

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 2015 places a duty on organisations, including our charity, to disclose every financial year the steps being taken to prevent modern slavery organisationally and within its supply chains.

This statement sets out the actions we have taken to understand the modern slavery risks relating 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 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 is committed to improving our practices to ensure 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.

We 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

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.

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

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

The Board of Trustees is responsible for the ensuring Livability's compliance with the requirements of the Modern Slavery Act 2015.

Our Delivery

Livability is a proven and trusted provider of disability care and community projects throughout the UK. We support hundreds of individuals and families through our services in England, Wales and Northern Ireland. These include:

- Care homes and residential support
- A school and several 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 disabilities
- Care and support for people with a disability in the community
- A Rehabilitation Brain Injury centre

Our Supply Chain

We use a large number of suppliers to support the activities that we deliver. Having considered arrangements across our supply chain, we regard the following areas as giving rise to the highest risks of modern slavery:

- Use of agency staff in education and care settings; and
- Use of use of cleaning contractors.

We undertake due diligence checks as part of our new supplier process. We will continue to source goods and services from good reputable suppliers where we can check suitability.

Policy and Controls

We have the following policies in place to manage our risks around modern slavery and outline the steps we take 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 charity. 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, the people we support and their families, and others can contact us confidentially to raise their concerns.

Employee Code of Conduct – Livability's code of conduct makes clear the actions and behaviour expected of our staff when representing Livability. We strive to maintain the highest standards of employee conduct, particularly through employee sign-up to our 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.

Volunteers - Livability has a Volunteer Policy which ensures that volunteers are aware of our Whistleblowing Procedure and know how to raise any concerns 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. Safeguarding is covered in our induction process, and the substantive safeguarding training includes modules which discuss exploitation, human trafficking, forced labour and domestic servitude.

Risks

The risks around modern slavery are managed within our due diligence practices and our policy framework, and specifically the policies referred to above.

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 31 March 2024.



Tom O'Connor – Chair of Trustees



Sally Chivers - CEO

Statement Ownership

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