

## Modern Slavery Statement

### Organisation

Cosgarne Hall Ltd (known as Harbour Housing) is a charity whose primary objective is to provide accommodation and support for those experiencing, or at risk of, homelessness. This provision also extends to working within the community with persons who are experiencing challenges in their day to day lives, to whom short term intervention, advice, and guidance is offered.

Harbour Housing is run by a board of trustees and directors, who are responsible for overseeing the charity's ongoing performance and setting the strategy and direction necessary to ensure the charity can continue the vital work it performs.

Harbour Housing provides housing-related support across Cornwall, providing over 140 accommodation units and also delivering outreach services. The charity specialises in supporting people with complex needs including substance dependency, mental health, physical health and offending behaviour, which often present barriers to accessing and maintaining tenancies. To reduce these barriers to accessing accommodation, the charity operates a pioneering 'elastic tolerance' model in response to these various needs. As part of this model, Harbour Housing has robust harm reduction and risk management policies and procedures in place, including the use of naloxone, a fast-acting medication which counteracts the effects of an opioid overdose.

The charity has several different projects including a safe accommodation for women escaping domestic abuse and sexual violence, a hospital discharge pathway, the seasonal cold weather provision, as well as a community outreach programme for those who are vulnerably housed. As part of their tenancy agreements, residents are expected to engage both with the support of their assigned key worker and also activities including courses, training, workshops, and volunteering activities. These are all aimed at improving the quality of lives of the charity's clients and giving them the skills necessary to reintegrate back into wider society, with the ultimate goal of being able to sustain their own tenancies.

Harbour Housing strives to make all the accommodation it provides is to a high standard, as everyone has the right to a good standard of accommodation no matter their circumstances. To ensure the charity is able to achieve this, Harbour Housing has its own inhouse building services and facilities management team who not only maintain current properties to ensure they stay in excellent condition but also renovate new properties which are added to the charity's portfolio. This allows the charity to have control over the standard of accommodation, as well as not having to wait for external contractors to complete the job, whereby those who are referred into Harbour Housing's services can then be housed quicker.

While the charity's current operations are solely carried out in the county of Cornwall in the United Kingdom, Harbour Housing is always looking for ways to extend the reach of its provision.

### Definitions

Harbour Housing considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.

- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

## **Commitment**

Harbour Housing acknowledges its responsibilities in relation to tackling modern slavery and commits, where practical for the size of the charity to comply with the provisions in the Modern Slavery Act 2015. Harbour Housing does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly and overtly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. To the best of its knowledge, no labour provided to Harbour Housing in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

Harbour Housing is aware of the potential for slavery and human trafficking to affect its employees. The charity employs over 70 members of staff and to ensure each of these employees are protected there are comprehensive HR policies and procedures in place. These policies and procedures are reviewed on a regular basis to ensure they are up to date and compliant with the appropriate employment legislation. Harbour Housing commits to ensuring all staff receive a fair rate of pay for the job they do, as well performing regular reviews of this rate so fairness is maintained.

The recruitment processes which Harbour Housing follow place the potential employee at their heart, ensuring they are respected from beginning to end, no matter the outcome. Identity checks and verification of their right to work in the UK will occur prior to employment commencing.

Harbour Housing encourages staff to report any concerns related to its direct or associated activities, including any situations which may increase the risk of slavery or human trafficking. Harbour Housing has both a whistleblowing policy and procedure to encourage staff to disclose sensitive information without fear of negative consequences.

All Harbour Housing employees have access to coaching from an external source to improve their mindset and skills in the workplace, as well as a 24/7 employee assistance programme which offers a helpline to speak with someone confidentially about both work and home matters which they may be finding difficult.