

Modern Slavery and Human Trafficking Statement

Introduction

Modern slavery and human trafficking is incompatible with Livability's values. We fully support the government's objective to eradicate modern slavery and human trafficking.

The Modern Slavery Act was introduced in the United Kingdom in 2015, places a duty on organisations, including our charity, to disclose every financial year the steps being taken to prevent modern slavery organisationally and in its supply chains.

This statement sets out the actions we have taken to understand all modern slavery risks related to our charity and the steps we have taken to prevent slavery and human trafficking across Livability, its subsidiaries and its supply chain.

Definition of modern slavery and human trafficking

The Modern Slavery Act 2015 consolidated and clarified previously existing law that related to slavery and human trafficking. The Act categorises offences of 'slavery, servitude and forced or compulsory labour', and 'human trafficking'. These crimes include knowingly holding a person in a position of slavery, servitude, forced or compulsory labour, or facilitating their travel with the intention of exploiting them during or soon after. Although human trafficking often involves an international cross-border element, it is also possible to a victim of modern slavery or human trafficking without crossing a national border.

About Livability

Livability is the disability charity that connects people with their communities. We tackle social isolation and the barriers that can cause this in the lives of disabled and vulnerable people.

Through a wide range of residential/nursing homes, supported living, education, training and community services, we promote inclusion and wellbeing for all. Together, we work to see people take part, contribute and be valued.

We put the elements in place that all add up to connected lives and communities.

Our Ethos

Livability welcomes the introduction of the Modern Slavery Act and is committed to ensuring that modern slavery does not occur in any area of the charity.

As a charity with a dynamic and inclusive Christian ethos, we take seriously the call to work for a just and equal society, upholding the human rights and values of freedom, respect, fairness and independence for all. We are committed to ensuring the utmost protection and safety of all people in our care and service.

Driven by our values we will seek to ensure that our charity values of being 'Open, Enabling, Inclusive and Courageous' are upheld in our duty of care to others.

Our Organisation, Subsidiaries and Supply Chains

The Board of Trustees is responsible for the governance of Livability and ensuring that its activities are within its charitable objectives. Livability is a charity registered in England, and a company limited by guarantee registered in England and Wales. It is governed by its Articles of Association dated 7 November 2013.

In May 2016 Prospects for People with Learning Disabilities and its subsidiary At Home in the Community became members of the Livability Group. Their merger with Livability was completed on 31 March 2017.

Livability is the parent charity of a group of charities and operating companies as detailed below:

- Prospects for People with Learning Disabilities
- At Home in the Community
- Kingsley Hall Church and Community Centre
- Livability Contracting Services Limited
- Holton Lee Limited
- Livability Icanho Limited
- John Grooms
- The Shaftesbury Society

Our Delivery

Livability is a proven and trusted provider of disability care and community projects throughout the UK. Our 1407 strong, enabling team of staff and volunteers support over 1000 individuals and families every day of the year through our services across the UK, including Northern Ireland. These include:

- Care homes and residential support with 23 care home centres.
- A school and colleges of further education for scholars with disabilities.
- A wellbeing discovery centre set in 200 acres of natural landscape.
- Independent and supported living programmes for people with a disability.
- Care and support for people with a disability in the community.
- Rehabilitation Brain Injury centres

Our Supply Chain

We have a broad range of suppliers, having reviewed our supply chain we consider that agency staff are most at risk from modern slavery along with cleaning contractors.

We will continue to source goods from services from good reputable suppliers where we can check suitability.

Policy and Controls

We have the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

Whistleblowing Policy – Livability encourages all stakeholders to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of repercussion. Employees, people we support and their families or others who have concerns can contact us confidentially.

Employee Code of Conduct – Livability's code of conduct makes clear to employees the actions and behaviour expected of them when representing Livability. The company strives to maintain the highest standards of employee conduct, particularly through employee sign-up to its values.

Safeguarding - Livability's policy set out behaviour, which could give rise to a safeguarding concern, including modern slavery and human trafficking. Staff are trained in safeguarding to ensure they are able to spot and raise concerns.

Recruitment and Selection policy – We operate a robust recruitment policy, including conducting UK eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Procurement policy – Livability expects its suppliers to have internal policies and processes in place to meet the Modern Slavery Act 2015 and we check this during our supplier due diligence checks. A small supplier who does not have these policies in place will be able to sign up to the statement by contacting the Purchase Ledger team. A supplier without these policies in place will not meet our minimum requirements, and a supplier with policies in place, but identified as not adhering to them may have their contract terminated. All suppliers will be contacted once every two years and Modern Slavery policy checks will be part of this.

Volunteers - Livability has a Volunteer Policy, which describes how volunteers can raise a complaint of malpractice.

Livability's Safeguarding and Child Protection Procedure – provides a link to information from the NSPCC and Gov.uk on Modern Slavery.

Training

Safeguarding training is mandatory for all staff and volunteers working at Livability's services and includes modules, which discuss exploitation, human trafficking, forced labour and domestic servitude.

Risks

All risks will be managed through Livability's risk register and assessed in line with the risk management policy.

Further steps to prevent Modern Slavery

Livability continues to take the issues of modern slavery seriously and will develop our approach, reviewing and revising policies and training where necessary in order to ensure that we raise awareness of modern Slavery throughout the organisation.

This statement is made pursuant to, section 54(1) of the Modern Slavery Act 2015 and has been updated for the financial year ending 30 April 2022.



John Robinson – Chair of Trustees



Sally Chivers - CEO

Statement Ownership

Date published	Date to review
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September 2022

September 2023

Name	Version
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Statement

1.3

Approved by	Signature	Date
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Executive Director of Operations *Jane Percy*

September 2022

Reviewers	Position
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Jane Percy

Executive Director of Operations

History	Date	Author	Reason
1.0	April 2015	Dave Webber	Creation
1.1	September 2021	Jane Percy	Reviewed
1.2	September 2021	Jane Percy	Reviewed
1.3	September 2022	Jane Percy	Amends