



Modern Slavery Statement

2024-25

This statement is published in line with section 54(1)
of the Modern Slavery Act 2015.

Introduction

South Liverpool Homes (SLH) is a registered society under the Cooperative and Community Benefit Societies Act 2014.

SLH is committed, as both an employer and as a landlord, to running its business responsibly. This statement sets out SLH's commitment to recognising and preventing slavery and human trafficking in all its business activities and within its supply chains. It outlines the steps SLH has taken to ensure compliance with the Modern Slavery Act 2015 (MSA) and minimise the risks of any association with practices that undermine the principles of safety and dignity for its customers and staff, particularly with respect to people from vulnerable groups.

The Government has introduced new measures to strengthen the MSA 2015 and ensure that large businesses and public bodies tackle modern slavery risks in supply chains. It is now a requirement for organisations with a turnover of £36 million or more in all sectors to publish their modern slavery statements on a new digital government reporting service. Whilst SLH's turnover is below this threshold, this statement has been developed to demonstrate its commitment to comply with the MSA.

Supply Chain and Procurement

SLH does not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude, and forced or compulsory labour.

Due to the nature of SLH's business, it assesses itself to have a low risk of modern slavery in its supply chains. Public procurement is highly regulated, and SLH is subject to the rules and due diligence around this. All procurement activity is governed by these regulations. SLH's supply chains are limited, and procure goods and services from a restricted range of UK suppliers, mainly through Public Contract Regulations (PCR) 2015 compliant mechanisms.

With effect from 31 March 2023, HM Cabinet Office has replaced the PCR 2015 supplier Selection Questionnaire (SQ), which must be completed in full as a pre-condition of participation in a compliant procurement, with the PCR 2023 SQ. In the main, the amendments to the SQ strengthen a supplier's undertakings of compliance with the MSA, whether or not they fall under S54 of the MSA. They now include a requirement for a signed binding declaration of compliance which is held by Crown Commercial Services on behalf of HM Cabinet Office.

With immediate effect, all SLH suppliers tendering for new contracts where they are considered to be a potential risk under the Act, will be required to complete the SQ, irrespective of the total contract value or route to market.

Safeguarding

SLH's Safeguarding policies and training (adults and children) include references to modern slavery as a type or pattern of behaviour which constitutes abuse of a person at risk. All SLH employees are required to complete training on safeguarding adults and children.

Tenants

SLH has a 'Knowing our customers' campaign, which aims to visit every tenant once every 18 months. During these visits, Neighbourhood Management Officers look for issues and signs to ensure that the home is not used for illegal purposes.

SLH has a planned programme of communication around safeguarding which includes sending a number of external and internal bulletins to tenants and staff, on a bi-annual basis, to raise awareness of modern slavery and human trafficking including the signs to look out for and how to report any concerns.

People

SLH is committed to dignity at work and fair treatment of all colleagues. It has a Speak Up policy, to encourage people to speak up in the public interest if they are aware of wrongdoing, and has adopted the National Housing Federation's 2022 Code of Conduct, which is included alongside the starter packs for all new employees.

Policies and procedures

SLH's policies and procedures are kept under review to make sure that they reflect the organisation's evolution and its regulatory and statutory obligations. A number of policies and procedures are in place, to support and protect both colleagues and tenants and to prevent modern slavery from occurring.

Recruitment

As an equal opportunities employer, SLH is committed to creating and ensuring an inclusive and respectful working environment for all its colleagues. An environment where everyone can feel confident to expose any wrongdoing without risk or detriment to themselves.

SLH's recruitment and people management processes are designed to ensure that all prospective colleagues are legally entitled to work in the UK and safeguard colleagues from any abuse or coercion.

Governance

Responsibility for compliance with the MSA rests with the Executive Leadership Team and Board, with responsibility for the statement assigned to the Company Secretary. Specific responsibilities have been delegated to the heads of service which are identified as key risk areas:

- Supply chain
- Vulnerable clients
- People services

This statement has been approved by SLH's Executive Leadership Team and Board and is made pursuant to section 54(1) of the Modern Slavery Act 2015.



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