

Modern Slavery

—

***General awareness
information for professionals
who may come into contact
with victims of slavery and
human trafficking.***

TOPICS COVERED IN THIS PRESENTATION

- **What is Modern Slavery?**
- **Recognising the signs and indicators**
- **Reporting your concerns**
- **Common Myths about Modern Slavery**
- **Further sources of help and advice**

WHAT IS MODERN SLAVERY?

Modern Slavery is a serious crime that violates human rights. Victims are forced, threatened or deceived into situations of subjugation, degradation and control which undermine their personal identity and sense of self.



WHAT IS MODERN SLAVERY?

Modern Slavery encompasses:

- *slavery, servitude and forced or compulsory labour*
- *human trafficking*

The essence of Modern Slavery is that the victim is coerced or deceived into a situation where they are exploited.

Often the exploitation is for financial gain, but not always.

WHAT IS MODERN SLAVERY?

Slavery, Servitude and Forced or Compulsory Labour

Slavery and servitude are aggravated forms of forced or compulsory labour.

WHAT IS MODERN SLAVERY?

Human Trafficking

When a person arranges or facilitates the *travel* of another person, with a view to that person being *exploited*. (includes recruiting, transporting, transferring, harbouring, receiving, exchanging control of the person)

It is irrelevant whether that person (adult or child) consents to the travel.

Travel means arriving in or entering any country, departing from any country, travelling within any country.

WHAT IS MODERN SLAVERY?

Modern Slavery can happen in wide variety of settings and industries. Depending on the setting, Modern Slavery is often referred to by typology.

What are the most common types seen in the UK?

Whilst victims of different types of exploitation may present very differently, they are all victims and must be treated with compassion.

WHAT IS MODERN SLAVERY?

Main areas of Legislation:

Modern Slavery Act 2015

Gangmasters (Licensing) Act 2004

Immigration Act 2016

MODERN SLAVERY: FACTS AND FIGURES

Scale

Estimated **40.3 million** modern slavery victims globally in 2016

Home Office estimated **10,000-13,000** potential victims of modern slavery in the UK in 2013

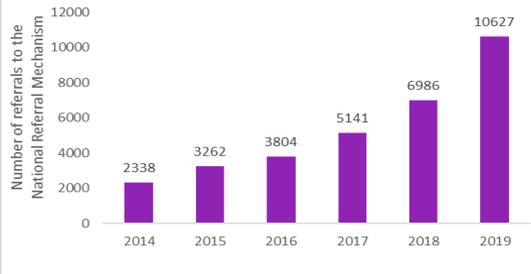
Total social and economic cost to UK of modern slavery in 2016/17 was **£3.4 - 4.3 billion**



Average cost per modern slavery crime: **£328,720**

Victims

10,627 potential victims referred to UK NRM in 2019. **43%** exploited as children.



1. UK is the most common reported nationality (2,870* potential victims +1,211 referrals on 2018)



- 2. Albania** (1705) **3. Vietnam** (887)
- 4. China** (798) **5. India** (469)
- 6. Eritrea** (468) **7. Sudan** (373)

Includes dual-nationals

In Q1-Q3 2019, labour was the most common exploitation type (4,727)

In Q4 2019, criminal exploitation was reported separately to labour for the first time. This showed:

- Labour exploitation was most common for adults (657)
- Criminal exploitation was most common for minors (664)



Offenders

7,283 modern slavery offences recorded in 2019, increase of 67% on offences recorded in 2018

349 prosecutions for modern slavery offences 2019, increase of 19% on prosecutions in 2018



170 Slavery and Trafficking Prevention and Risk Orders granted since 2016 to prevent modern slavery

Case study: Europe's largest slavery ring

- Polish crime gang recruited vulnerable Poles to the UK
- 400 suspected victims forced to work in agricultural and recycling sectors
- Bank accounts and benefits controlled by gang – £2m profits generated, victims paid as little as 50p a day
- 8 gang members sentenced to 3-11 years



WHAT IS MODERN SLAVERY?

The following video called 'Horse Trading', produced by the Gangmasters and Labour abuse Authority (GLAA), describes a form of **labour exploitation**.

Click on the below to watch the video (10 minutes)

<https://www.youtube.com/watch?v=k-I5EtcewdM>

Links to more resources can be found in the section '[Further sources of help and advice](#)'

WHAT IS MODERN SLAVERY?

The following video was produced by Lancashire Police and describes **sexual exploitation** and investigation undertaken by the police

Click on the below to watch the video (7 minutes)

<https://www.youtube.com/watch?v=9ywPflXnrak&feature=youtu.be>

Links to more resources can be found in the section '[Further sources of help and advice](#)'

SIGNS AND INDICATORS

This section will look at;

- *Some of the locations where victims are found.*
- *The indicators of exploitation.*
- *The barriers victims may experience to reporting.*

SIGNS AND INDICATORS

Where are some of the locations that victims are encountered?

Car washes

Restaurants

Nail bars

Traveller sites

Factories

Brothels

Private
dwellings

Farms

Cannabis
farms & drug
supply

Care homes

Vegetable
picking

Fishing
industry

Building sites

Cleaning
companies

Employment
agencies

Begging

SIGNS AND INDICATORS

What are the indicators of exploitation?

Illegal entrant

No passport or ID

Limited social contact

Bonded by debt

Restriction on movement

Lack of access to medical care

Poor accommodation

Money deducted from salary for food or accommodation

Unexplained injuries

Dependent on others

Working in location likely to be involved in exploitation

Poor language skills

Vulnerable person i.e. homeless, substance dependent

Being controlled by another

Threats of being handed over to authorities

Unable or reluctant to give details of accommodation

SIGNS AND INDICATORS

Indicators of Child Victims

- Have no access to their parents or guardians (although children may be living with their parents or guardians and still be exploited)
- Look intimidated
- Behave in a way that does not correspond with behaviour typical of children their age
- Have no friends of their own age
- Have no access to education
- Have no time for playing

The following might also indicate that children have been trafficked:

- The presence of child-sized clothing typically worn for doing manual work or forced prostitution
- The presence of toys, beds and children's clothing in inappropriate places such as brothels and factories

SIGNS AND INDICATORS

What are the barriers victims may experience to reporting?

Unaware they are a victim

Unaware help is available

Language barriers

Controlled movement

Fear of repercussions
(family or themselves)

Always accompanied by a trafficker

Isolation

Feel they are better off in current rather than previous situation

Immigration status

Involvement in criminal activity

Juju (witchcraft)

Lack of trust in authorities

Self blame

Stigma

'Stockholm syndrome'

SIGNS AND INDICATORS

Victims may not recognise themselves as a victim of modern slavery or be reluctant to be identified as such. It is important that First Responders and other frontline staff are aware of the indicators of modern slavery in order to help identify potential victims who are reluctant or unable to self-identify.

SIGNS AND INDICATORS

Victims are often described as being '*hidden in plain sight*' and professionals must use their judgment and skill to spot potential victims.



NCA Invisible People Campaign - photograph exhibition.

Professionals who may encounter victims are encouraged to trust their instincts, **if something doesn't feel right - report it!**

REPORTING CONCERNS

The National Referral Mechanism

The National Referral Mechanism (NRM) is the framework by which potential victims of Modern Slavery are *identified* and supported.

Potential victims can be referred in to the NRM by a wide range of 'First Responders'. Where potential victims are encountered by professionals who are not First Responders, they should be referred to a First Responder as soon as possible.

Remember - NRM support is *not* dependant on victims of Modern Slavery supporting a criminal investigation.

REPORTING CONCERNS

The National Referral Mechanism

Adults must consent, Children do not have to consent.

Victims who enter the NRM are entitled to support

Does anyone know what type of support is available?

Full details of all support can be found in annexes F & G to the [Home Office Statutory Guidance for England and Wales.](#)

REPORTING CONCERNS

Which agencies are First Responders?

In England and Wales, the agencies listed below are First Responders.

Public Authorities:

- Police
- Gangmasters and Labour Abuse Authority (GLAA)
- National Crime Agency (NCA)
- Local Authorities
- Immigration Enforcement (IE)
- Border Force
- UK Visa and Immigration

Charities:

- Barnardo's
- BAWSO
- Kalayaan
- Medaille Trust
- Migrant Help
- New Pathways
- NSPCC
- Refugee Council
- The Salvation Army
- Unseen UK

REPORTING CONCERNS

Any First Responder must notify the Home Office about when they encounter a potential victim of Modern Slavery.

This is usually done when that potential victim enters the NRM.

However, when an adult victim refuses the NRM the First Responder still has a **Duty to Notify** the Home Office of the existence of that potential victim so there is an accurate record of Modern Slavery in the UK.

REPORTING CONCERNS

Which first responder should I approach?

The individual circumstances of the victim may mean a professional encountering a victim feels it is more appropriate to approach a particular First Responder. (e.g. a child)

Remember, whilst any First Responder can refer a victim into the NRM, only law enforcement agencies can investigate Modern Slavery.

If you are in doubt about which First Responder to contact, it is advisable to contact the police. If the individual is in immediate risk, you must always contact the police using 999.

REPORTING CONCERNS

Reporting concerns to the police

The police will always prioritise the safety of a potential victims over anything else.

Victims can speak to the police in confidence and will be given time to decide if they wish to support a criminal investigation by providing a statement and attend potentially attend court at a later date. Police can still investigate Modern Slavery without the need for victims to provide a statement or go to court.

If the potential victim is worried about speaking to authorities, then the professional who identified the potential victim may be asked to assist in facilitating engagement between the police and the victim.

REPORTING CONCERNS

Reporting concerns to the police...(cont.)

When making a report to the police it is important to distinguish between *intelligence* and a *Modern Slavery report*, which is in effect the report of a crime.

When making a Modern Slavery report to the police, the person making the report will be expected to provide basic details, including the name of the potential victim, and a means by which they can be safely contacted (this can be via the reporting person in the first instance).

Less specific information can be passed to the police as intelligence. Whilst this will help the police, it may not result in immediate safeguarding or an NRM referral for an individual.

REPORTING CONCERNS

Concerns about Labour Exploitation

GLAA - Contact details

By telephone - 0800 432 0804, to report your concerns in confidence. Lines are open Monday to Friday 9:00am - 5:00pm, You can also call 0115 959 7049 (and leave a message outside of office hours

By email - intelligence@gla.gov.uk, please give them as much information as you can.

REPORTING CONCERNS

Concerns about non payment of National Minimum Wage

ACAS -

Acas helpline - Pay and work rights helpline and complaints

Telephone: 0300 123 1100

Monday to Friday, 8am to 6pm

<https://www.gov.uk/pay-and-work-rights>

REPORTING CONCERNS

HMRC - National Minimum Wage enquiries and complaints

Online complaints -

<https://www.gov.uk/government/publications/pay-and-work-rights-complaints>

REPORTING CONCERNS

Modern Slavery Helpline 08000 121 700

The Modern Slavery Helpline provides a 24/7 service to victims and people who may come into contact with victims.

For professionals who are unsure whether a person they have come into contact with is a victim, this is an invaluable resource to be able to talk through the circumstances with an expert, who can then provide advice on what steps should be taken. In an emergency or where there is immediate risk the police should be called on 999.

"The Modern Slavery Helpline is a unique one-stop phone number for everything from general enquiries to reporting actual or suspected abuse. One phone call to the Modern Slavery Helpline creates the opportunity for anyone to add their own eyes and ears to thousands of others and help bring an end to modern slavery in the UK" James Ewins QC, Ambassador for the Modern Slavery Helpline



modern
slavery
helpline

If you don't feel safe,
contact the 24/7 Modern
Slavery Helpline

08000 121 700

for free, confidential help
and advice

COMMON MYTHS ABOUT MODERN SLAVERY

Myth	Reality
<p>The person did not take opportunities to escape so is not being coerced.</p>	<p>Remaining in an exploitative situation could indicate a willingness to remain there and/or an absence of coercion. But there are many reasons why someone may choose not to escape an exploitative situation, for example:</p> <ul style="list-style-type: none">• fear of reprisal against the person or family members• vulnerability• Stockholm syndrome (psychological dependency on the person exploiting them) or grooming• lack of knowledge of their environment• belief that the trafficker or exploiter will fulfil their promise• fear of witchcraft• violence or threats of violence• not knowing how and where to seek help

COMMON MYTHS ABOUT MODERN SLAVERY (CONT.)

Myth	Reality
UK nationals cannot be victims of modern slavery.	UK nationals can and have been victims of modern slavery.
Crossing a border is required in order to be trafficked.	Trafficking does not have to occur across borders; it can occur within a country.
It cannot be modern slavery when organiser and victim are related, married, living together or lovers.	Close relationships are often used to exploit and control others. This is especially relevant in child modern slavery. There have been numerous incidents where 'boyfriends' have groomed women and children into sexual exploitation or family members have colluded (intentionally or unintentionally) in the exploitation.

COMMON MYTHS ABOUT MODERN SLAVERY (CONT.)

Myth	Reality
A person is not a victim of modern slavery when they say they have a better life than previously.	Some people are willing to tolerate their situation because they may perceive it as a 'stepping stone' to a better future and may compare it favourably to experiences at home. This doesn't mean they are not a victim of modern slavery.
A person is not a victim of modern slavery when they reject an offer of help.	It is not uncommon for victims to reject offers of help at first. This is not unique to victims of modern slavery.

FURTHER SOURCES OF HELP AND ADVICE

Home Office published guidance and information on Modern Slavery -
<https://www.gov.uk/government/collections/modern-slavery>

Home Office training material -
<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

Modern Slavery Police Transformation Unit (MSPTU) -
<https://www.policingslavery.co.uk/>

MSPTU links to further video resources -
<https://www.policingslavery.co.uk/policing-modern-slavery/video-resources/>

Gangmasters and Labour Abuse Authority (GLAA) -
<https://www.gla.gov.uk/>

FURTHER SOURCES OF HELP AND ADVICE...(CONT.)

Barnardo's - <https://www.barnardos.org.uk/what-we-do/protecting-children/trafficked-children>

BAWSO - <http://www.bawso.org.uk/>

Kalayaan - <http://www.kalayaan.org.uk/about-us/what-we-do/>

NSPCC - <https://learning.nspcc.org.uk/>

The Medaille Trust - <https://www.medaille-trust.org.uk/>

Migrant Help - <https://www.migranthelpuk.org/>

New Pathways - <http://www.newpathways.org.uk/>

Refugee Council - <https://www.refugeecouncil.org.uk/>

The Salvation Army - <https://www.salvationarmy.org.uk/modern-slavery>

Unseen UK - <https://www.unseenuk.org/>

This presentation has been created by the Home Office Modern Slavery Unit, in collaboration with the Modern Slavery Police Transformation Unit.



Home Office