LIVING PLUS CARE

Approved 16 November 2026

LIVING PLUS CARE SERVICES LIMITED

Modern Slavery and Human Trafficking Statement

Financial year 1 October 2025 to 30 September 2026. Published voluntarily, following the Home Office guidance on transparency in supply chains.



APPROVED BY THE BOARD	FINANCIAL YEAR	COMPANY NUMBER	NAMED LEAD
16 November 2026	2025/26	12901847	Registered Manager

ABOUT THIS STATEMENT

This statement sets out the steps Living Plus Care Services Limited has taken to prevent modern slavery and human trafficking in our business and supply chains.

This is our first modern slavery statement. Our turnover is below the £36 million threshold in section 54 of the Modern Slavery Act 2015, so we publish it voluntarily, following the Home Office guidance on transparency in supply chains. It covers the 6 areas that guidance sets out.

01 Our organisation, business and supply chains

Living Plus Care Services Limited (company number 12901847) is a homecare provider registered with the Care Quality Commission for personal care. We support people in their own homes, including live-in care, from our offices in Hatfield, Hertfordshire, and Peterborough, Cambridgeshire. We support adults from both offices, and children and young people in their family homes from our Peterborough office.

We employ our care workers directly, including workers sponsored under the Skilled Worker route. We do not use agency workers or subcontractors to deliver care.

Our supply chain is small: our care management system (Birdie), personal protective equipment, uniforms, office supplies and equipment, utilities, insurance, training, recruitment advertising and professional services such as accounting.

02 Our policies

Our Modern Slavery Policy, last reviewed in February 2026, sets out how we prevent, spot and report modern slavery. It works alongside our safeguarding, whistleblowing, recruitment, right to work and sponsor licence procedures.

Our board of directors is responsible for the policy and this statement, and our Registered Manager makes sure they are followed day to day.



03 Due diligence

- **Before anyone starts work** we check their right to work in the UK, their identity, an enhanced DBS check and references, and we keep records as our sponsor licence requires.
- **No recruitment fees.** We never charge workers a fee to get a job with us, and nobody acting for us may charge one. We pay our own sponsorship costs, including the sponsor licence fee, the certificate of sponsorship fee and the Immigration Skills Charge, which Home Office rules do not allow sponsors to recover from workers. If we find that a worker has paid anyone a fee to get a job with us, we treat it as a modern slavery concern.
- **Documents stay with the worker.** We never keep workers' passports or identity documents, only copies for right to work checks.
- **Fair terms.** We give every worker a written contract and pay travel time between visits. From November 2026 we pay every care worker at least £14.10 an hour, the Real Living Wage.
- **Suppliers.** We buy from established UK suppliers. From 2026/27 we will ask our main suppliers each year how they manage modern slavery risk.

04 Where the risks are and how we manage them

Our workforce

The main risk in adult social care is the exploitation of care workers, especially workers recruited from overseas or sponsored to work in the UK. This can include recruitment debts, unlawful deductions from pay, excessive hours, accommodation tied to the job, or employers holding documents. We manage this by employing workers directly, paying travel time between visits, recording rotas and visit times on Birdie, and making sure every worker knows how to raise a concern without fear.

Live-in care

Live-in carers stay in the home of the person they support and work long periods, so there is a higher risk of excessive hours and missed rest. From 2026/27 we will check live-in carers' hours, breaks and time off every month against Birdie and payroll records.

The people we support

Care workers see people in their own homes, so they may notice signs that someone we support, or someone around them, is being exploited. Our staff report any such concern straight away through our safeguarding procedure, and we refer it to the local authority safeguarding team and, where needed, the police or the Modern Slavery and Exploitation Helpline.

What we buy

The products we buy, such as gloves, aprons and uniforms, may be made overseas where labour standards are weaker. We buy them from established suppliers, and from 2026/27 we will ask our main suppliers each year about their supply chains.

If we find exploitation

If we find that one of our workers, or anyone else, may be a victim of modern slavery, we put their safety first. We report it to the police or the local authority, who can refer the person to the National Referral Mechanism for support, and we make sure nobody is treated unfairly for raising a concern.

Modern Slavery and Exploitation Helpline
Advice and reporting for anyone with a concern. In an emergency, call 999.

08000 121 700

05 How we measure what we do

This is our first statement, so 2025/26 sets our starting point. From 2026/27 our Director will review these measures every quarter, and we will report the results in next year's statement.

Measure	Target
Right to work and identity checks completed before the start date for every new worker	100%
Staff who have completed modern slavery awareness as part of safeguarding training	100%
Pay and hours of sponsored workers checked against payroll and Birdie records	Every month
Hours, breaks and time off of live-in carers checked against Birdie and payroll records	Every month
Modern slavery concerns raised, and the action taken on each	Every concern recorded with its outcome
Main suppliers asked about their approach to modern slavery	Every year

06 Training and capacity building

All staff learn to recognise and report modern slavery and human trafficking as part of safeguarding training at induction and in their yearly refresher. Staff who recruit or manage sponsored workers are also trained in right to work checks and our sponsor licence duties.

To build our capacity to respond, our Registered Manager is the named lead for modern slavery concerns. From 2026/27 we will cover the topic in team meetings at least once a year and give every member of staff the Modern Slavery and Exploitation Helpline number.

07 Approval

This statement was approved by the board of directors of Living Plus Care Services Limited on 16 November 2026 and is signed on the board's behalf by a director. We will review and update it each year.

Name	**Novuyo Millicent Bonsi**
Position	**Director**
Signature	*Millicent Bonsi*
Date	**16 November 2026**