

## Turn2us Modern Slavery Statement

### Who are we?

Turn2us is the operating name of Elizabeth Finn Care (Charity number 207812). We are a national charity that has existed for 125 years. Our purpose is to provide help and support to people experiencing financial hardship. We offer practical information and support to people facing financial shocks and help people cope with life-changing events such as job loss, illness or bereavement.

The charity is the parent company of a wholly owned commercial subsidiary, Elizabeth Finn Homes Limited (Company No. 5225008) which operates eight nursing and care homes, all rated either good or outstanding by the CQC.

The rents and profits from the care homes contribute to the running costs and delivery of the charitable objectives of Turn2us. In the financial year ending 31 March 2023, the charity had a total income of £6.094m of which £3.252m was contributed by Elizabeth Finn Homes Limited. (These figures do not net off the landlord PPM and fee subsidies, which totalled about £1m.) We have around £47m invested in equities which is managed by two separate firms of financial managers. Our expenditure on charitable activities during the year was £10.184m.

Our London hub is in Hammersmith, West London. Our nine care homes are based around England. Elizabeth Finn Homes Limited employs around 700 full time equivalent staff and Turn2us employs 67 full time equivalent staff.

### Policies in relation to slavery and human trafficking

We have reviewed a number of our policies to ensure they include reference to the duties of the organisation and individual in relation to modern slavery. These include: -

- Safeguarding Policy
- Equality Policy
- Recruitment Policy
- Whistleblowing Policy
- Bullying and Harassment Policy

Our Whistleblowing Policy was revised and strengthened this year and provides that all staff should report any incident of wrongdoing to their line manager and escalate concerns to the Chief Executive or the Chair of the Audit, Risk & Governance Committee. Anonymous reporting of concerns is possible. We have a dedicated Safeguarding Manager and a lead trustee for safeguarding, both of whom attend the Safeguarding Committee which meets quarterly.

We are currently developing an ethical investment policy which we anticipate will be presented to our Board's meeting at the end of 2023 for immediate implementation. The policy will include requirements for our investment managers, who invest our funds on a discretionary basis, to consider ESG in the vetting and selection of the companies they choose to invest in. This should exclude companies without anti-modern slavery measures in place from our investment portfolio.

## **Risk assessment and management**

Our risks are managed by the Audit, Risk & Governance Committee and the Boards of Elizabeth Finn Homes and Turn2us. During the year, we will undertake a thorough risk assessment to gain a better understanding of the scale of the modern slavery risks within our operations and the source of these risks. Following this risk assessment, we anticipate that we will need to develop an action plan to mitigate against the identified risks.

## **Effective action taken to address modern slavery**

We are an equal opportunities employer, committed to creating and ensuring an inclusive, non-discriminatory and respectful working environment for all staff. All our care home staff are paid the real living wage. We provide safe and hygienic working environments and our staff receive regular and recorded health and safety training.

We aim not to contract with any supplier supporting modern day slavery and we include specific prohibitions against the use of forced, compulsory or trafficked labour as part of procurement process. We have assessed the companies we use to provide agency staff cover in our care homes, and no longer work with those who were unable to provide adequate assurance of their practice with regards modern slavery. We expect our suppliers to hold their own suppliers to the same high standards. However, we recognise that supply chains are opaque and, during the coming year, as part of the risk assessment process, we will review our due diligence processes to ensure their effectiveness in preventing us from contracting with a supplier who does not have their own robust anti-slavery measures in place.

## **Training on modern slavery and trafficking**

All staff and trustees must undertake mandatory safeguarding training annually after which staff should understand key safeguarding concepts and types of harm and feel confident to act on safeguarding concerns.

During the coming year we will be strengthening the modern slavery aspects of the safeguarding training to heighten awareness of the risks of inadvertently supporting modern slavery and providing specific training to our care home staff involved in recruitment given the high and growing levels of modern slavery known to exist in the health and social care sector.

## **Approved by the board of Elizabeth Finn Homes Limited on 4 September 2023**



Olivia Curno, CEO on behalf of Elizabeth Finn Homes

## **Approved by the board of Turn2us on 21 September 2023**



Thomas Lawson, CEO on behalf of the Turn2us