work unpaid.
- We pay promptly and we reimburse expenses, including access costs, without requiring people to be out of pocket where that would be a barrier.
- We provide clear, written terms before an engagement begins, in accessible formats on request.
- We support Peer Leaders to understand the effect of payment on benefits entitlement, and we signpost independent advice. We recognise that fear of losing benefits can pressure people into accepting informal or cash arrangements, and we do not offer such arrangements.
- We do not use non-disclosure or confidentiality provisions in a way that would prevent anyone from reporting exploitation, a criminal offence, or a safeguarding concern.

8. Training and awareness

- Modern slavery awareness is included in the induction of all Directors, employees, volunteers and Peer Leaders, covering the definitions in the Modern Slavery Act 2015, the common indicators of exploitation, and how to raise a concern.
- Our Designated Safeguarding Lead undertakes enhanced safeguarding training which includes modern slavery as a category of abuse under the Care Act 2014, refreshed at least every two years.
- Modern slavery is a standing consideration in safeguarding discussions and is revisited at least annually at Board level as part of the approval of this statement.
- We make use of freely available guidance and training resources from specialist organisations, including the Modern Slavery Helpline and sector guidance aimed at small and medium-sized enterprises.

9. Raising and responding to concerns

Anyone, including a member of staff, a Peer Leader, a client, a supplier or a member of the public, can raise a concern about modern slavery connected to m-powered's work. Concerns should be raised with any Director. Concerns can be raised anonymously and will be taken seriously regardless of how they reach us.

Where we suspect that a person is a victim of modern slavery, our first concern is their immediate safety. We will:

- Take urgent action to remove or reduce immediate risk, contacting the emergency services on 999 where a person is in immediate danger.
- Make a safeguarding referral to the relevant local authority under the Care Act 2014 where the person is an adult with care and support needs, and to children's social care where a child is involved.
- Consider a referral to the National Referral Mechanism, seeking the informed consent of the adult concerned, and contact the Modern Slavery and Exploitation Helpline on 08000 121 700 for advice where we are uncertain.
- Report to the police, and to the Gangmasters and Labour Abuse Authority where labour exploitation in a licensed sector is suspected.
- Record our decisions and the reasons for them, and review what the concern tells us about our own arrangements.

We will not retaliate against, or permit retaliation against, anyone who raises a concern in good faith, and we will not treat the raising of a concern as a breach of confidentiality.

10. Priorities for the coming year

For the year ending 31/03/2027 we will:

- Adopt a standalone Anti-Slavery and Human Trafficking policy.
- Introduce a short pre-contract modern slavery enquiry for all venue, catering and hardware suppliers.
- Submit this statement to the Home Office modern slavery statement registry as a voluntary submission, so that it is discoverable by commissioners.

11. Approval

This statement was approved by the Board of Directors of m-powered People and Communities CIC on 07/08/2026 and is signed on its behalf by a Director. It relates to the financial year ending 31/03/2027 and will be reviewed and republished annually.

Signature	
Name	Edward Coldbeck
Position	Director, m-powered People and Communities CIC

Signature	
Date	07/08/2026