

Slavery and human trafficking statement

Introduction

This statement is made in accordance with Part 6 Section 54 (1) of the Modern Slavery Act 2015 and constitutes South Yorkshire Housing Association's (SYHA) slavery and human trafficking statement for the financial year April 2025 to March 2026.

SYHA operates a zero-tolerance policy towards slavery and human trafficking and is committed to ensuring it doesn't occur in our supply chains or in any part of our business. This statement has the support and approval of our Board. Managers and staff are expected to report any concerns that slavery and human trafficking is taking place.

Organisational structure

SYHA is a charitable housing association registered under the Co-operative and Community Benefit Societies Act 2014. It owns and manages around 5,000 properties and provides a range of care and supported housing services. It has two active subsidiaries - Alliance Housing Association (South Yorkshire) Limited and SYHA Enterprises Limited.

Our supply chains

SYHA operates entirely in the UK, and almost exclusively in highly regulated sectors. Our supply chain is both up and down stream and many of its downstream contracts are with public sector organisations. Other than in very rare circumstances, it sources all of its upstream works, goods and services from UK based suppliers.

Policies

SYHA has policies in place which help mitigate the risk of slavery and human trafficking within our business:

- Procurement Policy
- Safeguarding Adults Policy
- Safeguarding Children and Young People Policy
- Whistleblowing Policy

- Equality, Diversity and Inclusivity
- Recruitment Policy
- Probity Policy

Assessing and Managing Risks

To mitigate the risk existing in our supply chain generally, we have an approved procurement policy, which abides by the Procurement Act 2023 (PA23) and includes the following:

- Spend over a certain threshold is subject to selection and award criteria which reflect our organisational ethos in the policy areas mentioned above
- Suppliers who tender for our services are required to inform us if their organisation or their sub-contractors have had a complaint upheld following an investigation by the Equality and Human Rights Commission

We have assessed the nature of our activities and supply chain and consider risk generally to be low. In the period since the introduction of the Act, we have not become aware of any instances of slavery or human trafficking relating to our business. We are aware of the potential risk that our tenants or customers are or may become victims of slavery or human trafficking. We offer safeguarding e-learning courses to all staff which includes understanding the signs of modern slavery. In the procurement of construction, maintenance, office cleaning and care provision by third parties in our schemes we will always carry out due diligence.

Due Diligence

The steps we have taken with the aim of ensuring slavery and human trafficking does not occur in our business and supply chains are:-

- We have an appointed Lead and a named Officer for safeguarding
- We have a safeguarding group who meet regularly to discuss good practice, issues and policies
- We continue to carry out right to work checks, under our obligations to prevent illegal working.
- We have checks in place to reduce the risks of tenancy fraud
- We have procedures in place for reporting any safeguarding issue including suspicion of modern slavery

¹ Sections: 1. Slavery, servitude and forced or compulsory labour. 2. Human trafficking. 4. Committing offence with intent to commit offence under section 2

- We encourage staff to raise any concerns about our business or supply chains

We follow safe recruitment practices ensuring that everyone who is offered a role with us, whether permanent or temporary, has appropriate pre-employment checks. This includes appropriate references, and right to work and disclosure checks where appropriate.

We have robust tendering and other processes for procurement which include:

- Our tender documentation includes provision to exclude any bidder who has been convicted of an offence under section 1, 2 or 4 of the modern Slavery Act 2015¹.
- When entering into new contracts, we seek to impose provision for termination in the event of a modern slavery or human trafficking compliance breach by a supplier.

Monitoring and evaluation

We review the effectiveness of the steps we are taking to eradicate slavery and human trafficking and modify our approach as appropriate. We will focus upon:-

- Continued focus upon safeguarding issues relating to our customers
- Periodic communication with staff on the issues around slavery and human trafficking to maintain awareness
- Continuing to incorporate, where appropriate, issues relating to slavery and human trafficking when we update policies and procedures

Training

We take steps to ensure staff are aware that safeguarding is everyone's responsibility and that staff have the training they need to be able to identify and report modern slavery if they suspect it may be occurring which includes:-

- Staff are made aware of our slavery and human trafficking statement through our internal communications.

¹ Sections: 1. Slavery, servitude and forced or compulsory labour. 2. Human trafficking. 4. Committing offence with intent to commit offence under section 2

- The annual safeguarding corporate compliance training includes learning on modern slavery. There is also information available on our Safeguarding Intranet page including a modern slavery helpline.
- The process for reporting any suspicions is on our safeguarding intranet page.

This statement had been approved by the SYHA Board.

Signed: 

Chief Executive

[September 2025]

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