



## **ClwydAlyn Modern Slavery Statement 2020**

This statement is made in accordance with the Modern Slavery Act 2015. It explains the approach we are taking to prevent modern slavery and human trafficking from occurring within our Services, Workforce and Supply Chains.

### **Our Corporate Plan 2020-25**

In 2020, we developed a five-year corporate plan for ClwydAlyn building on our mission to address poverty. We want to see everyone having access to high quality, affordable housing; able to afford to heat it properly and afford the food they need to stay healthy.

We are aware that across Wales and the whole of the UK the impacts of Covid 19 will be far reaching; with more people suffering income, food and fuel poverty. There will continue to be a significant shortfall of social and affordable housing, leading to very noticeable ongoing increases in demand for social and affordable housing; the inability of younger people to access work and live independently and a private rental sector increasingly unwilling to house those on lower incomes.

Our mission will be more important than ever in a post Covid 19 Wales. Our people and our residents will also still face ongoing challenges that were impacting their lives before 2020. These include mental health issues which are increasing concern for employers and health services; with significant workdays lost each year to stress and mental health conditions. Landlords like us, see the impacts of poor mental health on customer behaviour such as neighbour issues and Anti-social behaviour.

We now are aware of and alert to the negative impact that adverse childhood experiences can have on people throughout their lives

The old challenges are becoming increasingly complex to address; drug dealing has become a more dangerous problem in our communities with County Lines targeting vulnerable social housing tenants, knife crime and violence becoming more regular occurrences. There are increased safeguarding issues in our neighbourhoods and concerns about targeted manipulation and harm for both younger and older people.

We understand our homes are the start but not the end to the influences we can exert and the active role we can play as a significant stakeholder in many communities across North Wales. Therefore, there is more we can do, if we choose to make a positive impact in the communities where we work, and for the people we serve.

### **Progress during 2019/20**

During 2019/20 we have continued to proactively manage all Safeguarding issues working in partnership with Local Authorities taking steps to address the issues as they arise. We provide an annual report to our Board on all safeguarding issues that have been reported and managed by our teams.

We employ over 750 staff across North Wales; we carry out comprehensive vetting procedures for our employees, agency staff, board members and committee members as required within our sector. We are a Living Wage Employer ensuring the minimum hourly rate paid to our employees is £9.30.

We have Safeguarding and Equality & Diversity Policies in place. Our Employees, Board Members and Committee Members regularly engage in relevant training.

We have an ambitious development programme to build new social housing in North Wales, we work with a range of suppliers to deliver new housing projects. The Contractors are responsible for and utilise a wide range of sub-contractors. They are responsible for maintaining a list of approved Sub Contractors who must qualify in terms of financial capacity, health and safety, quality, experience, ability to work in the UK in order to contract with the main Contractor for work.

The main Contractors and Sub Contractors also utilise mainly local suppliers of materials through reputable companies. The use of local supply chains is promoted by Welsh Government and recorded in the Value Wales Toolkit which records the number of local suppliers, materials, waste, training and summarised in an outturn report which is submitted to Welsh Government for each project.

We have a comprehensive programme to maintain the standard of our homes. Our suppliers for maintenance services complete a declaration to confirm they are not aware of, or subject to, any investigations within their supply chain in relation to Modern slavery or Human rights abuses.

### **Looking to the future**

Supporting the most vulnerable in our communities is at the heart of our new five-year Corporate Plan. This, coupled with our purchasing power, provides an opportunity for us to both refresh existing and develop new standards to support Safeguarding and Ethical Employment practices within our supply chain over the next two years.

An action plan will be developed during 2020/21 to enable this to be achieved.



Clare Budden

Group Chief Executive