

Southway Housing Trust Anti-Slavery and Human Trafficking Statement 2023

Introduction

In accordance with section 54(1) of the Modern Slavery Act 2015, this statement sets out how Southway Housing Trust will identify potential modern slavery risks related to its business and put in place steps to prevent slavery or human trafficking across its business and supply chains.

Southway Housing Trust is a registered, not-for-profit, social housing provider that manages and improves over 6,000 homes across South Manchester. The Trust employs approximately 260 colleagues; as an employer we pay at least the Living Wage and expect the same across our supply chains.

Southway Housing Trust is committed to acting ethically and with transparency and integrity in all our business transactions and relationships. The Trust is committed to improving our practices to combat and prevent slavery and to ensure that our activities and those of our supply chains are free from slavery and human trafficking.

Risk Management and Due Diligence

The Trust's recruitment process is open and transparent and includes direct communication with candidates to discuss the role and the terms and conditions. We have robust procedures in place for the vetting of new employees and ensuring that we can confirm their identities and that they are paid directly into an appropriate personal bank account.

We will continue to develop, implement, and enforce processes and controls that seek to ensure that slavery and human trafficking is not taking place within our business or in our supply chains and will continually review our existing compliance and risk management process.

Supply Chain

Southway Housing Trust has an extensive and varied supply chain which involves the engagement of contractors and consultants, as well as the supply of goods and services for building and maintenance work and our day-to-day office management.

Each supplier, regardless of their turnover, is required to declare that they are compliant with the requirements of the Modern Slavery Act 2015. This includes declaring that they have not been subject to any investigation in connection with any offence involving slavery or human trafficking, and that they have assurances that their own supply chain is also compliant.

Training and Awareness

Southway Housing Trust will raise awareness and understanding with our staff and customers of the risk of modern slavery and human trafficking across the organisation and how they should respond to any concerns.

Southway's online induction training includes a safeguarding module to raise awareness of what to look out for when working with customers, which may indicate links to slavery. Staff receive ongoing training to identify and report any causes for concerns that they see. This is delivered through the Trust's Safeguarding Policy and reporting tools.

All employees will be able to access a copy of this Anti-Slavery and Human Trafficking Statement, and information about the process that should be followed to report such incidents.

Policies & Procedures

Southway Housing Trust has a range of policies and procedures in place which work together to ensure the risk of human trafficking and slavery is minimised as far as possible including:

- Fraud and Bribery Policy
- Code of Conduct
- Procurement Policy
- Recruitment and Selection Policy
- Domestic Violence and Abuse Policy
- Risk Management Policy
- Safeguarding Policy
- Whistleblowing Policy

Approval

This statement was approved by the Board of Southway Housing Trust as part of their annual report for 2022/23