

## **Modern Slavery Statement**

### **Actions taken**

Training was delivered at management level on modern slavery.

Awareness Training was delivered at staff briefings to highlight the signs of and reporting procedures of modern slavery.

Clauses were introduced in new contracts around compliance with the Modern Slavery Act.

### **Background**

Derby Homes Limited is an arms length management organisation (ALMO) created by Derby City Council. The organisation is non-profit making and is 100% owned and controlled by Derby City Council.

Derby Homes manages, maintains and improves council houses and estates and administers statutory homelessness services on behalf of the council.

Derby Homes is a registered provider of social housing with the Homes and Communities Agency.

We aim to promote the highest standards in how we run our business and in our employment, tenancy and procurement practices. Derby Homes supports the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

This statement summaries our approach and the action we will take in the next year in our own company and in our supply chain.

### **Derby Homes Board has adopted a Modern Slavery Act Policy**

Within Derby Homes, our recruitment systems are designed to ensure that all prospective employees are legally entitled to work in the UK. We have a range of Policies and procedures which enable employees to raise any concerns or worries through various routes, including an Impendent Whistle Blowing Service.

Our process to sign up new tenants is set up so that we undertake a robust process to ensure that they are who they say they are, which includes background and photo identification checks. We also undertake visits to ensure that we know the tenants in our properties.

Housing management staff keep an eye on any external issues or changes with our properties and tenants, and we investigate any allegations from residents or the wider community regarding potential tenancy fraud.

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Employees carrying out procurement activities on behalf of Derby Homes are required to ensure before engaging any service provider that the company being employed has policies and procedures in place to prevent any form of modern slavery within any part of its own organisation and any other organisation they employ on behalf of Derby Homes.

Derby Homes has an extensive supply chain and we procure goods, services and works. We work with a wide range of different suppliers and partners. Some of our suppliers subcontract work or rely on recruitment agencies to supply temporary or permanent staff. By the nature of their businesses, some of our suppliers are potentially at higher risk than others, for example, construction companies.

We will require suppliers to have a modern slavery statement and policy when letting new contracts.

We have a number of activities over the next 12 months that we intend to undertake and these are:

- Continue to make our staff, residents and leaseholders aware of the Modern Slavery Act 2015, including the definitions of slavery and human trafficking.
- Continue to tell staff what to do if they suspect a case of slavery or human trafficking.
- Contact our current suppliers who provide us with temporary staff to ensure they also comply with this Act.
- Contact suppliers in potentially higher risk categories to check what assurance arrangements they have in place.

A handwritten signature in black ink that reads "Mike Ainsley".

Mike Ainsley  
Chair of Derby Homes

25 May 2017