



Slavery and Trafficking Statement

Slavery is a violation of human rights, involving the deprivation of an individual's liberty for personal or commercial exploitation. This hidden issue manifests in various forms, including forced and compulsory labour, and human trafficking.

According to the United Nations International Labour Organisation, an estimated 50 million people worldwide are living in conditions of slavery.

As an ethical and socially responsible health and social care charity, we are dedicated to:

- Addressing instances of slavery and trafficking encountered within our service operations.
- Ensuring that our core activities and supply chains are free from slavery and trafficking, in accordance with the Modern Slavery Act 2015 and the Human Trafficking and Exploitation (Scotland) Act 2015.

This document has been created in compliance with the requirements of the slavery and trafficking legislation to:

- Provide a review of our slavery and trafficking statement for our activities between April 2025 and March 2026.
- Outline our aims for April 2026 to March 2027.

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1. Background

We are a health and social care charity which supports people whose lives are impacted by drug and/or alcohol use. Our name has changed over the years; however, our overall mission has always been to help people change the direction of their lives, grow as individuals, and live life to its fullest potential.

Our approach to supporting people began with the recognition that social problems perpetuate cycles of poverty and embed inequality. While we started as a small volunteer-led Sussex-based organisation focused on providing accommodation, we have since grown into a nationwide charity that helps tens of thousands of people each day.

We recognise that we are not in control of everything that impacts upon the people who use our services. However, we are in control of how we respond, and where we focus our expertise, resources, and energy. We seek to embed the values of 'openness, boldness, and compassion' in all that we do and are committed to promoting human rights, preventing and responding to slavery, trafficking, and all forms of exploitation.

We have a zero-tolerance approach towards any involvement in such practices, both within CGL and across our partners, operations and supply chains. We encourage transparency and vigilance within our community and provide channels for reporting any concerns, taking swift and appropriate action to protect those at risk.

2. Organisation Structure

The Directors and Trustees of Change Grow Live are responsible for all actions carried out by our staff and volunteers. This responsibility encompasses trusteeship of large sums of money from commissions, and provision of services across England and Scotland.

As an organisation we have:

- 5,941 staff
- 1,700 volunteers
- £364 million turnover

The Board of Trustees is responsible for:

- Agreeing our overall strategic direction and is our highest decision-making body.
- Ensuring we are effective in working towards achieving our vision, using our resources to maximum effect, and upholding our fundamental principles and values.

The board works closely with the Executive Leadership Team (ELT), which is responsible for the day-to-day management of the organisation and is led by our Chief Executive.

Together, the Board and ELT approve and oversee the implementation of our corporate strategy, including managing the governance of the organisation through our policies and procedures which set out a clear framework for our activities and services.

Our annual Slavery and Trafficking Statement is signed off by our Board of Trustees.

3. Policies

Our policies and related documents serve as the foundation of our organisation, providing essential insights into how we fulfil our mission, uphold our values, and comply with legal and regulatory obligations.

- Our safeguarding materials play a pivotal role in facilitating the provision of secure and effective services. They ensure that our team members are well-versed in identifying and addressing concerns related to slavery and trafficking. For additional details, please refer to our [Safeguarding](#) section for more information.
- Our procurement materials equip our team with a clear understanding of the specific risks of slavery and trafficking within our supply chains and across all aspects of our operations. These materials serve as a compass for our decision-making process when contemplating partnerships with or purchases from other organisations. For further information, please consult our [Procurement](#) sections for more information.
- A suite of wider organisational policies defines our duties and responsibilities, supporting staff and volunteers to uphold our values and standards and to identify, escalate and respond appropriately to concerns.

Our governance procedure outlines the process through which we generate, revise, and evaluate these documents to guarantee their accuracy, accessibility, and compliance with both internal and external standards.

4. Procurement

Our business supply chains cover a wide range of services, and we have maintained a focus on the below areas identified as being at high risk from slavery and trafficking:

- Construction and supply chains
- Facilities Services and supply chains
- Food Supplies
- ICT Equipment
- Staffing Agencies

Our Procurement Policy seeks to uphold responsible procurement processes for goods, works and services that support the moral and ethical treatment of people within the supply chain, to prevent and eliminate slavery and trafficking, in line with Modern Slavery Act (2015) and Human Trafficking and Exploitation (Scotland) Act (2015).

Central services maintain oversight on the wider procurement of contracts and will highlight commercial risks within recommendation papers. Our local services maintain a level of operational independence, and, where necessary, may use local spending to procure services within their local communities. Our operational services are responsible for assessing and determining ethical procurement locally in these instances.

5. Safeguarding

Our safeguarding processes help us prevent, and respond to concerns about, harm, neglect, and abuse. **432 people using our services in 2025-26 have been identified as having a 'Modern Slavery' risk indicator** (compared to 380 in 2024-25 and 390 in 2023-24).

As part of our safeguarding governance we:

- Have twice weekly safeguarding support sessions where staff and volunteers can discuss and receive guidance for safeguarding concerns, including slavery, trafficking and exploitation.
- Hold quarterly National DSL Forums for continued learning, development and updates in relation to slavery, trafficking and exploitation.
- We have a slavery and trafficking page on our intranet which provides information and resources, and links to external sources including Home Office guidance.
- Have mandatory safeguarding e-learning for all staff, as well as 'Anti-Slavery' and 'Modern Slavery Act 2015' e-learning modules which staff and volunteers are encouraged to complete.
- Carry out risk assessments of people using our services where there are concerns about slavery, trafficking and exploitation.
- Support services to work with colleagues in organised crime units, sharing learning and improving joint working to improve safeguarding.
- Support our DSLs to:
 - Embed safeguarding in all staff and volunteer recruitment processes.
 - Provide advice and support around safeguarding children and adults at risk.
 - Ensure all staff in their area receive up-to-date safeguarding information.
 - Make, and support staff to make, safeguarding referrals for both children and adults affected by slavery, trafficking and exploitation.

6. Review of 2025/26

In the financial year 2025/26, we committed ourselves to enhancing our strategies to counteract slavery and trafficking. We established specific objectives, the progress of which has been evaluated and summarised below:

- Commission an external audit to identify, assess, and document sources of assurance, and to evaluate the effectiveness of governance and risk management related to slavery and trafficking. Recommendations from the audit will be reviewed and addressed to enhance our assurance framework.

An external audit was completed, identifying several sources of assurance supporting CGL's approach to slavery and trafficking. It also highlighted areas to strengthen governance and practice, many of which align with our existing commitments. Overall, partial assurance was identified, and the recommendations will be progressed as commitments in 2026-27 to further strengthen our assurance framework.

- We will scope the recording and reporting capabilities to track the number of people accessing our services affected by slavery and trafficking, with the goal of enabling comprehensive reporting across all services.
 - Review the ratio of services that do and don't have the ability to capture slavery and trafficking as a risk indicator.

- Scope out the capabilities of the varying case management systems our services record on.
- Identify a plan and timeline for adding slavery and trafficking as a risk indicator data field for services which don't currently have this.
- Where CGL doesn't have the ability to change case management systems (i.e. multi-agency recording systems) we will use our influence to explore possible developments or consider alternative ways of capturing this for those services.

**Completion of changes to case management systems are likely to span fiscal years due to the number of services, number of systems and complexities involved in this.*

Progress has been made within our children and young people's services, where a new Safeguarding Module is being implemented, and risk indicators, including slavery and trafficking, are being developed including distinguishing if they are impacted directly or indirectly. Across other specialist services, a range of case management systems are in use, many of which operate within multi-agency arrangements and are not fully within CGL's control. As a result, a consistent approach to recording is not yet in place, and in some cases, risks are captured through broader categories or alternative methods.

Work is ongoing to scope system capabilities and identify practical solutions to improve consistency in recording and reporting. Due to the complexity and scale of these changes, this activity is expected to continue into the next fiscal year, in line with expectations.

- We will make information and opportunities for learning available for all staff and volunteers to aid continued learning and support
 - We will update the Slavery and Trafficking intranet page to provide a central, easily accessible point of information for all staff, ensuring they can easily find the resources, information, and support they need.
 - We will source a 'Human Trafficking and Exploitation (Scotland) Act 2015' e-learning module for our Learning Portal to support the understanding of staff and volunteers in Scotland services and central services supporting them.
 - We will deliver some awareness sessions for key dates, such as Anti-Slavery Day (18 October), to increase insights and ensure the conversation remains continuous and sustained.
 - Share our achievements against 2024-25 commitments, and current slavery and trafficking activity for ongoing visibility of the workforce.

Good progress has been made with most actions completed. The intranet page has been updated to provide an accessible source of information, guidance and support. Awareness-raising activity has continued throughout the year to maintain engagement and visibility, supported by ongoing Slavery and Trafficking Panels. Progress against the 2024–25 commitments and wider activity has also been shared through DSL forums, with dissemination encouraged across services.

The remaining action relates to the development of a 'Human Trafficking and Exploitation (Scotland) Act 2015' e-learning module. This has not yet been implemented but is being progressed as part of a wider review of learning and development provisions.

- Extend and unify our standards when working with supply chains that are sourced centrally or on a local level and improve our outcome measures.
 - Develop guidance on ethical procurement practices, outlining key principles and including due diligence checks to ensure compliance with ethical standards and sustainability in sourcing, when not managed centrally.
 - Procurement to reduce off-contract spending by working with service leadership to improve purchasing practices and compliance with established contracts.
 - Facilities to consolidate suppliers, ensuring streamlined processes and better management of vendor relationships.
 - Facilities to enhance their ability to evidence outcome measures by implementing standardised tracking and reporting methods to monitor and assess performance effectively.

**Reducing off-contract spending and consolidating suppliers will likely span multiple fiscal years due to the scope of work and the complexities involved.*

Procurement actions remain in progress. There has been no measurable reduction in off-contract spend to date, and engagement with planned workshops to understand underlying drivers has been limited. The Slavery and Trafficking Panel has supported to identify solutions to ensure these actions can be progressed within the agreed timescales.

Facilities have made good progress, including implementing automated processes to improve supply chain management, quality assurance of external providers, reducing inefficiencies and improving processes and accountability. Outcome measurements have been strengthened through standardised tracking and reporting, improving visibility of performance and spend. This enables more consistent and efficient delivery, with ongoing continuous improvement cycles.

7. Commitments for 2026/27

We maintain our long-term commitment to strengthen our practices and improve safety for the people we support, our communities and workforce. Our dedication serves as the driving force behind our initiatives to both prevent and respond to slavery, trafficking and smuggling. The following priorities for the next 12 months build on existing work and include both new actions (from the external audit) and those carried forward from 2025/26:

Continued Priorities:

- We will scope the recording and reporting capabilities to track the number of people accessing our services affected by slavery and trafficking, with the goal of enabling comprehensive reporting across all services.
 - Review the ratio of services that do and don't have the ability to capture slavery and trafficking as a risk indicator.
 - Scope out the capabilities of the varying case management systems our services record on.
 - Identify a plan and timeline for adding slavery and trafficking as a risk indicator data field for services which don't currently have this.
 - Where CGL doesn't have the ability to change case management systems (i.e. multi-agency recording systems) we will use our influence to explore possible developments or consider alternative ways of capturing this for those services.

- We will source a 'Human Trafficking and Exploitation (Scotland) Act 2015' e-learning module for our Learning Portal to support the understanding of staff and volunteers in Scotland services and central services supporting them.
- Extend and unify our standards when working with supply chains that are sourced centrally or on a local level and improve our outcome measures.
 - Develop guidance on ethical procurement practices, outlining key principles and including due diligence checks to ensure compliance with ethical standards and sustainability in sourcing, when not managed centrally.
 - Procurement to reduce off-contract spending by working with service leadership to improve purchasing practices and compliance with established contracts.

New Priorities:

- We will implement more consistent organisational language relating to slavery and trafficking, ensuring a standardised approach across documentation and communications (e.g. slavery and trafficking, Slavery Lead, etc).
- We will formalise roles and responsibilities, including reviewing and clarifying the Slavery Lead role, which is not currently formally included in the job description, and assessing whether related responsibilities should be incorporated into other relevant roles in CGL.
- Wider national safeguarding projects include the development of a safeguarding framework, including a central resource library. We will use this resource library to store and improve access to slavery and trafficking resources.
- We will review whether existing and yet-to-be-sourced slavery and trafficking e-learning should be mandatory, and, if so, identify the roles to which this would apply.

8. Information About This Document

Who has written this statement: Bennjoseph Vaughan

Date of next review: April 2027

9. Document History

Version	Version date	Name of reviewer	Amendment details
1.0	April 2026	Bennjoseph Vaughan	First version.
