



Modern Slavery Act Statement 2025



Modern Slavery Act Statement – July 2025

Introduction

This statement sets out Advance's actions and commitment to understand all potential modern slavery risks related to its business and to put into place steps that are aimed at ensuring that there is no slavery or human trafficking within the business and supply chains.

As part of the Housing and Social Care sectors that we operate in, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Specific accountability for monitoring and implementation is given to the Executive Director of People and Change.

Organisational structure and supply chains

This statement covers the activities of Advance Housing and Support Ltd.

Advance provides housing, support and other community related services, specialising in supporting people with a disability and mental health condition.

Our vision is to transform the lives of people with a disability or mental health condition by providing the best quality housing and support services. We want to enable our customers to live the lives they choose, achieve their personal goals, feel valued and know their voices are heard.

Advance operates solely in England.

Our Values

Advance has five PRIDE values which are embedded throughout the organisation. They form the basis of the way we work together to support our customers.

Partnership: we work in partnership with our customers and build relationships with others that help us serve our customers better.

Respect: we treat our customers, colleagues and others as we would like to be treated.

Inclusion: we work to create an environment where diversity is celebrated and where everyone can thrive.

Drive: we do the right thing at the right time and everything we do is driven by our customers' needs.

Efficiency: we make best use of our resources, find innovative ways to do things and maximise efficiency to deliver the best services for our customers.

Commitment and Accountability

Policies

Advance has a robust framework of policies, procedures and contractual arrangements in place. These contribute to and support our belief in the importance of treating everyone with dignity and respect and are directly relevant to our approach to combating modern slavery.

These include but are not limited to areas such as housing management, risk management, safeguarding, health and safety, recruitment, whistleblowing, procurement, terms and conditions of employment, and codes of conduct for staff, as well as due diligence and checks when recruiting staff or engaging with suppliers or contractors.

We encourage all our staff, workers, customers and other business partners to report any concerns related to the direct activities of our organisation. This includes any circumstances

that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for people to make disclosures, without fear of retaliation.

These practices and policies are regularly reviewed, and the avoidance of modern slavery is an integral part of the review process. Some examples of our approach include:

- Advance has an in-house recruitment model and through the Safer Recruitment Policy and associated procedures we think about the safeguarding of adults at risk and promoting their welfare at every stage of the process. Agencies are only used by exception, and we aim to only use reputable recruitment agencies and training providers.
- Agency Support Workers are engaged via a neutral vendor partner who was sourced via a procurement consortia framework.
- Advance's Safeguarding and Incident Reporting policies and procedures are central to our operations. These are primarily about Adult Safeguarding and are key routes to identifying possible risks and acting on them appropriately. Assurance in relation to the effective operation of these policies is overseen by the Safeguarding Panel, which has an independent scrutineer. The Panel reports quarterly to the Audit and Risk Committee and then to the Board.
- As part of the Housing Service, Advance provides enhanced housing management. This includes the employment of Housing Outreach Workers, enabling more engagement with vulnerable customers and more time on site at schemes. This helps to mitigate against a number of risks our customers may face, including the potential risks of modern slavery.

Due Diligence and Supply Chains

Our procurement activities take place in England and our contractors and suppliers are predominantly UK-based. We follow The Public Contracts Regulation 2015, which governs good practice in procurement.

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. We review our supply chain to identify any areas of potential risk. We aim to assess our procurement and contract management practices to ensure they identify, monitor and mitigate any modern slavery risks in the supply chain.

Within the procurement and contract management of Property Services, our supply chains include the sourcing of products and services related to the development and management of housing. Advance expects its suppliers to ensure their goods, material and labour related supply chains fully comply with the Modern Slavery Act 2015. For example, we procure suppliers through procurement consortia who ensure this is factored into all framework agreements.

Training and Awareness

It is mandatory for all Advance staff to be trained in Safeguarding and on the principles of the Modern Slavery Act 2015 including how to recognise and report slavery or human trafficking, both internally and externally. Training is also provided to contractors where an in-house provision is not available.

Performance

We regularly review our performance to ensure we can effectively monitor our progress and performance in delivering our commitment to combating slavery and human trafficking. These include:

- Ensuring all staff and contractors are trained on modern slavery legislation.
- Exercising due diligence in relation to our suppliers, particularly during the procurement stage.
- Reviewing our Recruitment Policies and Procedures and the Safeguarding Adults Procedure.
- Reviewing and refreshing our training

Future Actions 2025/26

The planned actions for 2025/26 will continue to focus on our high-risk areas in support operations and procurement including alignment with the Procurement Act 2023 which came into effect February 2025, along with a continued focus on enhancing awareness.

Julie Layton,
Chief Executive



Advance

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