

Modern slavery statement

One Housing is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to human trafficking and modern slavery.

Modern slavery and human trafficking statement 2020-2021

Who we are

One Housing Group Limited (OHGL) is a not for profit charitable Registered Provider of Social Housing and a Community Benefit Society.

We're a landlord with a strong social purpose that primarily provides lower-cost rented housing. We own and manage over 17,000 homes in London and the South for over 35,000 residents. We support around 3,300 people with a range of needs, including mental health, older people and those with lived experience of homelessness. We deliver some of these services in partnership with the NHS and local authorities. We also build new homes (to subsidise our social rented housing) and have been delivering high quality homes and supporting our communities for over 50 years.

One Housing Group Limited is the parent company of the group. Its year end is 31 March. This Statement applies to the whole Group. The Group structure can be found [here](#).

Our operations

We employ around 1,600 staff including back office staff, housing maintenance operatives, care and support staff, cleaners and caterers. All new employees are required to provide original documentation (such as a passport) before they start working with us to verify their legal right to work in the UK. We are committed to paying at least the London Living Wage to all our employees.

We recognise that homeless people are vulnerable to being targeted by gang masters and are open to exploitation: one of our key suppliers works with partner charities to find work for the homeless in our care and support business.

For temporary office staff, we have a managed vendor framework in place. The framework agreement includes a provision that any supplier or sub-contractor for labour complies with all anti-slavery and human trafficking laws and that no provider in that supply chain has been convicted of, or investigated for, any offence under the anti-slavery laws. We will work to put in place a similar arrangement for temporary care and support staff during 2021-22.

Our supply chains

We spend around £100m each year on goods and services from around 1,100 suppliers. Our supply chains include construction materials, property maintenance materials and services, uniforms and ICT hardware.

Our standard terms and conditions for purchasing any goods or services include a provision that all suppliers undertake, warrant and represent that they shall comply with the Modern Slavery Act. Any contract for goods which comes within the OJEU procurement threshold contains a mandatory exclusion clause that no provider shall, within the past five years, have been convicted anywhere in the world of child labour or other form of trafficking in human beings.

During 2021-22 we will review our due diligence checks of suppliers and contractors and, if necessary, improve on our processes, taking a proportionate and risk-based approach, with the aim of minimising the risk of modern slavery existing in any of our supply chains. We will also review our Modern Slavery and Human Trafficking Policy during 2021-22.

Our approach to Safeguarding and Whistleblowing

Our Safeguarding Policy sets out actions for staff to take if they have any concerns that an adult is at risk of abuse or neglect including modern slavery or human trafficking. We refer any suspicions to the safeguarding team at the local authority. We require staff to report any specific case of modern slavery to the police.

We regularly reinforce the importance that we place on our Whistleblowing to our staff. Amongst other areas, the policy covers any criminal activity and failure to comply with any legal or professional obligation or regulatory requirements.

Training provision

All One Housing staff working with adults receive training to:

- recognise the signs of abuse and behaviours which should give cause for concern;
- assess the risk of abuse to customers and ensure measures are in place to minimise this as part of assessment and support planning;
- respond to abuse in accordance with this policy and the relevant Safeguarding Adults Procedure; and
- refer cases of abuse to the local authority Adult Safeguarding Team and relevant Community Mental Health Team Safeguarding Lead.

Additionally, we intend to further raise awareness of modern slavery and human trafficking with all staff with new online training courses which explain both what modern slavery is and how it can be combatted in the supply chain. These courses will become mandatory for all staff during 2021-22.

Our Board members will receive training on the Modern Slavery Act and how to mitigate the risks of modern slavery and human trafficking during 2021-22. Training on Safeguarding was provided in 2020-21.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes One Housing Group's modern slavery and human trafficking statement for the financial year ending 31 March 2021.

The statement was approved by our Group Board on 26 May 2021.

A handwritten signature in black ink, appearing to read "R Hill". The signature is written in a cursive style with a prominent horizontal line underneath the letters.

Richard Hill, Board Member and Chief Executive (26 May 2021).