

Modern Slavery

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What is Modern Slavery?

- Modern Slavery or Human Trafficking is essentially the recruitment, movement or receipt of a person by deception or coercion into a situation of exploitation
- There are three main elements: **Activity, Means and Purpose**

Activity (what is done)	Means (how it's done)	Exploitation / Service (why it's done)
<ul style="list-style-type: none"> • Recruitment • Transportation • Transfer • Harbouring/Receipt 	<ul style="list-style-type: none"> • Threat/violence • Coercion* • Abduction • Fraud • Deception* • Abuse of power • Abuse of vulnerability • Receipt of payments/benefits <p>By</p> <p>* Children cannot give consent to being moved; therefore the coercion or deception elements do not have to be present.</p>	<ul style="list-style-type: none"> • Sexual exploitation • Prostitution of others • Forced labour or services • Slavery/practices similar to slavery • Servitude • Begging • Organ/tissue removal <p>For</p>

Adult Human Trafficking = Act + Means + Exploitation /Service

Child Human Trafficking = Act + Exploitation /Service

Adult Modern Slavery = Means + Exploitation / Service

Child Modern Slavery = Exploitation / Service

What is Modern Slavery?

An umbrella term used to describe:

- Offences of human trafficking, slavery, forced labour and domestic servitude.
- Slavery-like practices such as debt bondage, sale or exploitation of children and forced or servile marriage.

While varied in nature, all involve one person depriving another person of their liberty, in order to exploit them for personal or commercial gain.

- It is NOT 'people smuggling'
- Victims are not consenting and are subject to continual exploitation on arrival.
- It covers not only the trafficking of individuals from foreign countries in or out of the UK, but also covers individuals who have been trafficked domestically – be they of foreign nationality or UK citizens.

Modern Slavery Act

- Ensure that perpetrators receive suitably severe punishments for modern slavery crimes (**including life sentences**)
- Enhance the court's ability to put **restrictions on individuals** where it's necessary **to protect people** from the harm caused by modern slavery offences
- Introduce a **defence for victims** of slavery and trafficking
- Introduce a new **reparation order** to encourage the courts **to compensate victims** where assets are confiscated from perpetrators
- Require **businesses** over a certain size to disclose each year what action they have taken **to ensure there is no modern slavery in their business or supply chains**
- Organisations with a turnover of **£36m must publish a Modern Slavery Transparency Statement – Derbyshire County Council published their statement in April 2018**

Derby and Derbyshire Modern Slavery Partnership

Four strategic themes in line with the Government's Modern Slavery Strategy:

- **PURSUE** – Prosecuting and disrupting individuals and groups responsible for modern slavery.
- **PREVENT** – Preventing people from engaging in modern slavery.
- **PROTECT** – Strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime.
- **PREPARE** – Reducing the harm caused by modern slavery through improved victim identification and enhanced support.

A Local Profile

- 8 Targeted Police Operations since 2010
- 2017 – In Derbyshire, 53 Victims of Trafficking referred to NRM:
 - 32 adults, 21 children
 - Made up of 37 police referrals, 16 others includes LA's Salvation Army, UKVI, Home Office Immigration and Enforcement
- Rescued from; sexual exploitation, car washes, meat processing, nail bars, warehouses, domestic servitude, cannabis farm....
- Labour exploitation – Roma, Latvian, Czech & Slovak nationals
- Cannabis farms - Vietnamese victims
- Other nationals include Albanian; British; Bulgarian; Chinese; Czech, Hungarian; Indian; Latvian; Nepalese; Panamanian; Filipinos; Polish; Romanian, Slovakian; Vietnamese

Partnership Activity

- Establishment of a multi-agency tactical intelligence group.
- The development of a referral pathway for professionals and includes general indicators and sample questions to ask the potential victim.
- The Partnership is currently compiling information and data from partner agencies to inform the Modern Slavery Profile for Derby and Derbyshire.
- Delivered training to all partner agencies, third sector, faith groups and communities. Including the development of an E-learning package
- Developed a communication strategy to raise awareness across all partners and communities, initiatives include:
 - posters, leaflets, regular newsletters, social media, events with schools / University of Derby, awareness raising with businesses and construction companies, public forums, celebration events e.g. Freedom week, Anti-trafficking day.
 - Supported national initiatives e.g. Car Wash App, publicity from the Modern Slavery Police Transformational Team
- Commissioned the provision of essential emotional support, advocacy and short term accommodation (maximum three nights) for victims of modern slavery and exploitation.

Signs and indicators of Slavery

General Indicators

- Distrustful of authorities
- Expression of fear or anxiety
- Signs of psychological trauma (inc.PTSD)
- The person acts as if instructed by another
- Injuries apparently a result of assault or controlling measures
- Evidence of control over movement
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Passport or documents held by someone else
- Lack of access to medical care
- Limited social contact
- Limited contact with family
- Doesn't know home or work address
- Perception of being bonded by debt
- Money is deducted from salary for food or accommodation
- Threat of being handed over to authorities
- Threats against the individual or their family members
- Being placed in a dependency situation
- No or limited access to bathroom or hygiene facilities

Indicators of sexual exploitation

- Adverts for services mentioning ethnic/national groups
- Sleeping on premises
- Tattoos or 'ownership' marks
- Movement between brothels/saunas
- Limited and sexualised clothing
- Limited language only able to speak sexual words
- Forced, intimidated or coerced into providing services of a sexual nature
- Subjected to crimes such as abduction, assault or rape

Indicators of labour exploitation

- Withholding of wages/excessive deductions
- Retention of ID
- Threats of, or actual physical harm
- Restriction of movement
- Imposed place of accommodation
- Employer unable to produce documents required when employing migrant workers / or provide record of wages paid to workers

Indicators of domestic servitude

- Poor/non-existent H&S
- Forced Marriage
- Living and working with a family in a private home
- Not dining with family
- No private space
- Sleeping in shared space (e.g. kitchen)
- Forced to work in excess of normal hours/on call 24 hrs
- Employer accuses person of theft
- Not allowed to leave house without the employer

Modern Slavery Referral Process for Derbyshire

**MODERN SLAVERY / HUMAN TRAFFICKING IS A CRIME AND
MUST BE REPORTED**

**If the potential
victim is at
Immediate Risk and
in Danger call the
police – 999**

**Make it clear this is
a case of Modern
Slavery and Human
Trafficking**

**Contact Call
Derbyshire**

Tel: 01629 533190

**Make it clear this is a
case of Modern
Slavery and Human
Trafficking**

**If Under 18 Contact
Local Authority
Children's Social Care &
Police Immediately**

Support to the Police during modern slavery operations

Role of Emergency Planning Team

- Identify premises to be used as per requirements specified by the Police
- Establish a reception centre management team
- Co-ordinate the voluntary sector response

Pre Planning

- Involvement in the pre planning stage is important as each police operation is different and to understand the expectations of the Police
- Intelligence - numbers/gender/nationalities/welfare needs
- Schedule of the operation
- Selection and availability of suitable premises for the reception centre
- Staffing and resources and support from other agencies

Reception Centres

- The reception centre is a critical function of any police modern slavery operation
- The purpose of the centre is to provide a safe place where victims of modern slavery can be brought to and cared for whilst the police operation is in progress.

Multi-agency approach

- County Council Emergency Planning Team
- British Red Cross
- Salvation Army
- Derbyshire Emergency Volunteers
- Local authority social care, children support, housing, environmental health, benefits, health, safeguarding
- Government agencies
- Interpreters/translators
- National Referral Mechanism (NRM) - what is it?

National Referral Mechanism (NRM)

- The National Referral Mechanism (NRM) is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support.
- Referral to the NRM requires consent, unless there are safeguarding concerns.
- It was introduced in 2009 to meet the UK's obligations under the Council of European Convention on Action against Trafficking in Human Beings, but from 31 July 2015 it was extended to all victims of modern slavery in England and Wales.
- The NRM grants a minimum 45-day reflection and recovery period for victims of human trafficking or modern slavery.
- Where potential victims do not want to be referred into the NRM we have a "duty to notify", set out in Section 52 of the Modern Slavery Act 2015. The duty requires public authorities to notify the government where they have reasonable grounds to believe that a person may be a victim of slavery or human trafficking.

Post reception centre

- Victims who do not go into the National Referral Mechanism (NRM) may need longer term support if they decide to stay in Derbyshire but cannot return to the property that they were living in
- Initially temporary accommodation arranged through the local authority homelessness section
- Longer term accommodation may be needed

Considerations

- Fear of gang master
- Sadly the situation they are in may be better than life back in their home country, so may not want to co-operate
- Likely to not know that they are being exploited as no idea what they are actually earning
- May have no access to money as bank account likely to be frozen
- Employer may not be aware so fear that a no show at work may risk loss of their job

Lessons learnt

- Streamline the processes so minimal facilities required and reduces costs
- If children are main victims then better dealt with by social care and not involve other agencies, unless requested by social care
- Sharing of information
- Communication
- It is a police operation, we (emergency planning) are supporting them

Any Questions?

Christine Flinton – ext 38271

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Derby and Derbyshire Adult Victims of Modern Slavery and Exploitation – Local Referral Process

MODERN SLAVERY / HUMAN TRAFFICKING IS A CRIME AND MUST BE REPORTED

If the potential victim is at Immediate Risk and in Danger call the police - **999**
Make it clear this is a case of Modern Slavery and Human Trafficking

Call Safeguarding Adults Team / MASH

Derby 01332 642855 / Out of Hours 01332 786968

Derbyshire 01629 533190

Make it clear this is a case of Modern Slavery and Human Trafficking

If Under 18 Contact Local Authority Children's Social Care & Police Immediately

Section 52 of the Modern Slavery Act 2015 requires that where a specified public authority has reasonable grounds to believe that a person may be a victim of slavery or human trafficking, it must notify the Home Office.

Under the Care Act 2014, the safeguarding adults procedures apply to anyone aged 18 or over who:

- is in need of care and support and
- is at risk of, or is experiencing abuse or neglect and
- is unable to keep themselves safe because of their care and support needs.
- **If the potential victim does not wish to engage with the services - Record details on form MS1 - Duty to notify the home office of potential victims of modern slavery - and inform the relevant city or county leads.**
- **Provide information on the support available from the British Red Cross and signpost - 07710 733051**

See reverse for General Indicators of Modern Slavery and Exploitation, Sample Question to ask Potential Victims and an overview of the NRM process.

For further information contact:

Michelle Collins - Derbyshire County Council - 01629 538951 - Michelle.Collins@derbyshire.gov.uk

Pop Gill - Derby City Council - 01332 643044 - purjinder.gill@derby.gov.uk

If you have information or intelligence about potential Modern Slavery or Human Trafficking report it to the Police

Email: operationwilberforce@derbyshire.pnn.police.uk

Tel: 101 non-emergency – ask for Operation Wiberforce, Direct Dial 030 0122 8918

If you get the opportunity to speak to the person alone, the following questions may help to establish if you are dealing with a potential victim:

<p><u>The National Referral Mechanism (NRM)</u></p> <p>The NRM is the Government funded process for victim identification and support, designed to help all the different agencies involved in a modern slavery case cooperate and share information about potential victims and make access to advice, accommodation and support easier. Support can cover:</p> <ul style="list-style-type: none"> ➤ Physical, psychological and emotional support ➤ Spiritual support when appropriate ➤ Education ➤ Safe and secure accommodation ➤ Food ➤ Access to health care, dentistry, opticians, counselling & mental health services ➤ Interpretation and translation ➤ Legal advice – in order to make an informed decision 	<p><u>General Indicators of Modern Slavery and Exploitation</u></p> <p>People who may be a victim of modern slavery or exploitation may:</p> <ul style="list-style-type: none"> ➤ Show fear or anxiety ➤ Suffer injuries that appear to be the result of an assault ➤ Be distrustful of authorities and afraid to disclose their immigration status ➤ Be unfamiliar with local language or context ➤ Allow others to speak for them when addressed directly ➤ Be in a situation of dependence ➤ Believe they must work against their will ➤ Not be in possession of their passports or other travel or identity documents ➤ Not know their home or work address ➤ Not have any days off ➤ Be unable to leave their work environment ➤ Have limited or no social interaction
<p><u>General questions to ask potential victims</u></p> <ul style="list-style-type: none"> ➤ How is everything for you at your accommodation? ➤ How are you supporting yourself at the moment? ➤ How is everything for you at work? – How many hours do you work? ➤ What other charities or services do you access (e.g. Medical – registered with a GP), How often are you able to access these services? ➤ What are the things that you are worried or scared of? ➤ How do people treat you in your life? 	<p><u>Questions you might want to ask if you suspect forced labour</u></p> <ul style="list-style-type: none"> ➤ What type of work do you do? ➤ How are the equipment and tools that you use at work? ➤ How do you get your earnings? / How often do you get paid? / Do you receive payslips? ➤ How do you pay for your accommodation? ➤ How do you get to and from work? ➤ What things do you need that you cannot afford from your wages?
<p><u>Questions you might want to ask if you suspect domestic servitude or exploitation</u></p> <ul style="list-style-type: none"> ➤ What are the people you live / work with like? ➤ How is your health? ➤ What are the things that you are not happy with? ➤ What are the family like that you live with? / How do the family you live with treat you? ➤ Who do you eat with at meal times? Where do you eat? / How often do you eat and sleep? ➤ How often can you leave the accommodation? 	

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