



ClwydAlyn

Working together to beat poverty

**ClwydAlyn Modern
Slavery Statement
2022**



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ClwydAlyn Modern Slavery Statement

2022

Contents:

ClwydAlyn Modern Slavery Statement 2022

Our Corporate Plan 2020-25

Progress during 2021/22

Looking to the future

Our action plan for 2022/23



ClwydAlyn Modern Slavery Statement 2022

Modern slavery can affect people of all ages, gender and race. In the UK, forced labour is the most common form of slavery for adults and criminal exploitation for children.

We understand people end up trapped in modern slavery because they are vulnerable to being tricked and exploited, often as a result of poverty and exclusion.

Modern Slavery is present in every area of the UK. The most recent statistics demonstrate slavery in Wales is on the rise. In 2019, 329 referrals of potential victims of slavery were reported. Welsh Government statistics state this represents a 31% increase from 2018.

This statement is made in accordance with the [Modern Slavery Act 2015](#). It provides an update on our work with our supply chain to raise greater awareness of Modern Slavery and our action plan for 2022/23.

Our Corporate Plan 2020-25

In 2020, we developed a five-year corporate plan, building on our mission ‘together to beat poverty’. This is more important than ever in a post Covid Wales where the cost-of-living crisis is having such a detrimental impact on our communities. Our people and our residents also still face ongoing challenges that were impacting their lives before 2020. These include mental health issues which are an increasing concern for employers and health services; with significant workdays lost each year to stress and mental health conditions. Landlords like us, see the impacts of poor mental health on customer behaviour and neighbourhood issues.

The old challenges are becoming increasingly complex to address; drug dealing has become a more dangerous problem in our communities with County Lines targeting vulnerable tenants, knife crime and violence have become more regular occurrences. There are increased safeguarding issues in our neighbourhoods and concerns about targeted manipulation and harm for both younger and older people.

We trade with a range of organisations including those who build and help us to maintain our properties along with those who provide our food, cleaning, and other supplies.

We understand the influence we can exert and the active role we can play as a significant stakeholder in many communities across North Wales. Therefore, there is more we can do, to make a positive impact in the communities where we work, and for the people we serve.

Progress during 2021/22

During 2020/21 we have continued to proactively manage all Safeguarding issues working in partnership with Local Authorities taking steps to address the issues as they arise. We provide an annual report to our Board on all safeguarding issues that have been reported

and managed by our teams, this includes the number of potential Modern Slavery issues we have identified and supported.

We employ over 750 staff across North Wales and continue to be a Real Living Wage Employer.

We have introduced three new roles of Workplace Wellbeing and Inclusion Specialist along with early Intervention Officers. The main focus of their role is to support staff and residents when they are most vulnerable and to signpost them for specialist support.

We continue to be alert to the negative impact adverse childhood experiences can have on people throughout people's lives and have moved forward with our work to become recognised as a Trauma Informed Organisation.

We continue to have an ambitious development programme to build new social housing in North Wales along with a comprehensive maintenance programme for our existing homes. We work with a range of suppliers who utilise a wide range of sub-contractors for this work.

Our suppliers are responsible for maintaining a list of approved Sub Contractors who must qualify in terms of financial capacity, health and safety, quality, experience, and ability to work in the UK. The main Contractors and Sub Contractors also utilise mainly local suppliers of materials through reputable companies.

During the past year, we have been working with our regular suppliers to identify whether they have a modern slavery policy and supporting operational guidance in place; this is irrespective of whether their annual turnover meets the £35m threshold that requires a statement to be made. We have also identified specific areas of our supply chain where we will focus on MDS as part of our ongoing contract management.

Looking to the future

Supporting the most vulnerable in our communities is at the heart of our five-year Corporate Plan. This, coupled with our purchasing power, provides an opportunity for us to both refresh existing and develop new standards to support Safeguarding and Ethical Employment practices within our supply chain.

We are working with Business Wales to run awareness programmes for our suppliers to increase their awareness of Tendering; it will include Ethical Employment and Modern-Day Slavery.

We are developing our guidance for Ethical Employment which will set out the standards we adhere to and expect our suppliers to sign up to as part of their ongoing contractual relationship with ClwydAlyn.

Our Whistleblowing and Safeguarding policies are under review and will be updated this year.

We will voluntarily submit our Modern-Day Slavery Statement to the new Government registry.

Our action plan for 2022/23 is as follows:

- Our Whistleblowing and Safeguarding Policies will be updated by the end of the year.
- We will consult on our new Ethical Employment Guidance for approval in December.
- We will continue to review our suppliers Modern Day Slavery policies and guidance as part of a review of commercial arrangements; this will include the introduction of our new Ethical Employment Policy.
- We will run our first awareness programme in partnership with Business Wales in June 2022.
- We will take the required steps to ensure we are able to meet the requirement for compulsory registration of our Modern Slavery Statement when the new legislation is implemented.

Clare Budden

Group Chief Executive



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Landlord Cymdeithasol Cofrestredig / Registered Social Landlord (Rhif/Number L051) Wedi ei
hawdurdodi a'i rheoleiddio gan yr Awdurdod Ymddygiad Ariannol / Authorised and regulated by
the Financial Conduct Authority
Byddwn yn trin gohebiaeth a dderbynnir yn y Gymraeg a'r Saesneg yn gyfartal / We will treat
correspondence received in English and Welsh on an equal basis

