



Mount Green  
HOUSING ASSOCIATION

# Modern Slavery Statement

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# Modern Slavery Statement

## 1. Introduction

- 1.1 Mount Green is committed to an ethical approach to all its work, and expect its suppliers, partners, and contractors to meet its standards. As a housing association serving its local communities, Mount Green recognises that it has a responsibility to train its staff and colleagues to protect vulnerable people and to identify modern day slavery and human trafficking.
- 1.2 This statement summarises the steps Mount Green is taking to ensure that everybody understands their responsibilities, and the actions available, for safeguarding against slavery and human trafficking throughout its business and direct supply chains.

## 2. The Modern Slavery Act 2015

- 2.1 The Modern Slavery Act 2015 requires certain organisations to be transparent about their efforts to ensure there is no modern slavery, including human trafficking, in their own businesses or supply chains.
- 2.2 Modern slavery is a serious crime where people are exploited, abused and treated as a commodity. It includes slavery, servitude and forced labour and human trafficking. Victims can be of any age, gender, nationality and ethnicity and may be subjected to more than one form of slavery or exploitation. Because modern slavery is a hidden crime it is often difficult to detect and victims may not come forward because of fear of violence or repercussions. They may also not recognise themselves as a victim. The Act sets out steps that should be taken to prevent modern day slavery.
- 2.3 In accordance with the Act, Mount Green strongly opposes slavery and human trafficking and would never knowingly conduct business with partners, contractors, supply chains or employees that engage in such practice.

## 3. About Mount Green

- 3.1 Mount Green is a registered provider of social housing working in partnership with local communities, organisations and residents to create safe, sustainable communities across the county of Surrey and West Sussex. Due to the nature of Mount Green's business, it works with a wide range of suppliers and partners, to manage the 1,600 homes it provides to local residents, some of whom may sub-contract work, employ temporary staff directly or rely on recruitment agencies for staff.
- 3.2 Whilst not currently of sufficient size to be covered by the Act, the Board of Mount Green consider that there is a low risk, in areas of its business, of slavery or human trafficking. Whilst Mount Green does have a series of robust policies, it will provide training for staff and will work with front line suppliers to ensure they understand their responsibilities, under the Modern Slavery Act, for safeguarding and reducing this risk even further.



## 4. Relevant Policies

### 4.1 Mount Green has a range of documents and processes to minimise the risk of slavery and human trafficking across its operations, including:

- **Whistleblowing Policy:** Mount Green encourages all its staff, residents, and partners to report any concerns about its activities or supply chains. This includes the risk of slavery or human trafficking.
- **Staff Handbook & Performance Management Framework:** Mount Green makes clear to its employees what actions and behaviours are expected of them. Mount Green strives to maintain the highest standards of employee conduct and ethical behaviour in everything it does.
- **Contractor Code of Conduct:** Mount Green are committed to ensuring that their suppliers meet the requirements of the Modern Slavery Act 2015. Mount Green works with its suppliers to ensure they meet the requirements of the code. Serious violations of Mount Green's Code of Conduct will lead to the termination of the contract.
- **Recruitment Policy:** Mount Green only uses reputable employment agencies to source temporary staff and verifies the practices of any new agency it intends to use.

## 5. Activities

### 5.1 To alleviate any risks and to ensure compliance with the Modern Slavery Act, Mount Green carries out the following activities:

#### 5.1.1 Residents

- Before entering into a tenancy agreement, identification checks are complete to ensure Mount Green is confident it knows who it is housing.
- Residents are made aware of the Modern Slavery Act 2015 through the publication of this statement on Mount Green's website.
- Mount Green has a safeguarding policy and procedure in place, as well as links with external agencies, which assist staff in identifying, monitoring, and supporting vulnerable customers.

#### 5.1.2 Staff

- Mount Green maintains a robust, transparent, and equal recruitment policy.
- All new staff are requested to confirm they have the appropriate permissions to work and identification checks are completed to ensure Mount Green is confident it knows who it is employing.
- All staff are provided with training on safeguarding and the Modern Slavery Act 2015 in order to raise their awareness and understanding of what to do if they suspect a case of slavery or human trafficking.
- Staff will be encouraged to look for the signs, which may not always be obvious, that someone may be a victim of modern slavery, and to signpost them to the appropriate support.
- Mount Green is a National Living Wage employer.



### 5.1.3 Partners

- Mount Green undertakes due diligence when taking on any new suppliers/contractors. Mount Green expects its suppliers/contractors to carry out their own due diligence of their suppliers and contractors.
- Mount Green will review its existing supplier and contractor list to ensure all are compliant with the Modern Slavery Act.
- Evidence of compliance with the Act will be collated for all existing and potential suppliers/contractors. If suppliers do not have a Modern Slavery Statement they will be expected to sign up to Mount Green's before they can become an approved supplier.
- When undertaking a procurement exercise of any size, Mount Green will ensure that to be successful, new suppliers will pay the living wage.

## 6. Training

- 6.1 New staff receive an overview of Mount Green's approach to safeguarding, including combating slavery and human trafficking. All staff receive regular training updates on the Modern Slavery Act; the signs and what appropriate actions they should take.

## 7. Reporting of Non-Compliance

- 7.1 Mount Green has a Whistleblowing Policy in place, which outlines the process that individuals can follow to raise concerns that the Modern Slavery Act 2015 is not being adhered to across the organisation or any of its partners or supply chains. Mount Green treats all information provided confidentially.

## 8. Board Approval

- 8.1 This statement has been approved by our Board, who will review and update it annually.



**Linda  
Convery  
Chair of the Board**



**Bill Flood  
Chief Executive**

