

One Manchester Anti-slavery and Human Trafficking Transparency Statement 2020

Introduction

This statement sets out the actions of the One Manchester Group ('One Manchester') to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to the financial year 1 April 2019 to 31 March 2020.

One Manchester is a provider of housing and community services. Formed in April 2015 from an historic merger between two of Manchester's largest housing associations – City South and Eastlands Homes, currently owning and managing more than 12,000 homes in central, south and east Manchester.

As an experienced and trustworthy landlord, One Manchester provides good quality homes that are safe, secure, warm and affordable. One Manchester believes that its responsibilities go much further than providing homes, regularly looking at the issues which go beyond housing and especially those that are specific to each of its communities. One Manchester helps people manage their money, find work, start-up businesses and stay healthy and well.

One Manchester is a charitable organisation with a social purpose committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Transparency Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to treating those who work for us fairly, as an employer we pay at least the Living Wage and expect our supply chains to do the same.

Structure of One Manchester

One Manchester manages a wide range of neighbourhoods, and over 12,000 homes, across south and east Manchester. The principal activity of the One Manchester is the provision, management, maintenance and improvement of affordable social housing. In addition, One Manchester works closely with key agencies for the wider public benefit of its communities; to improve and regenerate those communities and provide a positive environment for people to live in.

One Manchester has three subsidiaries that have their own respective Boards of Directors. The One Manchester Limited Board acts as the Group Parent and oversees the activities of these wholly owned subsidiaries namely:

- One Manchester Developments Limited.
- One Manchester Treasury Limited.
- One Manchester Property Limited

Policies and Procedures

One Manchester has a range of policies and procedures in place which work together to ensure the risk of human trafficking and slavery is minimised as far as possible. Colleagues are made aware of the policies as part of their induction programme.

Policies are publicised through the intranet, are reviewed regularly and compliance is monitored through the oversight and assurance programmes as outlined in the **One Manchester Risk Management Strategy and Framework**.

The One Manchester People Strategy and the separate Employee Engagement Strategy set the highest professional standards for our employees and confirm that we will engage with all employees and promote a positive culture that innovates, inspires and encourages integrity, respect, honesty and openness. Employees can share their views and know their contribution is valued.

These inform a **One Manchester Recruitment Policy**, which covers all activities that form part of the recruitment and selection process. It stresses our commitment to providing equality of opportunity for all employees but does not specifically refer to modern slavery. It is applicable to all staff, apprentices, trainees and volunteers, but is currently not applicable to agency workers. The majority of staff are recruited directly, but there is some limited reliance upon agency workers. The policy is currently being reviewed and it is the intention that there will be specific references both to our anti-slavery/trafficking principles and their application to agency recruitment.

Anti-Fraud Policy and Fraud Response Plan - demonstrates One Manchester's commitment to minimise fraud and to deal effectively with identified fraud, including extortion and corruption.

The One Manchester **Whistleblowing Policy** and **Code of Conduct** for Staff require that, if a member of staff becomes aware of activities which are believed to be illegal, improper or unethical, that they report the matter.

The One Manchester **Safeguarding Policies** - outline our approach to safeguarding those at risk.

The recently revised **One Manchester Delegatory Framework**, which sets out the ways in which the work of the One Manchester Group should be carried out and the approach to approvals in relation to matters such as purchasing goods and services, provides that One Manchester is committed to preventing slavery and human trafficking in its activities and to ensuring that its procurement process incorporates due diligence to assess that supply chains are free from slavery and human trafficking.

One Manchester expects that all suppliers and others with whom it engages conduct themselves legally and ethically and this is stressed in the **Procurement Procedural Guidance**.

Risk and Due Diligence

One Manchester's recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate personal bank account.

One Manchester recognises the risk that third parties with which we contract (suppliers or contractors) may not have adequate processes to prevent modern slavery in their workforces. This is being addressed:

- The One Manchester Procurement Procedural Guidance recognises that One Manchester need to be satisfied that modern slavery does not exist at any point in the chain leading to the supply of goods or services and provides that checks should be included as part of the procurement process, requiring information on due compliance with the Modern Slavery Act both within their own organisation and their supply chain;
- In order to greater understand our suppliers and their social and economic impact, a survey will be undertaken which will ask what provision they have in place in terms of policies or systems to track modern slavery.
- A specialist Procurement Manager is being recruited to ensure best practice in One Manchester's purchasing and procurement.

Training and Capacity Building

On-line induction training includes safeguarding to raise awareness of the signs to look out for when working with customers, this has links to slavery. The Anti-slavery and Human Trafficking Policy is being rolled out with mandatory training for all colleagues.

Modern slavery is referred to in One Manchester's Safeguarding policy which is accompanied by a clear process and guidance. This provides staff with clear instructions regarding what to do if they are concerned that someone is at risk or needs safeguarding. Whilst we are aware of the specific referral options to safeguard against modern slavery, we instruct staff to refer to Manchester City Councils safeguarding teams who would then go on to make any other appropriate referrals on our behalf. All staff are required to complete both adult and child safeguarding training when they commence employment and receive refresher training input every three years.

In addition to this mandatory training each organisation role has been reviewed by our safeguarding leads, People Services team and service managers who have recommended the level and type of training required for them. Safeguarding training including refresher training is managed and monitored by our People Services team with the support of our safeguarding leads and service managers. Furthermore we takes steps to ensure that our contractors are aware of our legal responsibilities regarding safeguarding and we ask them to declare that they comply with our policies unless they have their own which have been recognised as an adequate substitute by One Manchester.

Board approval

This statement has been approved by One Manchester's Board which will review and update it annually.

A handwritten signature in black ink, appearing to read "Andy Mole", with a horizontal line underneath the name.

Chair One Manchester Board

Date Approved: 2nd December 2020