

Anti-slavery statement

This statement constitutes the Joseph Rowntree Foundation and Joseph Rowntree Housing Trust (JRF/JRHT) statement on slavery and human trafficking under section 54 of the Modern Slavery Act 2015 for the financial year ending December 2020.

We are committed to understanding modern slavery, taking steps to mitigate its risks and ensuring that there is no modern slavery in our business and supply chains.

JRF/JRHT

The Joseph Rowntree Foundation (JRF) is an independent social change organisation working to solve UK poverty. The Joseph Rowntree Housing Trust is a registered housing association and care provider in York and north-east England working to inspire social change. We employ about 800 staff, 600 of whom work in our care homes and housing services. Although the turnover of each legal entity is less than £36 million per annum and we do not have a legal obligation to publish this statement, we believe in the basic principles of human rights and consider this document as a matter of good practice.

We are an ethical organisation with corporate and social responsibility as an integral part of our culture. We work actively to ensure that we comply with all legal and regulatory requirements and in establishing and following best practice. We are also committed to treating those who work for us fairly. For example, our research has influenced the Government and many organisations in introducing the living wage, and we were one of the first organisations in the country to pay a living wage. We have been accredited by the Living Wage Foundation. Our values are firmly embedded in our organisation: We're Built on Trust, We Show We Care, We Make a Difference.

Our approach

We wholeheartedly support the intention of the Modern Slavery Act 2015 to combat and prevent the dreadful practices of slavery and human trafficking. We have no wish to trade with, support, or work with any business or organisation which is involved in slavery or human trafficking in any way, however remotely or indirectly. We will take appropriate steps to ensure that our supply chains comply with the Anti-Slavery legislation.

The organisation's supply chains are drawn mainly from the construction, property maintenance, adult social care market, recruitment agencies and commissioning of research. We do not believe there to be any high risk operations within the work of JRF/JRHT and its supply chains with regards to modern slavery and human trafficking. The potential for medium risk is also low as we undertake most of our own building and maintenance work. There is a potential for low risk in the supply chains in the provision of agency staff predominantly in adult social care.

Relevant policies

JRF/JRHT has a range of policies that support our activities to ensure our practices minimise the risks of modern slavery or human trafficking either directly or indirectly through recruitment processes, our supply chains or contractors. All our policies are consulted with and approved by our Directors and Trustees. The following policies are relevant and will be kept under review.

- Recruitment and selection Policy
- Whistleblowing Policy
- Procurement Policy
- Safeguarding Policy

Future actions

In the coming year, we will take steps to ensure that:

- All relevant policies are reviewed to reflect our commitment to the Modern Slavery Act 2015.
- We will amend our standard terms and conditions to place a general obligation on suppliers of goods, works and services to comply with the Modern Slavery Act 2015 and this Statement. Failure to comply with the provisions will mean that the JRF/JRHT will be entitled to terminate a contract.
- We will deliver training which will be available to all relevant staff. In particular, those involved in recruiting staff, procurement process and sourcing/managing a supply chain will be prioritised.

Responsibility

The Director of Corporate Services has responsibility for this statement, the implementation of policies, risk assessments, investigations, due diligence and training. This statement will be reviewed and updated as appropriate and at least annually.