

Modern Slavery Awareness Webinar



Introduction and Housekeeping

- Timings - approximately 2 hours
- Microphones / videos muted for attendees
- Questions – time at the end, use chat function
- Can you all see this slide / hear OK?
- PPT on screen, available via DLO course page
- Troubleshooting / Accessibility
- Confidentiality / Health check
- Post training – evaluation and additional information



Session Objectives

Delegates will gain an understanding of:

- what modern slavery is
- the scale and scope of modern slavery and human trafficking
- where modern slavery happens
- signs to look out for
- how modern slavery affects individuals
- the National Referral Mechanism and support available to potential victims
- how to raise concerns and refer people for support



Modern slavery only happens in the developing world.

Someone is not a victim of modern slavery if they have a better life than previously.

Modern Slavery only affects adults.

A person is not a victim of modern slavery when they reject an offer of help.

Modern slavery doesn't affect me.

Crossing a border is required in order to be trafficked.

It cannot be modern slavery when organiser and victim are related, married, living together, or in a relationship.

Sex trafficking accounts for most cases of modern slavery.

A person who didn't take opportunities to escape is not a victim of modern slavery.

UK nationals cannot be victims of modern slavery.



1. What do you understand by the term ‘modern slavery’?
2. Where might you encounter ‘modern slaves’?
3. Have you encountered modern slavery?

What is Modern Slavery..?

Modern Slavery is an umbrella term used to describe:

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

It is not people smuggling...



Types of Modern Slavery

Sexual exploitation
- Labour
exploitation -
Domestic servitude

Organ harvesting -
Criminal activity -
Benefit fraud -
Illegal adoption

Forced marriage



TYPES OF MODERN SLAVERY OFFENCES



Labour exploitation

- 1 Victims exploited for multiple purposes in isolated environments**

Victims who are often highly vulnerable are exploited for labour in multiple ways in isolated rural locations. Victims live on offenders' property in squalid conditions, are subject to repeated abuse and are very rarely paid.
- 2 Victims work for offenders**

Victims are forced to work directly for offenders in businesses or sites that they own or control (some offenders may be gangmasters). The main method of exploitation is not paying or illegally underpaying victims.
- 3 Victims work for someone other than offenders**

Victims are employed in a legitimate and often low-skilled job, with legal working conditions, by an employer unrelated to the offenders. Most or all wages are taken by offenders often through control of the victims' bank accounts.



TYPES OF MODERN SLAVERY OFFENCES

control of the victims' bank accounts.



Domestic servitude

4 Exploited by partner

Victims are forced to undertake household chores for their partner and often their partner's relatives. If married, the marriage may have been arranged or forced and the servitude often occurs alongside domestic abuse and sexual exploitation.

5 Exploited by relatives

Victims live with and exploited for household chores and childcare by family members, usually extended family. Many victims are children.

6 Exploiters not related to victims

Victims live with offenders who are often strangers. Victims are forced to undertake household chores and are mostly confined to the house.



TYPES OF MODERN SLAVERY OFFENCES



Sexual exploitation

- 7 Child sexual exploitation - group exploitation**

Children are sexually exploited by groups of offenders. This is usually for personal gratification, but sometimes the exploitation involves forced sex work in fixed or changing locations and will include characteristics of types 9 and 10. Offenders frequently transport victims to different locations to abuse them.
- 8 Child sexual exploitation - single exploiter**

Similar to type 7, often involves the grooming of children and transporting them for the purposes of sexual exploitation, although the offending is carried out by one individual.
- 9 Forced sex work in fixed location**

Victims are trafficked and exploited in established locations set up specifically for sex work. This can include brothels or rooms in legitimate business premises (e.g. massage parlour).
- 10 Forced sex work in changing location**

Victims are forced into sex work where the location of exploitation frequently changes. Locations include streets, clients' residence, hotels or 'pop-up' brothels in short-term rented property. Victims are frequently advertised online.
- 11 Trafficking for personal gratification**

Victims are trafficked to residential sites controlled by offenders and sexually exploited for the offenders' own gratification. Some victims may be confined to the site for a long period of time.

TYPES OF MODERN SLAVERY OFFENCES



Criminal exploitation

- 12 Forced gang-related criminality**

Victims are forced to undertake gang related criminal activities, most commonly relating to drug networks. Victims are often children who are forced by gangs to transport drugs and money to and from urban areas to suburban areas and market and coastal towns.
- 13 Forced labour in illegal activities**

Victims are forced to provide labour to offenders for illegal purposes. The most common example is victims forced to cultivate cannabis in private residences.
- 14 Forced acquisitive crime**

Victims are forced by offenders to carry out acquisitive crimes such as shoplifting and pickpocketing. Offenders may provide food and accommodation to victims but rarely pay them.
- 15 Forced begging**

Victims are transported by offenders to locations to beg on the streets for money, which is then taken by offenders. Victims are often children vulnerable adults.
- 16 Trafficking for forced sham marriage**

Traffickers transport EU national victims to the UK and sell these victims to an exploiter in a one-off transaction. Exploiters marry victims to gain immigration advantages and often sexually abuse them.
- 17 Financial fraud (including benefit fraud)**

Victims are exploited financially; most commonly their identity documents are taken and used to claim benefits. This type often occurs alongside other types.

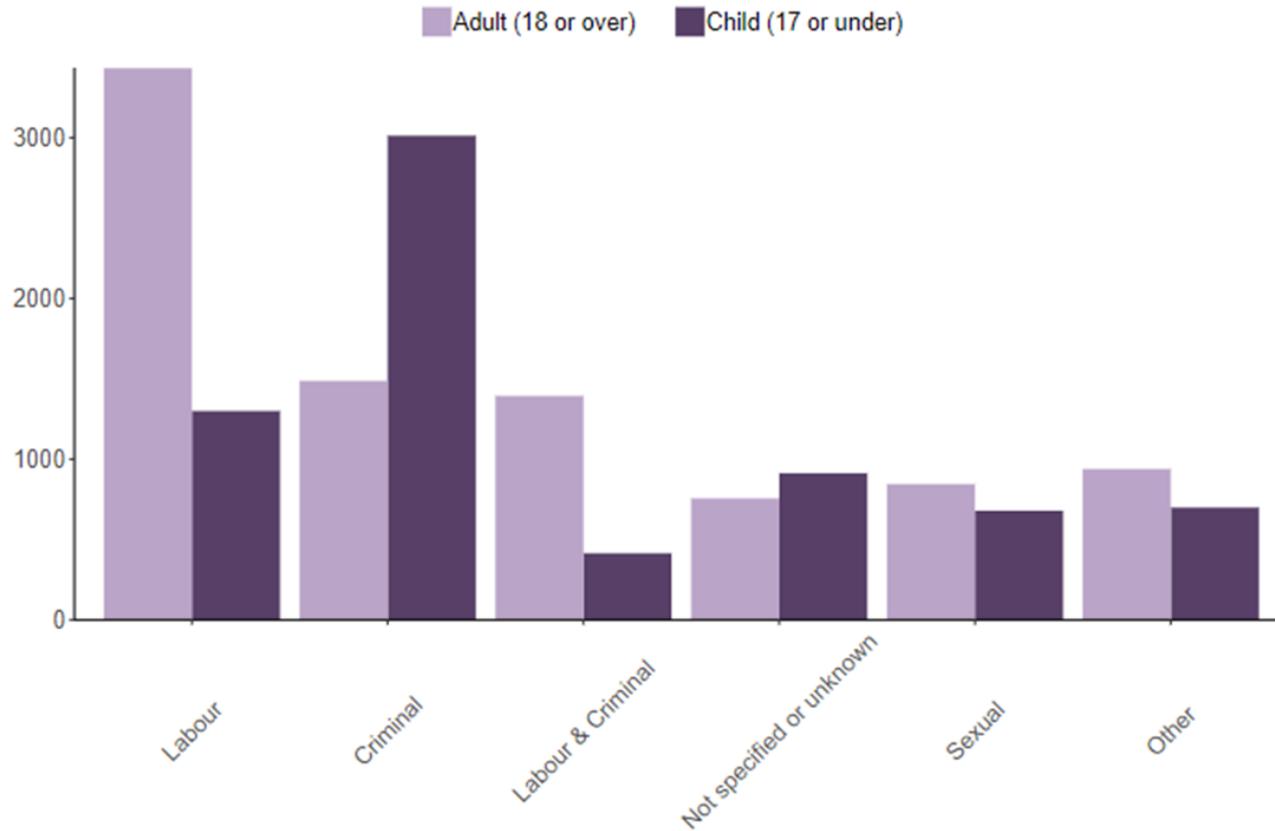




Numbers/Nationalities?



UK Statistics 2022



Modern Slavery in Derby(shire)

Summary for referrals into the NRM in 2022 = 131

- Derbyshire Police = 36
 - Derby City = 12
 - Derbyshire = 16
 - Others = 66 – Migrant Help, UKVI, UKIE, Salvation Army, Medaille Trust, Border Force, other LAs / Police forces.
-
- Adults – 66; Children - 61

Types of exploitation: Criminal, domestic servitude, labour and sexual, the most common type of exploitation for adults is labour and children is criminal.

Locations – county lines, car washes, food production, nail bars, warehouses, retail, domestic homes, cannabis farms.

Nationalities - Albania, Bosnia and Herzegovina, China, India, Iran, Liberia, Nigeria, Romania,

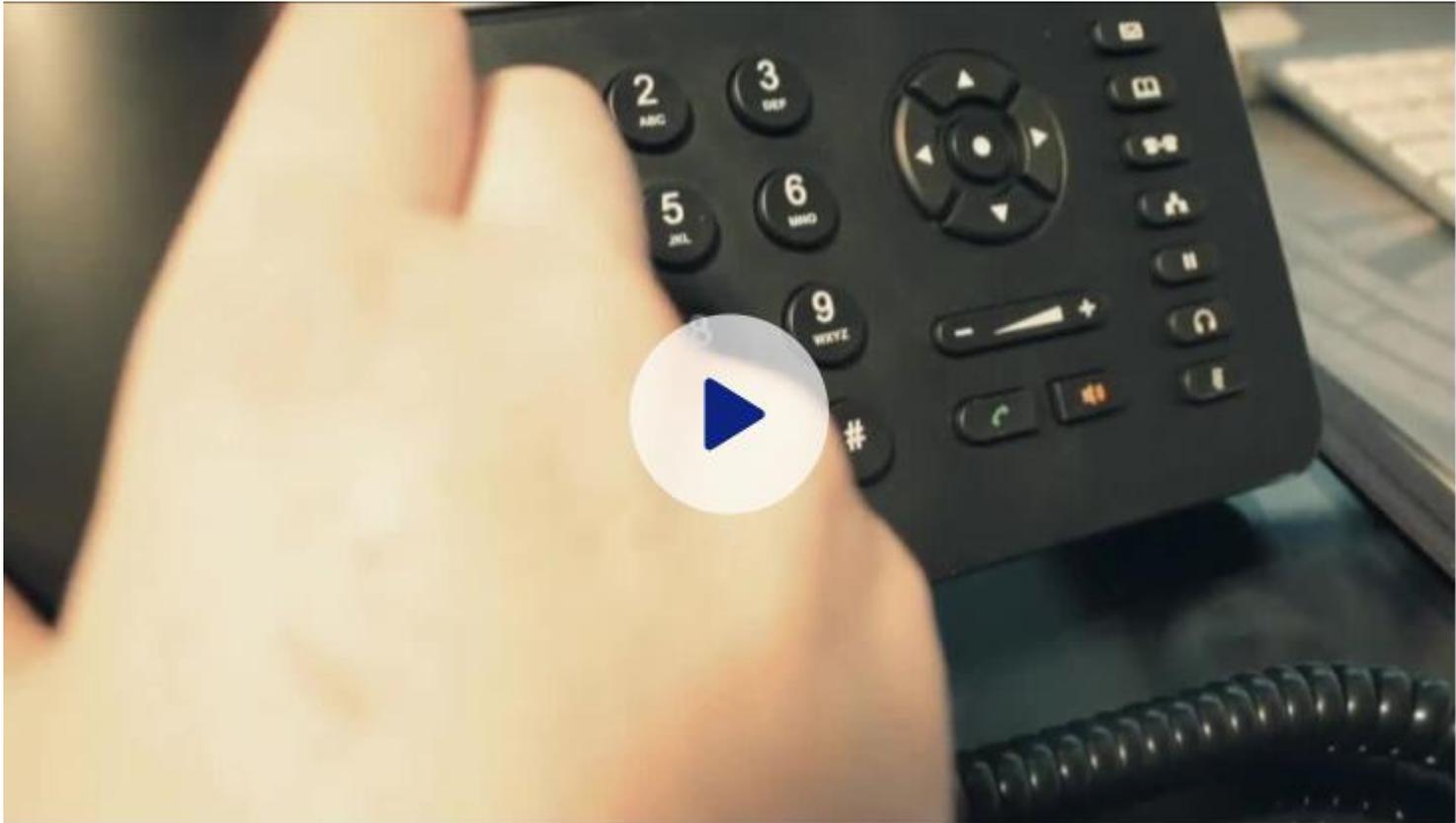


- Suitably severe punishments
- Prevention and Risk Orders
- An automatic defence for victims..?
- Reparation orders
- Requirements on business / organisations with a turnover of £36m+
- Created an Independent Anti-Slavery Commissioner



1. What 'vulnerabilities' do you think you might spot in someone who is a 'modern slave'?
2. Why might they not self identify?

Vulnerabilities



Vulnerabilities - Adults

- Homeless
- Substance misuse
- Missing, in the social care system,
- Lack family support,
- Age
- Mental health
- Learning difficulty
- Economic status – poverty
- Limited opportunities - want of a better life
- Location - conflict, instability, social unrest
- Immigration status
- Afraid of authorities
- Unable to speak English
- No understanding of worker rights
- Cultural norms and beliefs

Vulnerabilities - Children

- are unaccompanied migrants, refugees or asylum seekers
- lack a safe and supportive parent or carer
- have experienced abuse, bereavement or loss
- have parents or carer with a substance addiction
- have parents or carer linked to high-risk situations, including adult sex work or criminality
- lack safe environments, such as a stable home/care environment
- have a learning difficulty, physical or mental health need
- experience social isolation or lack positive networks
- are struggling to understand their identity or sexuality, and have confidence or self-esteem issues
- Simply being a child - power imbalance vs adults.



Lack of Self Identification



[Rudolphs-story](#)

Lack of Self Identification

- Belief that promises will be fulfilled
- Language barriers
- Cultural barriers
- Religious barriers
- Threats to self
- Threats to family
- Debt bondage
- Grooming
- Family implicit in their exploitation
- Learning difficulties
- System not offering them assistance
- Time
- Trust
- Shame and guilt
- Immigration status
- Not knowing how and where to seek help
- Normalisation/not recognizing exploitation



Signs to look out for - Adults

- Workers speak little or no English - someone speaks for them / handles payment on their behalf
- Does the business only take cash payment?
- Manager seems controlling / intimidating
- Lack of professional qualifications on display
- Inappropriately dressed for the job / unkempt
- Workers seem uneasy, under pressure, fearful or withdrawn
- Health issues
- Signs of people living on the premises or site
- No staff vehicles parked onsite
- Premises untidy
- Services poorer quality than you would expect
- Work long hours / poor working conditions



Signs to look out for - Children

- be living/staying away from family with people not related to them
- regularly miss school or education, do not take part in education, go missing for periods of time or regularly come home late – sudden changes in educational engagement
- have unexplained injuries, illness or scarring
- Decline in appearance, possessions, hygiene etc
- appear with unexplained gifts, money or new possessions
- associate with other children known to be exploited
- Misuse, or supplied with, drugs and alcohol
- be reluctant to share personal information such as where they live, or have a rehearsed story prepared
- exhibit behaviour changes, which vary depending on the child, the exploitation type and the individual trauma response



Signs to look out for



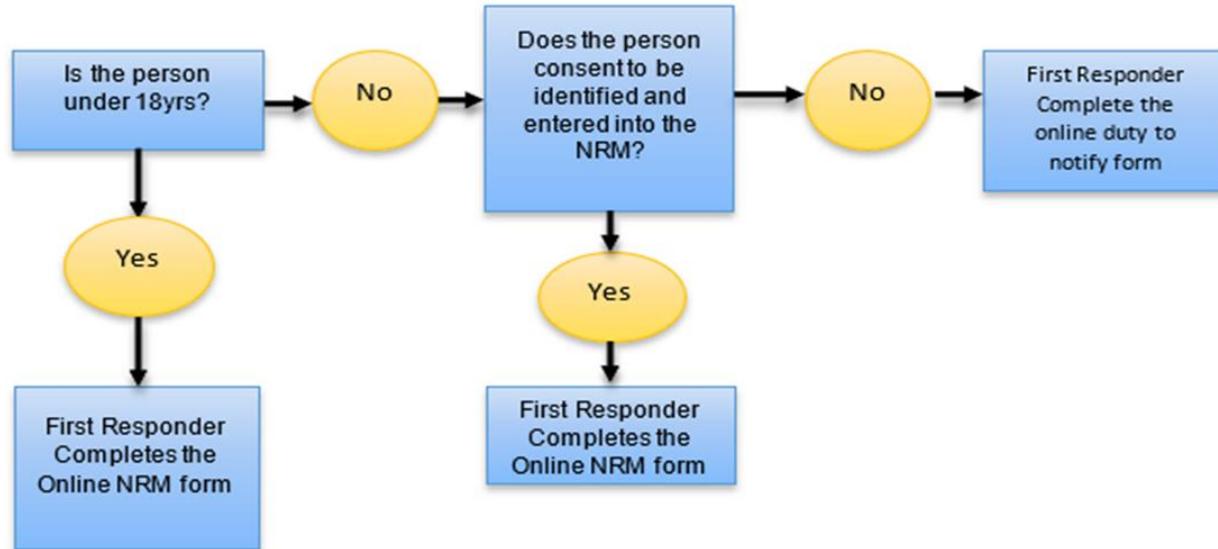
Question Break



**5 MINUTE
COMFORT BREAK**

S.52 Duty to Notify – Modern Slavery Act 2015

The Modern Slavery Act 2015 requires that where specified public authorities have reasonable grounds to believe that a person may be a victim of slavery or human trafficking, it must notify the Home Office and complete a Duty to Notify form.



In all cases, First Responders should consider whether it is appropriate to also refer the potential adult victim to Local Authority Adult Safeguarding Services.

S.45 Defence

Section 45 of the Modern Slavery Act 2015 provides a statutory defence for crimes committed as a consequence of being a victim of modern slavery.

The section 45 defence does not apply to all activities committed by a victim – there needs to be a demonstrable connection between being a victim of modern slavery and the crime. There are some serious crimes that aren't covered by section 45, such as rape and murder.

The section 45 defence must be considered by law enforcement agencies prior to prosecution for child victims of trafficking.

Once the section 45 defence has been raised, the legal burden of proof then falls to the prosecution to prove, beyond reasonable doubt that the defence does not apply.



Victim Support

The National Referral Mechanism (NRM)

The Single Competent Authority (SCA) responsible for all NRM decisions

[NRM NCLCC - YouTube](#)



Home Office

Framework for:

- Locating and identifying Potential Victims
- Ensuring Potential Victims receive protection and support, including financial support
- Recovery and reflection period
- Data collection



Derby City Council

Barnardo's Independent Child Trafficking Guardian

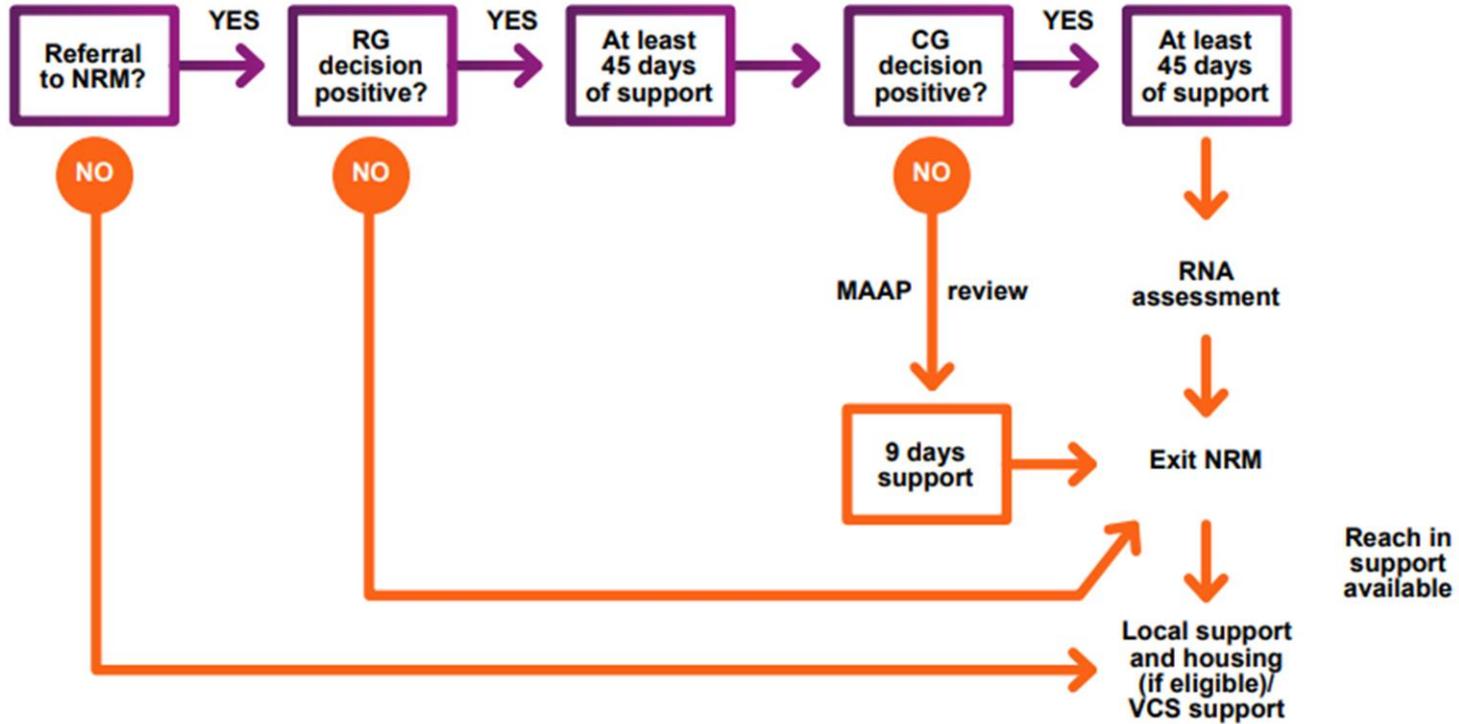
Assigned to child victims with no parent figure in the UK on referral.

aim and purpose of the ICTG direct worker to complement the role of social workers through:

- advocating in a guardianship capacity on behalf of the child, to ensure the child's best interests are reflected in the decision-making processes by councils and others involved in the child's care and support
- ensuring the child is protected from further harm, prevent possible repeat victimisation, re-trafficking or going missing, and promote the child's recovery
- supporting the child and helping them to navigate children's services and the immigration and criminal justice systems, as well as ensuring that their educational and health needs are met through liaison with the appropriate statutory agencies and public authorities.

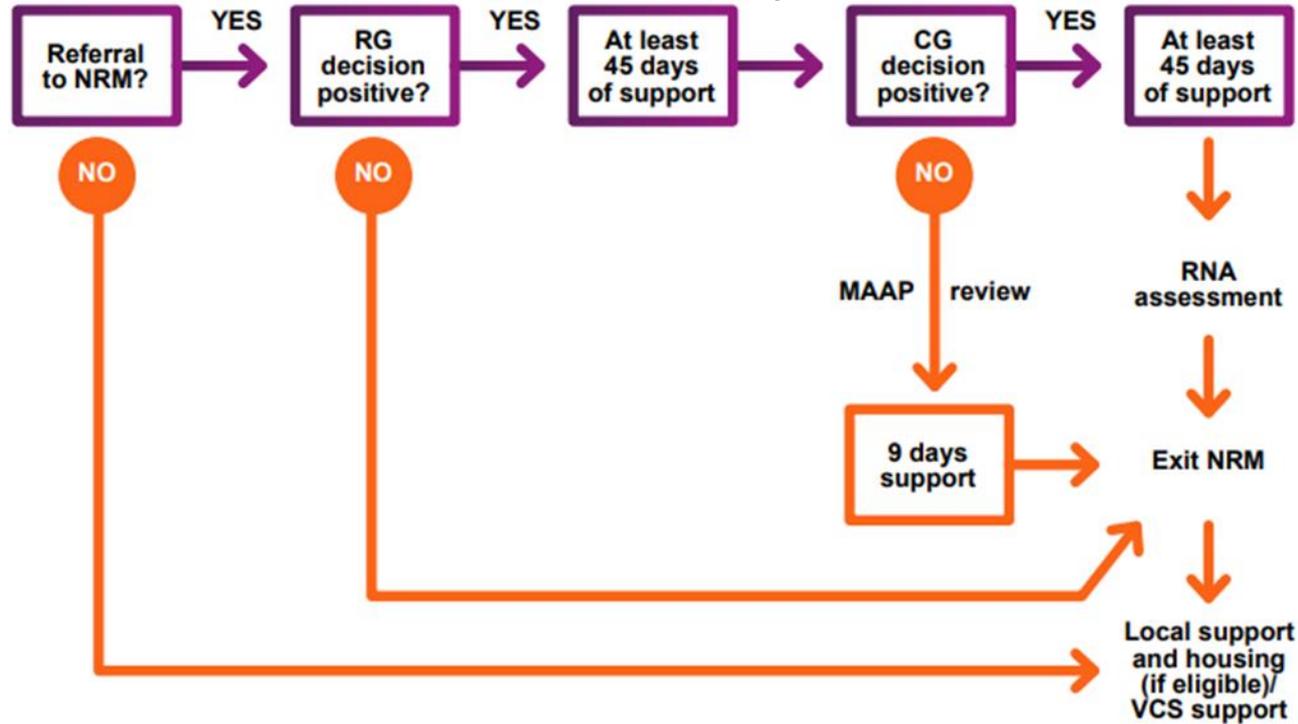
A referral to Barnardo's must be made at the same time as a referral to Childrens Social Care

Adult NRM Journey



Key
RG reasonable grounds
CG conclusive grounds
MAAP multi-agency assurance panel
RNA recovery needs assesment

Child NRM Journey



Key
RG reasonable grounds
CG conclusive grounds
MAAP multi-agency assurance panel
RNA recovery needs assesment

1. Make a Safeguarding Referral for the Child to Initial Response Team / Starting Point.
2. Make a referral to Barnardo's Independent Child Trafficking Guardianship Service
3. Immediately follow S47 Enquiry procedure
4. Hold S.47 Strat Meeting

Reach in support available

Adult Support

Accommodation, material assistance, financial support, translation and interpretation services, information and advice

Outreach support if already in safe, secure and appropriate accommodation (which may include local authority accommodation or asylum accommodation)

Access to legal aid for immigration advice

Medical care and counselling

Assistance to return to their home country if not a UK national

Child Support

Support for child victims of modern slavery is provided through normal child protection processes

- Legal support
- Access to health and mental health provision
- Education
- Appropriate and safe accommodation counselling
- An interpreter
- Information on rights and services
- An Independent Advocate to ensure their legal rights are upheld and that they are fairly treated
- Access to ICTG support
- Support in criminal proceedings



Adults Pre-NRM Victim Support

- access to up to three working days Emergency Accommodation transportation to emergency accommodation
- provision of personal hygiene packs
- clothing
- advice & support, this may include: information and support to access the NRM; disclosure to law enforcement and statutory agencies; referral to Immigration advice; information on returning to home country or accessing the job market.
- a mobile phone may be provided to potential victims, however a dynamic risk assessment will be required in each case.
- where a potential victim subsequently opts to enter the NRM - referral to the Salvation Army, in partnership with the referring First Responder.



Person Requires Support or Unsure...

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

If 18+ contact Derby City Council Multi Agency Safeguarding Hub

01332 642855

Out of Hours - 01332 956606

Make it clear this is a case of Modern Slavery

If Under 18 contact First Contact/Initial Response Team

01332 641172

Out of Hours - 01332 956606

Make it clear this is a case of Modern Slavery



Stop CE - Say something if you see something !

- Share your concerns or intelligence about something you have seen or heard.
- This enables a multi agency tactical group who meet monthly to respond to incidents of modern slavery.
- These agencies have a range of powers and legislation at their disposal to disrupt modern slavery activity, prosecute offenders and provide support to potential victims.
- Don't worry if nothing seems to be happening after you have reported your concerns, further evidence will be being gathered by agencies prior to an operation being implemented to address these issues. **If you see something further report that too**
- **Intel Form?**

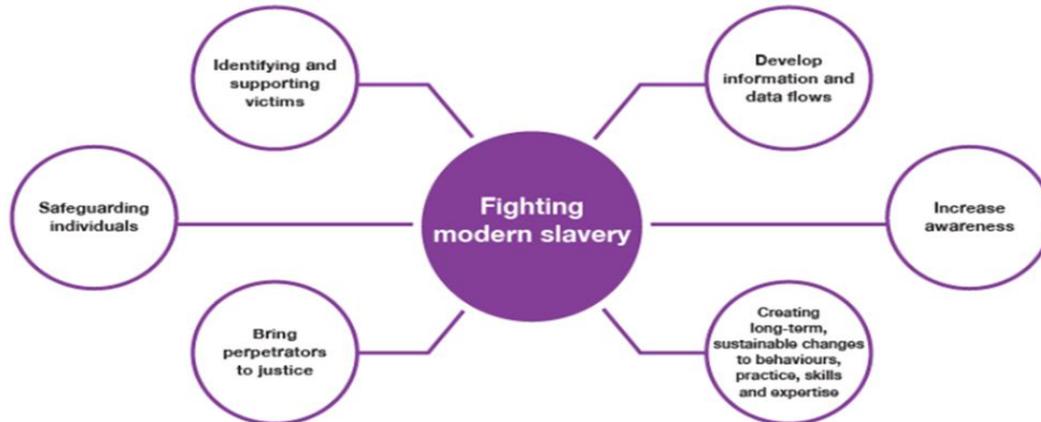


Derby and Derbyshire Modern Slavery Partnership

To protect the public by identifying and safeguarding victims and potential victims of modern slavery / human trafficking and targeting those who enable or facilitate this criminality

Reducing Threat - Prosecuting and disrupting individuals and groups responsible for modern slavery (Pursue / Prevent).

Reducing Vulnerability - Protecting vulnerable people from exploitation and reducing the harm caused by modern slavery through enhanced support (Protect / Prepare).



Useful Contacts

Derby City Multi Agency Safeguarding Hub
01332 642855

Community Safety and Integration - Derby City Modern Slavery Leads

[REDACTED] [REDACTED] [REDACTED]
[REDACTED] [REDACTED] [REDACTED]

Call Derbyshire
01629 533190 – county referrals for adults and children

Derbyshire County Council Modern Slavery Lead

[REDACTED], Community Safety Manager. [REDACTED] or email:
[REDACTED]

Derbyshire Police 101 or 0300 122 8057 and ask for Adult Exploitation Investigation Unit . (non-emergency - 999 if emergency) (Mon - Fri, office hours only)

AEIU@derbyshire.police.uk

NHS VT

<https://www.youtube.com/watch?v=cRskjqpgSNs&t=13s>

LG VT

<https://www.youtube.com/watch?v= Oh6LgyLFxI>

ES VT

<https://www.youtube.com/watch?v=LFawLSYY9Qc>



Further Training

Modern Slavery: First Responders [Home Office First Responder Training \(policingslavery.co.uk\)](https://policingslavery.co.uk)

Incorporates Home Office Modern Slavery First Responders eLearning and **Derby & Derbyshire Modern Slavery Guidance.**

Modern Slavery: An Introduction eLearning

Ideal for colleagues who can't get to a live webinar.



Evaluation, Certificates and Post Training Information

Coming Soon

You should receive an email prompt to complete your online evaluation – follow the link.

Your evaluation submission will unlock your certificate and any post training resources.

Search for *Modern Slavery Awareness*
and complete the evaluation questionnaire



Thank you



Derby City Council