

Service/s: Corporate

Policy: Modern Slavery Policy Statement

Date: November 2018

Issue no. 1



Modern Slavery Policy Statement

Although not required to publish an annual statement setting out what we have done to eradicate slavery and human trafficking from our supply chains and operations, Shap has chosen to produce this Policy Statement.

1. Overview

- 1.1 Shap has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.
- 1.2 As an organisation committed to social justice, we expect the same high standards from all of our contractors, suppliers and other business partners in regards to modern slavery.

2. Our Structure

- 2.1 SHAP is a value based charitable organisation that strives to makes a real difference for people and communities. From its beginnings as a single, 8 bed hostel, Shap is now a highly regarded, innovative, practical and financially viable charity and voluntary organisation that works to sustain communities, reduce homelessness, increase the health and wellbeing of vulnerable adults and young people and improve the life chances of the next generation. We provide:
 - accommodation, support and floating support services for vulnerable and socially excluded single adults
 - accommodation, support and floating support services for lone parents and couples with children who need support to improve or enhance their parenting skills and to secure permanent accommodation

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- a residential family centre which monitors and assesses parents' ability to respond to their child(ren)'s needs and to safeguard and promote their welfare
 - specialist accommodation for individuals who misuse alcohol and have complex needs
 - private rented accommodation for those who are unable to access local authority properties and cannot afford to purchase their own home
 - short-term emergency accommodation for homeless single people and families on behalf of a local authority
 - Gypsy and Traveller Needs assessments on behalf of a local authority
 - personal / 'life' coaching for vulnerable and socially excluded adults who wish to address unhelpful patterns of behaviour and move their lives forward
 - welfare benefits advice
 - advice, support and resources to members of the Black, Asian and minority ethnic communities
 - advice, support, resources and resettlement services to refugees
 - Supported Lodgings for previously looked after children, linking them to private householders and offering them accommodation in a family setting, preparing them for their eventual move on to independence
 - nursery provision
- over the Merseyside and North Wales regions.

2.2 Our partners include:

- Knowsley Housing Trust
- Riverside Housing Association
- Regenda Homes
- Onward
- Liverpool Mutual homes
- Halton Borough Council
- Liverpool City Council
- Knowsley Metropolitan Borough Council
- St Helens Council

and the five boroughs partnership.

3. Our Supply Chains

3.1 Shap procures a wide range of goods and services via a diverse and varied supply chain, including:

- Property related services (maintenance and decoration)
- Communications and IT equipment services
- Temporary / Agency staff
- Recruitment agencies
- Various professional services
- Office equipment and supplies
- Utilities

4. Our Policies on Slavery and Human Trafficking

4.1 Shap is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. We have robust Human Resources policies and procedures in place and an employee Code of Conduct to ensure the fair treatment of all colleagues. We comply with all applicable employment legislation relating to employee terms and conditions, including payroll.

4.2 Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

4.3 In terms of employee recruitment, we undertake all relevant pre-employment checks prior to colleagues being employed, to ensure they are eligible to work in the UK. We carry out fair and transparent recruitment processes and ensure that our recruitment agencies comply with these requirements in the provision of agency staff.

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4.4 We have zero tolerance to slavery and human trafficking.

5. Reporting

5.1 We encourage anyone, including colleagues, subcontractors, suppliers and customers to report in good faith any issue or concerns about potential unethical business practices, such as fraud and bribery or slavery and human trafficking to CBU@shap.org.uk

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Persons conducting review

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Circulation plan

Approved for circulation:

Mark Weights,
Chief Executive

A handwritten signature in black ink, appearing to read "Mark Weights", written over a horizontal line.