

## **Littlehampton & Rustington Housing Society Limited**



### **Modern Slavery and Human Trafficking Statement**

Littlehampton & Rustington Housing Society Limited (“the Society”) is a small registered provider of social housing, managing homes across Rustington, Littlehampton and Bognor Regis in West Sussex.

The Society is committed to ensuring that modern slavery and human trafficking do not take place within its operations or supply chains. Although the Society is not required to publish a statement under the turnover threshold set out in the Modern Slavery Act 2015, it has chosen to do so in support of good governance and transparency.

#### **Governance and accountability**

The Board retains overall responsibility for ensuring that the Society operates with integrity and in accordance with legal and regulatory expectations. This includes oversight of safeguarding, risk management, and contractor arrangements.

Day-to-day responsibility is delegated to senior management, who ensure that appropriate controls are in place and that any concerns are escalated and addressed.

#### **Our operations and risk profile**

The Society operates within a defined geographic area and employs a small, directly engaged workforce. The primary exposure to modern slavery risk arises through:

- Repairs, maintenance and improvement works
- Specialist contractors and subcontracting arrangements
- Cleaning and grounds maintenance services

Given the Society’s scale and use of established local contractors, the overall risk is assessed as low. However, the Society recognises that risks may still arise, particularly where labour is indirectly engaged.

#### **Controls and mitigation**

The Society applies proportionate controls to mitigate identified risks, including:

- Working with known and established contractors, primarily within the local area
- Maintaining direct relationships with contractors to support visibility and oversight
- Setting clear expectations regarding legal compliance and ethical conduct within contractual arrangements
- Avoiding, where possible, complex or multi-layered supply chains

Contractor performance and conduct are monitored through ongoing contract management arrangements.

### **Safeguarding and reporting**

The Society recognises that modern slavery may present both as a workforce issue and as a safeguarding concern affecting residents.

Staff and Board members are expected to remain alert to indicators of exploitation or coercion. Any concerns are reported through established internal channels and considered in line with the Society's safeguarding approach.

Whistleblowing arrangements are in place to enable concerns to be raised confidentially.

### **Assurance and continuous improvement**

The Society keeps its approach under review to ensure it remains proportionate and effective. Planned actions include:

- Periodic review of contractor arrangements and expectations
- Consideration of proportionate staff guidance on identifying modern slavery risks
- Ongoing Board oversight as part of the Society's wider risk management framework

### **Assurance**

The Society gains assurance on its approach to modern slavery through its existing governance and risk management arrangements. This includes regular oversight of contractor performance, review of any reported concerns or incidents, and periodic consideration of risks as part of the Society's risk register.

Given the Society's size, formal audit processes are limited; however, the Board receives sufficient information to satisfy itself that appropriate controls are in place and operating effectively. Where necessary, the Society will take proportionate steps to strengthen controls or seek additional assurance.

### **Approval**

This statement has been approved by the Board of Littlehampton & Rustington Housing Society Limited and will be reviewed annually.