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Modern Slavery: a hidden crime

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Aims for today

- Increased knowledge about trafficking and modern slavery
- Understanding the role of a social worker
- Knowing how to recognise the signs of slavery
- Knowing what support is available to a victim
- Knowing how to refer a victim to access support
- Understanding your legal responsibilities

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Working towards a world without slavery;


Supporting survivors and potential victims of slavery; by providing access to a range of specialist services, enabling them to safely recover and develop resilient independent lives

Equipping stakeholders; by providing training, advice and resources to facilitate the identification and support of potential victims of slavery

Influencing systemic changes; by using our experience and research to impact and inspire transformation across legislation, policy and society.


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What is Human Trafficking and Modern Slavery?


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Trafficking is the **movement** of people by means such as **force, fraud, coercion** or **deception** with the aim of **exploiting** them.

It is modern day **SLAVERY**


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Human Trafficking		
ACT	MEANS	PURPOSE
<ul style="list-style-type: none"> • recruitment • transportation • transfer • harbouring • receipt 	<ul style="list-style-type: none"> • the threat or use of force • abduction • fraud • deception • the abuse of power or of a position of vulnerability • the giving or receiving of payments or benefits 	<ul style="list-style-type: none"> • sexual exploitation • forced labour or services • slavery or practices similar to slavery • servitude • forced criminality • removal of organs (also known as organ harvesting)

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Modern Slavery Act 2015

The Modern Slavery Act 2015 contains 2 main modern slavery offences, punishable by up to life imprisonment:

1. Slavery, servitude and forced or compulsory labour
2. Human trafficking


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Someone is in slavery if they are:

- forced to work - through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or has restrictions placed on his/her freedom

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Forced Labour

‘all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily’

MEANS	SERVICE
Threat of penalty – e.g. threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability	As a result of the means an individual provides a service for benefit, e.g. begging, sexual services, manual labour, domestic service

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Types of Slavery

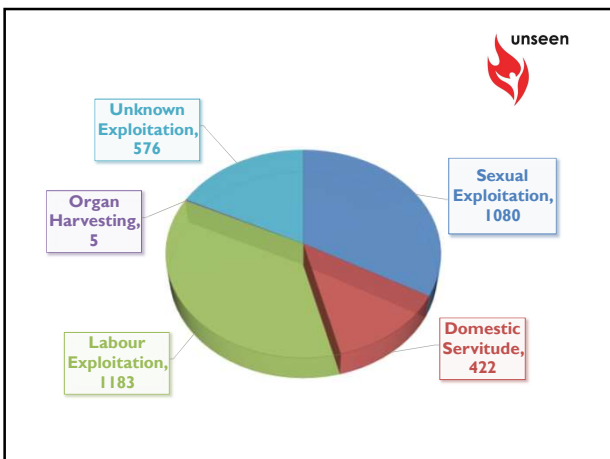
- Sexual Exploitation
- Domestic Servitude
- Forced Labour
- Debt Bondage
- Organ Harvesting
- Criminal Exploitation
- Child Trafficking

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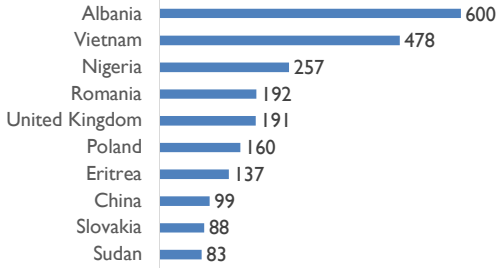
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Where do people come from?

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Country	Count
Albania	600
Vietnam	478
Nigeria	257
Romania	192
United Kingdom	191
Poland	160
Eritrea	137
China	99
Slovakia	88
Sudan	83

Where people came from

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Where trafficked people have been identified...

- Farms
- Private Houses (HMO)
- Traveller Sites
- Construction Sites
- Homeless Shelters
- Tarmacking Companies
- Food Industry
- Factories
- Labouring Industries
- Hotel Industry
- Drop in centres
- Care Industry
- Nail Bars
- Massage Parlours
- Cannabis Factories
- Asylum Services
- Car Washes
- Hospitals (A&E, maternity services/sexual health)
- Airports/Ferry ports/stations
- Job Centre
- GP Surgery

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Identifying Potential Victims (PVoT)

The following people may be particularly vulnerable to the risks of modern slavery:

- unaccompanied, internally displaced children
- children accompanied by an adult who is not their relative or legal guardian
 - young girls and women
- former victims of modern slavery or trafficking


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Victim Identification

- Physical Appearance
- Isolation
- Poor living conditions
- Few or no personal effects
- Restricted freedom of movement
- Unusual travel times
- Reluctance to seek help

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Questions you could ask (Indicators)

- Do they have access to their passport or travel documents
- How did they get to the UK?
- Are they scared of anyone/for anyone?
- Did they chose the work they are doing?
- Do they seem worried about their immigration status in the UK?
- Did they get to choose where they lived?
- Can they leave if they want to?

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Identifying Potential Victims (PVoT)

The following indicators are particularly relevant to those victims of modern slavery or trafficking withholding:

- passports
- payments
- information about rights as workers in the UK
- information about a person’s rights as visitors in the UK

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The National Referral Mechanism (NRM)

- Framework used to identify victims and collate data
- Used to provide appropriate support and protection
- Grants a minimum 45-day reflection and recovery period during the process – with access to counselling, housing, finance, legal advice
- Any one can identify a potential victim but referrals into this mechanism must be made by designated police, local authority or health staff

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Services PVoT can access

The Adult Care Contract (part of the NRM)


Through the NRM, if they want to leave their situation, PVoT will be able to access:

- Temporary safe accommodation
- Support worker (in accommodation or as outreach)
- Medical treatment
- Help to cope with experience
- Interpreters
- Assistant finding independent legal advice

The Salvation Army Adult Care Contract **0300 3038151**

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Referral to the NRM

- Explain the process and what is on offer
 - Victim consent
 - Complete NRM form with PVoT
- Ensure you detail circumstances and identify indicators of trafficking/slavery you have seen/been told about
- Follow appropriate safeguarding procedures (mental health issues/learning difficulties/capacity issues)
- Seek advice to ensure any action taken complies with statutory guidance and legislation in respect of safeguarding vulnerable adults.


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Barriers victims may face

<ul style="list-style-type: none">• Trauma Bonds• Language barriers• Cultural barriers• Religious barriers• Voodoo and Spiritual practices• Threats to self• Threats to family• Debt bondage	<ul style="list-style-type: none">• Family implicit in their exploitation• Learning difficulties• System not offering them assistance• Time• Trust• Shame and guilt• Immigration status
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Legal Responsibilities CARE ACT 2014

Adults at Risk (Vulnerable Adults)


(14.2) The safeguarding duties apply to an adult who:

- Has needs for care and support and;
- Is experiencing, or at risk of, abuse or neglect; and;
- As a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Duty of Enquiry (Section 42)

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**Legal Responsibilities
Duty to Notify
(Modern Slavery Act 2015)**

Certain frontline staff who encounter a potential victim of modern slavery are required to notify the Home Office under Section 52 of the Modern Slavery Act if an adult does not consent to referral into the NRM

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

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Referral to services

Step 1: identify a potential victim of modern slavery
 Step 2: arrange emergency medical treatment
 Step 3: refer a potential victim of modern slavery to NRM**
 Step 4: Potential victims of human trafficking, forced or compulsory labour or slavery will have access to support in the UK.

**If consent is not given – complete a Duty to Notify Form

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**The role of Social care
What you should do**

If you suspect an adult is a potential victim of trafficking:

- Assess vulnerability and risk (pre and post NRM)
- Address any immediate needs (health)
- Explain what is available to them through the NRM
- Unpick what is concerning you
- Help them to access support based on need/immediacy and threat (via submission of the NRM or referral to other agencies if post NRM)
- Refer into NRM
- Complete a Duty to Notify form (if no consent for NRM)
- Complete a Duty of Enquiry form
- Refer to police if immediate threat or as result of NRM submission

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**The role of Social care
What you should do**

If you suspect a child is a potential victim of trafficking

- Safeguarding is a priority
- Consent is not required for NRM referral
- If you suspect victim is under 18 – treat as a child
- Ensure you pass information on to local authority children’s services and follow normal process
- Follow normal internal processes for reporting concerns
- Get advice from other agencies –CTAC [0808 800 5000](tel:0808 800 5000)

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Any questions?

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