



Modern Slavery Statement

Organisation

This statement applies to Stay. The information included in the statement refers to the financial year 2023-24.

Organisation Structure

Stay employees work across various sites all within Telford and Wrekin. The registered office address is Meeting Point House, Southwater Square, Telford TF3 4HS. Stay is run by a Board of Trustees and its Management Team.

The aim of Stay's work is to prevent the causes of homelessness, respond and support those who face homelessness or housing difficulties and to champion the needs of homeless individuals and help empower people to gain independence. Stay achieves this by providing supported accommodation to homeless and vulnerable people within Telford & Wrekin. We also provide practical support, advice and guidance via our Outreach Workers. In addition, we work in partnership to provide support, advice and guidance via The Net Intensive Support Service and Thrive Floating Support Service. We work in partnership to deliver a one to one counselling and listening service, Stay Mindful.

All of Stay's work is carried out within the Borough of Telford and Wrekin by our own employees, or on occasion agency workers.

Definitions

"When an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom." Anti-Slavery International (2023). Stay considers that modern slavery encompasses:

- Being held in slavery or servitude
- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement

Commitment

Stay acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Stay understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Stay does not enter into business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Stay in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Stay's processes ensures that prospective employees are legally entitled to work in the UK and safeguards employees from any abuse or coercion. Stay strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the main supply chains of Stay include those related to property landlords and our partner organisations within Thrive, The Net and Stay Mindful, as well as the day to day running of the charity.

Our policies in relation to the Modern Slavery Act 2015

Stay endeavours to raise awareness among all employees of the identification, prevention and eradication of modern slavery and human trafficking, and has policies and procedures in place to ensure that they can do so. The following policies are available to all staff via the Staff Handbook Folder on Stay's SharePoint:

- Code of Conduct
- Whistleblowing Policy
- Anti-bullying, Harassment and Discrimination Policy
- Equality, Diversity and Inclusion Policy
- Recruitment and Retention Policy
- Safeguarding Vulnerable Adults Policy
- Safeguarding Vulnerable Children Policy

Potential exposure

In general, Stay considers its exposure to slavery/human trafficking to be low. Nonetheless, it takes steps to ensure that such practices do not take place in its organisation, nor the business of any organisation that supplies properties or services to it.

Due Diligence

Stay carries out due diligence processes in relation to ensuring modern slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers and requesting suppliers confirm their compliance with the Act.

Stay has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Stay takes the following steps to ensure that modern slavery is not taking place:

- due diligence when working with landlords and potential landlords
- due diligence of suppliers/potential suppliers of goods
- due diligence of partner organisations
- due diligence in recruitment
- due diligence regarding TUPE
- protect those who wish to raise concerns in confidence

Embedding the principles

Stay will undertake the following activities during 2023-24:

- make staff aware of the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensure that consideration of modern slavery risks and prevention are added to Stay's policy review process as an employer and provider of services
- continuing to take action to embed a zero-tolerance policy towards modern slavery

Concerns

Any concerns regarding modern slavery and/or human trafficking can be addressed to Naomi Pay, Chief Executive Officer who will then undertake relevant action with regard to Stay's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

NT Pay

Signed:

Naomi Pay

Chief Executive Officer

Useful Links and further reading:

- If you suspect someone is a victim of human trafficking, forced labour or worker exploitation, report it immediately: <https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-who-can-help/>
- Spot the Signs: <https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-spot-the-signs/>
- Government documents and promotional material: <https://www.gov.uk/government/collections/modern-slavery>
- The joint government, agencies and partners approach to fight modern slavery: <https://www.gov.uk/government/publications/modern-slavery-strategy>

Video: <https://www.gla.gov.uk/publications/resources/glaa-videos/glaa-modern-day-slavery/>

Training: <https://policingslavery.co.uk/HTFR/>

Policy Name:	Modern Slavery Statement
Lead Officers:	Chief Executive Officer, HR
Compliant with relevant legislation and best practice	The Care Act 2014 Modern Slavery Act 2015
Date approved by Board:	
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