

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 employ over 500 people working in housing management, central services, property management and maintenance and care across Shropshire and Staffordshire.

The Housing Plus Group is the parent company, and its turnover for 2017/18 is £66m.

There are four subsidiaries within the group:

Sevenside Housing

Housing Association operating in the Shrewsbury and Shropshire area, managing over 5,500 properties. Sevenside invest over £10m per annum in its homes and communities, developing over 700 homes in the past 10 years.

South Staffordshire Housing Association (SSHA)

Housing Association covering the South Staffordshire district, managing 6,000+ properties. SSHA has invested £10million per year on home improvements and developed retirement living communities with care and support to enable older residents to live independently, in their own homes.

Property Plus

Delivers repair and maintenance services across the Group.

Care Plus

A leading provider of retirement living, care and support services.

More information about our Group can be found on our website.

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 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. Sub-letting of properties is not permitted, and we are beginning to review all of our customers at least once every six months. 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 subcontractor 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 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
- ▶ 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

During 2018/19 the Group will review the training given to colleagues and particularly identify staff who may have more exposure to opportunities for identifying Modern Slavery and Trafficking. All other employees and Board members will receive proportionate training and awareness of Slavery and Human Trafficking via internal communications, signposting them to the HR and Procurement teams if they have any concerns or observations.

The Group's procurement team are members of the Chartered Institute of Procurement & Supply (CIPS), they 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 2017/18.

This statement has been approved by the Housing Plus Group Board

Signed:



Sarah Boden
Chief executive

