



**Creating opportunities. Transforming communities. Changing lives.**

## **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 2018 to 31 March 2019.

As part of the housing sector, One Manchester recognises that it has a responsibility to take a robust approach to slavery and human trafficking. One Manchester is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## **Structure, Business and Supply Chains**

This statement covers the activities of all members of the One Manchester Group, which are:

One Manchester Limited and its subsidiaries:

- City South Manchester Developments Limited;
- One Manchester Treasury Limited; and
- One Manchester Property Limited

**Our Purpose** is to provide quality homes and to work with our partners to shape services that improve people's lives and attract further growth and investment into the places where they live. We recognise that we have an important role to play in helping to meet objectives that result in safe, inclusive and healthy communities, and increasing economic activity. We believe successful places need successful people and our actions will therefore always support our people first and foremost.

One Manchester **operates** currently within the City of Manchester.

We aim to work with suppliers, the majority of whom will be small and medium sized organisations based in Greater Manchester.

Whilst One Manchester is able to ensure that it delivers on its own commitment that no activity amounting to slavery or human trafficking arises directly from its own actions, it is recognised that it will need to ensure, as far as reasonably practicable, that this is not taking place in any of its supply chain. This will relate to the consultants, contractors and suppliers, with whom One Manchester contracts, principally to deliver its services but also those which will from time to time provide members of the One Manchester workforce.

## **Policies in relation to slavery and human trafficking**

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

## **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 is being submitted which will ask what provision they have in place in terms of policies or systems to track modern slavery.

### **Effectiveness measured against appropriate KPIs**

One Manchester effectively monitors its internal employee recruitment processes without recourse to formal KPIs. Our Procurement Procedural Guidance identifies appropriate checks of third parties.


### **Training and Capacity Building**

Modern slavery is referred to in One Manchester's Safeguarding policy which is accompanied by a clear process and guidance. The process and guidance 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 referral 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.

Signed:  \_\_\_\_\_ Chair

**Date: 27 March 2019**