

## **ClwydAlyn Modern Slavery Statement 2021**

This statement is made in accordance with the Modern Slavery Act 2015. It sets out the steps we are taking to plan for changes that will result from strengthened legislation in the UK preventing modern slavery and human trafficking from occurring within our organisation 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. We want our residents to be able to afford to heat their homes properly; afford the food they need to stay healthy and have support to access work opportunities through our Employability Programme.

We are aware that across Wales the impacts of Covid 19 continue to 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 increased demand; 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 is more important than ever in a post Covid 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 an 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 neighbourhood issues.

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 have become 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 trade with a range of organisations including those who support the development and maintenance of our properties to those who provide our food, cleaning, and medical supplies.

We therefore understand 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, to make a positive impact in the communities where we work, and for the people we serve.

### **Progress during 2020/21**

During 2020/21 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 on-boarding procedures for our employees, agency staff, volunteers, board members and committee members as required within our sector. We are a Living Wage Employer.

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

We are aware of and alert to the negative impact that adverse childhood experiences can have on people throughout their lives and have taken our first steps towards becoming recognised as a Trauma Informed Organisation by 2024.

We continue to 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, and ability to work in the UK in order to work with the main Contractor.

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 used; materials, waste, training are also summarised in an outturn report which is submitted to Welsh Government for each project.

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.

We have a comprehensive programme to maintain the standard of our homes which will be broadened as plans are established to meet the Welsh Governments targets to become net zero for carbon emissions by 2050.

### **Looking to the future**

Supporting the most vulnerable in our communities is at the heart of our 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.

### **Our action plan for 2021/22 is as follows:**

- We will carry out a gap analysis of our existing policies and training to identify any areas for improvement and assess whether they meet the future requirements.
- We will review current arrangements for monitoring working conditions across our supply chain. We will introduce any changes to ensure our expectations and standards are clear and we have a consistent approach to monitoring them.
- We will communicate the changes within our supply chain.
- We will take the required steps to ensure we are able to meet the requirement for compulsory registration of our Modern Slavery Statement.

Clare Budden

Group Chief Executive

Dated