



Housing Plus Group Modern Slavery & Human Trafficking Statement 2021/22

We are committed to developing and improving our practices and policies to identify and combat modern slavery and human trafficking.

Organisation's Structure

The Housing Plus Group is a leading provider of housing, care and related services within Shropshire and Staffordshire. The Group was enlarged on 1 October 2019, when the Stafford and Rural Homes group joined the existing Housing Plus Group, Now providing more than 18,000 homes and employing more than 900 people, our main areas of business are housing management, central services, property management and maintenance, housing development and care.

The Housing Plus Group is the parent company, and its turnover for 2021/22 is close to £100m. The group has subsidiary companies within the structure.

More information about our Group can be found at [Housing Plus Group](#)

Policies & Due Diligence

We have carried out a risk assessment of our operations to identify the areas of our business that are most at risk of encountering modern slavery or human trafficking.

- **Supply chain** – We have a robust Procurement Policy which addresses Modern Slavery, see the section below which explains our approach in more detail
- **Recruitment & human resources** – We have recruitment processes which ensure all staff employed by the group have the right to work in the United Kingdom, and, except for some temporary staff, are employed directly by us rather than via agencies. Our whistle blowing policies ensure that our staff have an awareness of vulnerable people, and how to report any concerns that they have.
- **Housing management** – All of our new customers go through right to residency, work/economic status and tenancy reference checks. We have partnerships in place with local agencies such as the Police and local authorities to share intelligence and take action where necessary.
- **Housing development** – As a housing developer it is important to us that our sub-contractor employment arrangements and material supply chains are congruent with our own practices to combat modern slavery and human trafficking. We have a robust supplier review process, which includes an annual review of our suppliers and contractors Modern Slavery statements.

Supply Chains

We buy mainly construction related supplies, services and works such as central heating systems, kitchens, and general building materials, staff clothing and personal protective equipment. We also procure other goods and services associated with operating a large service business. All procurement is subject to the Public Contracts Regulations 2015.

To make sure our contractors and suppliers are aware of, and comply with our values we use a number of approaches including:

- Contractor pre-qualification to ensure minimum standards, allied with a robust new supplier process;
- Contract clauses to ensure legal compliance by suppliers;
- Suppliers are required to have an equality and diversity policy, or sign up to our equality and diversity statement which also covers modern slavery and human trafficking; and
- All of our first-tier suppliers are UK based, and we expect our suppliers to comply with their modern slavery obligations under the Act, and certify this to us on an annual basis.

Training & Awareness

Employees and Board members will receive proportionate training and awareness of Slavery and Human Trafficking via internal communications, signposting them to the People and Procurement teams if they have any concerns or observations. During 2019, a new safeguarding policy and associated training was rolled out across the Group. Front line staff have been trained on this policy, which includes modern slavery, and how to look out for and report any concerns. An e-learning module has also been rolled out to all employees.

The Group's procurement team are members of the Chartered Institute of Procurement & Supply (CIPS), and are required to achieve an annual certification in "Ethical procurement and supply" as accredited by CIPS.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) and constitutes our Slavery and Human Trafficking Statement for 2021/22.

During 2021/22 the Housing Plus Group will ensure that there is continuous monitoring and awareness of slavery & human trafficking in our business and supply chains.

This statement has been approved by the Housing Plus Group Board

Signed



Sarah Boden
Chief Executive