

It all adds up to

Livability

Modern Slavery Statement

Introduction

Despite being abolished in the 19th century, there is still an estimated 40.3 million people in modern slavery around the world. Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse.

The Modern Slavery Act which 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 in the 2016-17 financial year.

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 disability, 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 delivery

Livability is a proven and trusted provider of disability care and community projects throughout the UK.. Our 2000-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 32 care home centres.
- A school and a further education college for disabled students.
- A wellbeing discovery centre set in 200 acres of natural landscape.
- Independent and supported living programmes for disabled people.
- Care and support for disabled people.
- Rehabilitation centres for brain and spinal injury.
- Church training in community engagement and disability awareness.
- Spinal injury rehabilitation expertise in developing countries.
- 'Dementia Friendly Church' resourcing and coaching.
- Wellbeing and happiness coaching through the Livability Happiness Course.
- Social inclusion work through churches and community projects.

'Together and with'

At Livability we know that care and inclusion work involves a wide circle of people. Together and with disabled people, families and carers, our staff, churches and volunteers, local authorities and community partners, we develop creative responses that all add up to better life outcomes and support.

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
- East Holton Charity
- Livability Contracting Services Limited
- Holton Lee Limited
- Livability Icanho Limited

Risks and due diligence

The construction, agriculture and manufacturing sectors are those most frequently associated with risks of modern slavery. However, it has been reported that the intense pressure on care providers to recruit and retain staff, could make the care sector a target for agencies that are, in fact, human

trafficking into the UK. Foreign nationals working in social care could be victims of exploitation, trafficking and forced labour.

Livability is fully committed to ensuring that modern slavery and human rights abuses do not occur in any aspect of its organisation, whatever external pressures it faces. We operate a number of internal policies to ensure that our activities are transparent and that we are actively reducing the risk of modern slavery:

- **Modern slavery** – this modern slavery statement sets out the organisation’s stance on modern slavery.
- **Agency Workers** – Livability use DePoel to manage supply of agency care staff to our services. De Poel is committed to driving high standards, irrespective of sector. De Poel has rigorous policies in place that help drive out any aspects of human trafficking and slavery from their and their clients’ supply chains. Additionally, when using other agencies to source workers, line managers will check right to work status on the first day.
- **Recruitment Policy and Procedure** – Livability undertakes right to work checks on all employees. Additionally, some roles require a Disclosure and Barring Service check. These checks safeguard against human trafficking or individuals being forced to work against their will.
- **Central Payroll** – all new starter paperwork and any subsequent pay changes go through the HR and Payroll teams located at Livability’s National Office. This ensures that all employees are in receipt of National Living Wage and no local pay agreements are in place.
- **Whistleblowing Policy** – we operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, without fear of reprisals.
- **Investigation Policy and Procedure** – should an allegation related to Modern Slavery arise, Livability has a policy and procedure which promotes a robust examination and investigation of the allegation, and is in line with Advisory, Conciliation and Arbitration Service guidelines.
- **Volunteers** – Livability has a Volunteer Policy which describes how volunteers can raise a complaint of malpractice.
- **Livability’s Safeguarding Adults Procedure** – describes the warning signs and indicators that a person using our services is a victim of abuse, including being a victim of modern slavery.

- **Livability's Safeguarding and Child Protection Procedure** - provides a link to information from the NSPCC and Gov.uk on Modern Slavery.
- **Our goods and services** are sourced ethically and our Procurement Policy promotes transparency, equality and compliance with UK & EU law.

Training

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

Further steps to prevent Modern Slavery

We continue 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 for the financial year ending 30 April 2016. This statement has been approved by the Trustee board and is signed on their behalf by the CEO.

Signed:



CEO, Livability