



## **Modern Slavery Statement for the year ending 30<sup>th</sup> June 2024**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and Wales) and the Human Trafficking and Exploitation (Scotland) Act 2015. It constitutes Crisis' slavery and human trafficking statement for the financial year ending 2024.

### **Introduction**

At Crisis, we oppose all forms of modern slavery and human trafficking. As an organisation, our ways of working and processes are designed to ensure our staff work in line with our values and with transparency to ensure modern slavery and human trafficking does not exist anywhere in our client services, corporate activities, and supply chain.

Everybody has the right to be treated with dignity. Yet through Crisis' services we hear of people experiencing homelessness who have faced exploitation - forced to take part in sex work, work as a live-in servant or take part in crippling manual labour, working all hours of the day for little to no money, scared and feeling there is no way out. No-one should be forced to live like this. Therefore, we are committed to playing an important role in tackling this cruel crime.

Project TILI (concluded in May 2021) sought to identify the issues faced by female victims of modern slavery in relation to homelessness. It was carried out in partnership between key charities working in the fields of domestic abuse, modern slavery, homelessness and housing (Crisis, Hestia, Bawso, Women's Aid and Shared Lives Plus).

The project provided clear evidence of a link between homelessness and modern slavery and the policy and practice recommendations made in the final report showed how relevant partners and agencies can work together to end the cycle.

### **About Crisis**

We are the national charity for people experiencing homelessness. We help people out of homelessness and campaign for the changes needed to solve it altogether. Through our services in England, Scotland and Wales, we support people out of homelessness for good.

At Crisis we work side by side with thousands of people each year as they find ways out of homelessness. We provide practical support to help people access benefits, healthcare services, employment opportunities, and more. Our main aim is to relieve the huge pressure of homelessness, by helping people find safe and affordable homes as quickly as possible. We prioritise supporting people who are facing the most complex barriers to ending their homelessness and often have nowhere else to turn. As well as helping to end homelessness for individuals, we work to address the root causes that push people into homelessness in the first place. We campaign on the political changes needed to end homelessness for good and conduct research to understand and highlight the scale, causes and consequences of homelessness.

We have approximately 743 permanent members of staff and year-round we work with about 800 volunteers. Every year, Crisis at Christmas opens its doors to people who need our support, offering warmth, accommodation, healthcare, food and specialist advice. During Christmas 2023 we worked with over 6,600 people facing homelessness through our day centres and hotels in London, and Crisis Skylight centres across Britain.

This support was made possible by our supporters, partners, and an incredible team of over 3,200 volunteers, who came together to provide a lifeline to those facing homelessness over the festive period.

## **Supply Chain**

Crisis procures a wide range of goods and services to support all aspects of its work in line with its internal procurement policy. The types of suppliers vary considerably such as facilities contractors to repair the fabric of buildings, agencies for promotional and fundraising activities (including retail and e-commerce), consultants to provide expert advice or training, commissioned Research & Evaluation partners and IT equipment and utilities providers.

Our Environmental Policy and the Diversity and Inclusion Policy, while designed for internal use, also provide standards that we seek in suppliers.

Our Supplier Code of Conduct requires suppliers to commit to a set of environmental and ethical behaviours and is included within our standard terms of contract.

We value a diverse workforce and client base, and are looking to increase the opportunities for local providers, small and medium sized enterprises (SMEs) within competitive tender processes.

To encourage responsible ethical and environmental behaviour, we currently ask potential suppliers for copies of their policies and procedures as part of tenders, including their Modern-Day Slavery statement (if applicable) and their diversity and inclusion policy. We are working towards doing this for all our suppliers, regardless of size and nature, and are committed to developing an evaluation template for all Crisis procurements which advantages providers with stronger ethical and environmental behaviours.

## **Our Staff**

### ***Recruitment and training***

Crisis conducts Right to Work checks for all permanent and interim staff. All permanent vacancies will usually be advertised as widely as possible to maximise opportunities to attract the best and broadest pool of candidates, including clear pay information.

References are sought for all successful candidates and DBS (PVG for Scotland) checks are carried out for all roles that involve working directly with those who use our services.

We currently offer Modern Day Slavery training to Client Services staff through our partner provider Hestia and are working with the Modern Day Slavery working group to develop internal training for staff.

The Crisis Code of Conduct applies to all staff (there is a separate code for volunteers). It outlines the standards and behaviour that Crisis expects of its staff, including when communicating with others internally or externally and regardless of the method or platform being used.

Staff must report any business or other interests which may give rise to a conflict of interest in the performance of their duties to their head of department.

Our staff are expected and supported to work in ways that align with our values and policies regarding diversity and Inclusion, and client facing staff work with our members to support them to be safely included in our services.

### ***Whistleblowing***

Crisis acknowledges that all organisations face the risk of wrongdoing or malpractice. We have a duty to take appropriate measures to identify such situations and attempt to remedy them. Accordingly, staff and volunteers are encouraged to raise genuine concerns about malpractice in the workplace without fear of reprisals and Crisis will protect them from victimisation, detrimental treatment and dismissal in accordance with the law. The whistleblowing procedure enables staff and volunteers to raise any such concerns with someone outside of their team or service, at an early stage.

### ***Safeguarding***

Crisis has a legal and moral obligation to protect its members from harm, as well as any adults at risk who are not Crisis members where there is a reason for concern. Safeguarding Crisis members from harm and abuse, including exploitation, modern slavery or human trafficking, is a key part of that and it is everyone's responsibility.

Staff have access to Safeguarding training, policies and procedures as well as Safeguarding guidance on Modern Slavery and Human Trafficking.

Should a potential victim be identified by a member of staff, a Safety and Inclusion Plan will usually be completed in order to support the member to access the service safely. If appropriate, a safeguarding alert will be raised with the Local Authority.

The Crisis Safeguarding Officers within each service are responsible for monitoring local safeguarding cases, including providing quarterly reports to the Directors of Operations. Annual reports regarding trends and learning relating to safeguarding across services are provided to the Senior Leadership Team and the Board.

### **Future Plans**

The Modern Slavery working group at Crisis is in the process of appointing local Modern Slavery Leads for every service, who will be responsible for leading the conversations about Modern Slavery in their area and providing relevant support and training to staff.

Crisis is a charitable company limited by guarantee and is incorporated in England and Wales. The registered office address (and principal place of business) is 50 Commercial Street, London, E1 6LT.

### **Approval**

This statement will be reviewed annually and was approved by the Chair of the Audit Risk and Assurance Committee of Trustees in August 2024.