



# South Yorkshire Modern Slavery Partnership

Modern Slavery: the basics

# Today's session

- Modern Slavery in the UK
- What is Modern Slavery and how it affects people
- Spotting the signs
- The National Referral Mechanism
- Reporting your concerns

# Modern Slavery in the UK

- 2004** – Morecambe cockle pickers disaster.
- 2006** – Gangmasters Licensing Authority introduced (*now the Gangmasters and Labour Abuse Authority*).
- 2009** – The Council of Europe Convention on Action against Trafficking in Human Beings ratified by the UK.
- 2009** – Introduction of the National Referral Mechanism - to identify potential victims of trafficking and provide them with support.
- 2015** – Introduction of the Modern Slavery Act.

# UK Modern Slavery Act 2015

## **Brought into law in March 2015, the Act:**

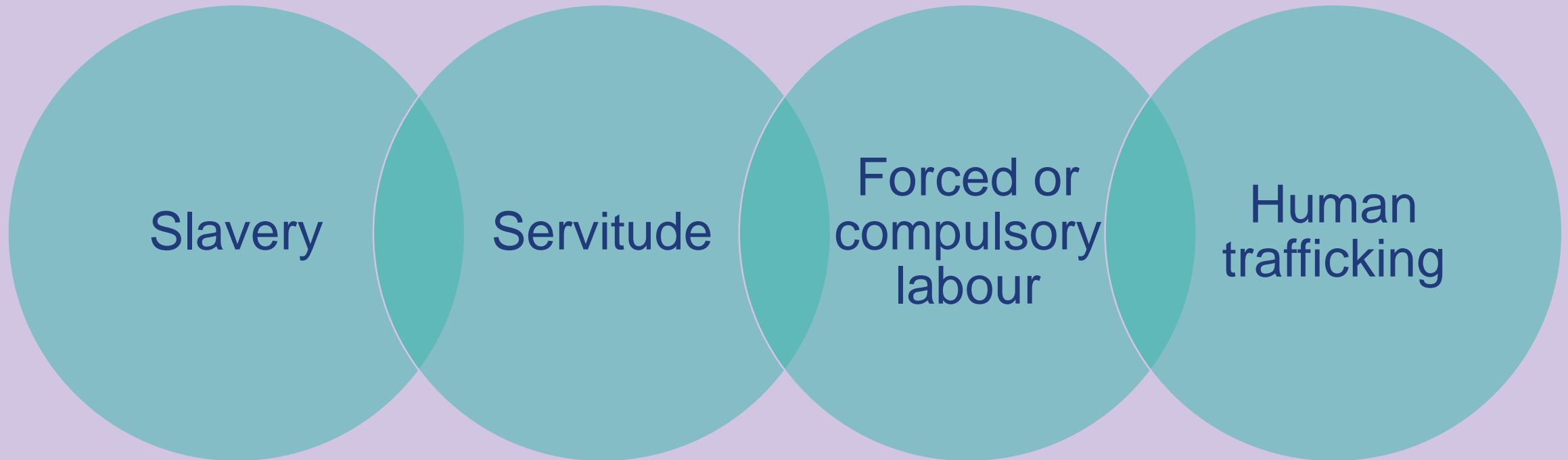
- Consolidated existing offences and increased prison sentences.
- Introduced a statutory defence (section 45) for victims of modern slavery.
- Introduced a reparation order to encourage courts to compensate victims.
- Required businesses to state how they are addressing the risks of modern slavery in their business and supply chains – section 54.
- Enhanced court's ability to put restrictions on individuals where it's necessary to protect people from harm caused by modern slavery offences.

# Unchosen: What do you See



# What is Modern Slavery?

Modern slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.



# Human Trafficking Adults (over 18)

## ACT

What is done?

- Recruitment
- Transportation
- Transfer
- Harboring
- Receipt

## MEANS

How is it done?

- Force or threats
- Coercion
- Fraud
- Abduction
- Deception
- Debt bondage
- Abuse of a position of power

## PURPOSE

Why is it done?

- Labour exploitation
- Criminal exploitation
- Domestic servitude
- Organ removal
- Sexual exploitation

# Human Trafficking Minors (under 18)

## ACT

What is done?

- Recruitment
- Transportation
- Transfer
- Harboring
- Receipt

## PURPOSE

Why is it done?

- Labour exp
- Criminal exp
- Domestic Servitude
- Organ removal
- Sexual exp

- Child Trafficking occurs when there is any movement for the purpose of exploitation.
- The 'MEANS' do not need to be present, as a child is always considered vulnerable
- Child trafficking is child abuse and should be treated within a child protection context.



# 'Human Trafficking' and 'Smuggling'

	<b>Human Trafficking</b>	<b>Smuggling</b>
<b>Location</b>	Movement can be across international borders or internal e.g. Sheffield to Barnsley.	Crosses international borders.
<b>Consent</b>	Even through a person may consent to travel it is often under false pretences.	A person may ask/pay to be smuggled despite the danger to their own safety.
<b>Exploitation</b>	A person is exploited by those involved in their movement.	A person is free to move on once they reach their destination.

# What might make a person more 'at-risk'?

- Loss of family/family breakdown
- Social and political unrest
- Cultural attitudes towards certain groups: women, Roma, class, sexuality, faith etc.
- Isolation/barriers to integration: learning difficulties, mental health, language, knowledge of rights
- Unstable situation: poverty, NRPF, immigrations status, homelessness
- Previous abuse

**136,000**

People are estimated to be living in modern slavery in the UK

**10,613**

Potential victims of MS were referred for support in 2020

## Modern Slavery Figures

**Five most common nationalities of PVs in 2020:**

1. UK
2. Albanian
3. Vietnamese
4. Sudanese
5. Romanian

**151**

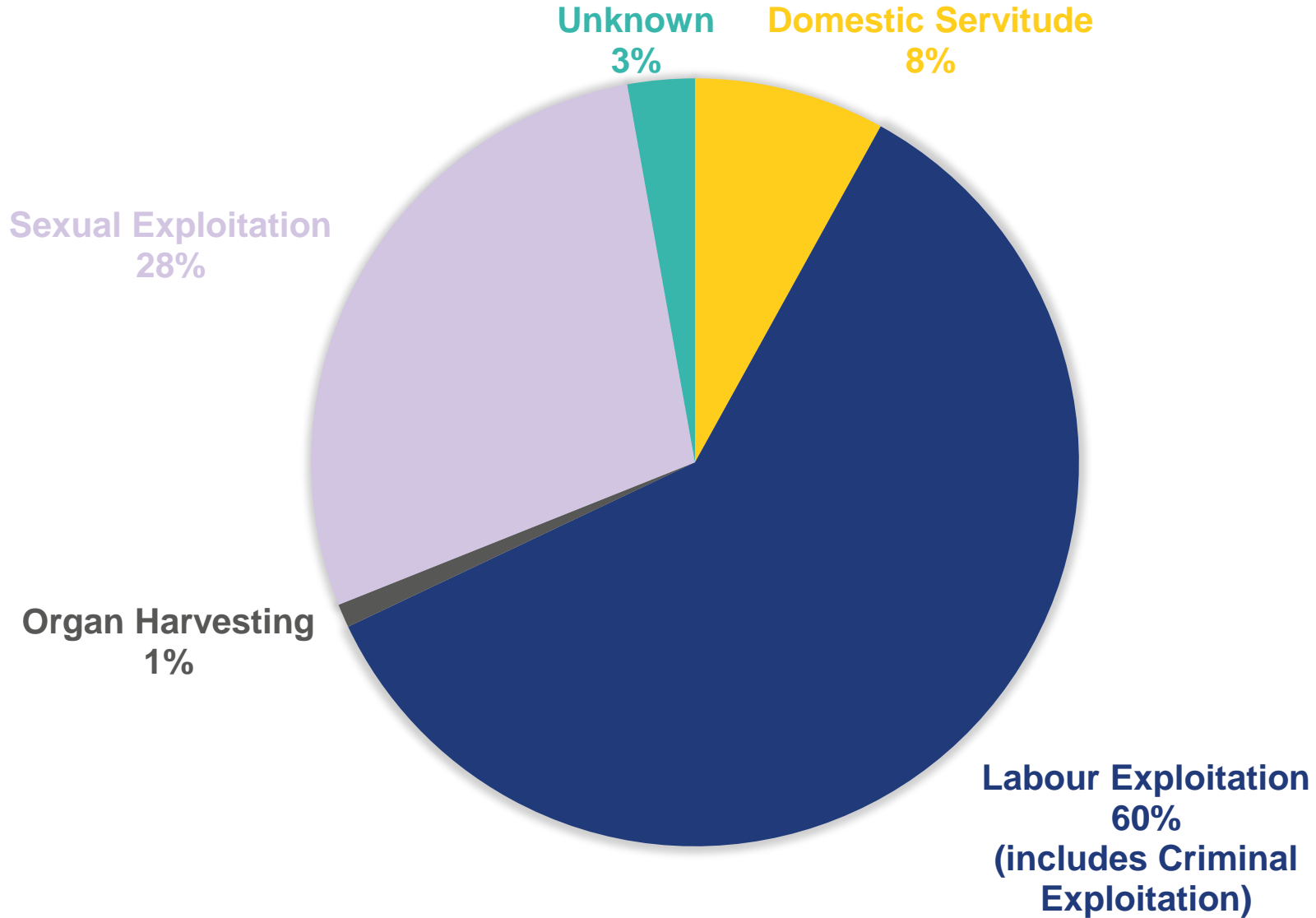
Potential victims of MS were identified in South Yorkshire in 2020

(+3% compared to 2019)

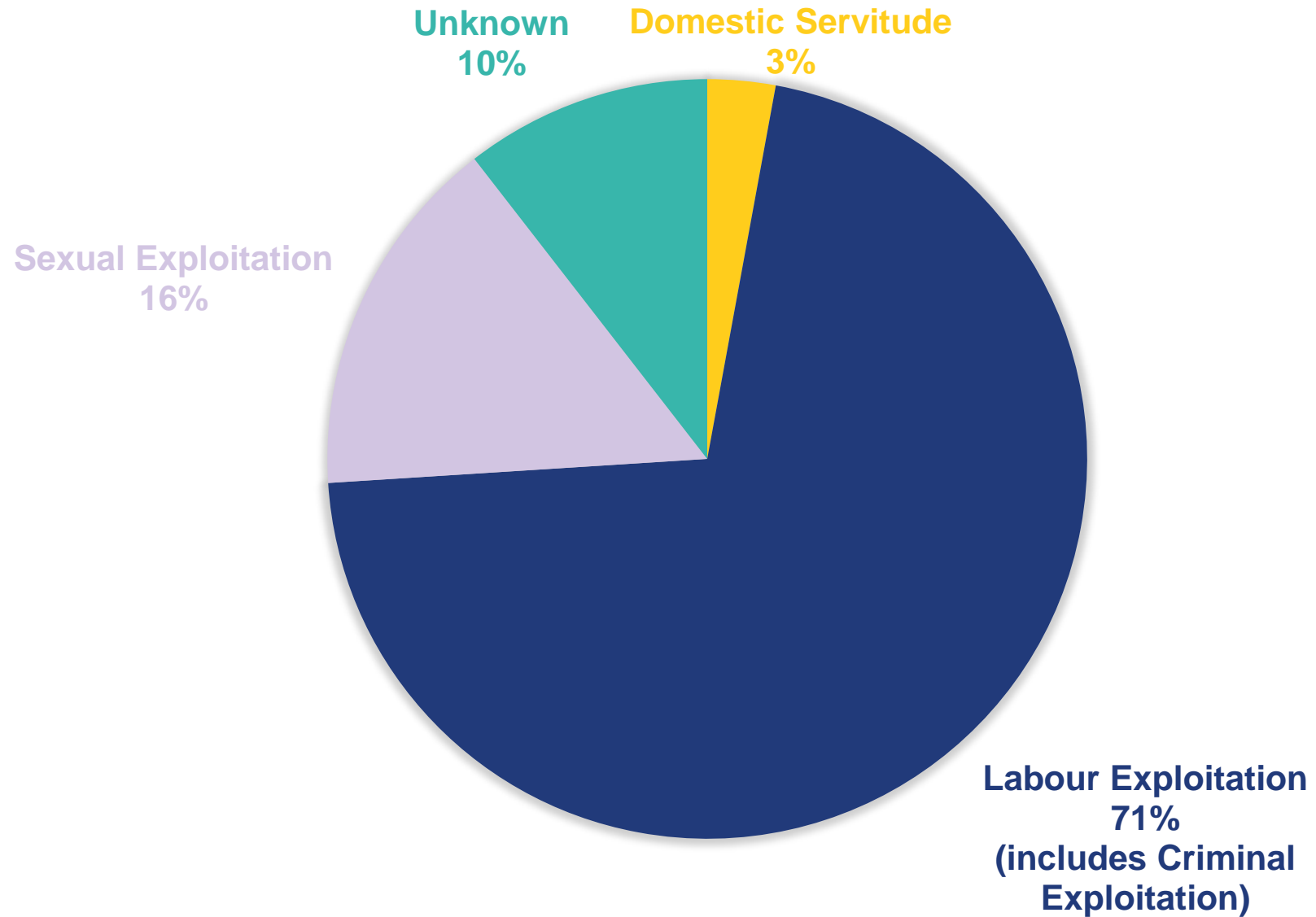
Most commonly reported forms of exploitation:

**Labour Exploitation** – adults  
**Criminal Exploitation** – children

# Adult Referrals



# Minors Referrals



# Methods of Control

- Abuse
- Debt bondage
- Grooming
- Deception
- Coercive control
- Threats of violence
- Use of force
- Cultural controls

# How Modern Slavery Affects Individuals

## Physical Impacts

- Denied access to medical treatment: untreated injuries, unmanaged health conditions (e.g. diabetes)
- Substance misuse
- Issues with sexual/reproductive health
- Lack of self-care, particularly apparent in dental hygiene

## Mental Health

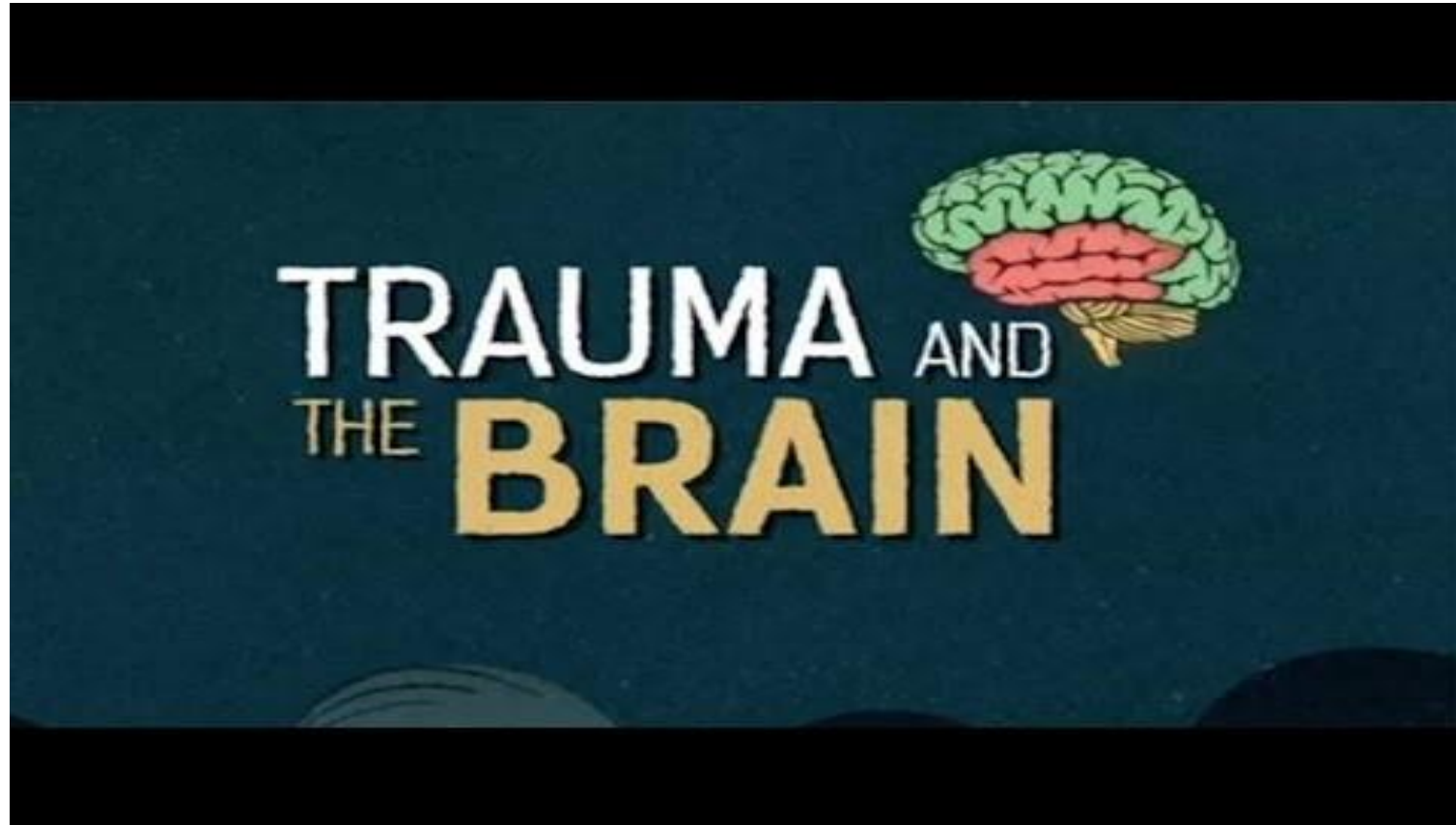
- Impacts of trauma
- Experiences of PTSD, depression, anxiety, self-harm, suicidal ideation
- Difficulties forming new relationships: low self esteem, trust issues, shame and issues around attachment

## Practical

- Lack of ID or address history
- Ongoing legal issues: asylum, criminal record, compensation
- Details corrupted e.g. false bank accounts, insurance, benefits
- No recourse to public funds
- Lack of employment history
- English as a second language



# Trauma and the Brain



# Spotting the Signs



**Behaviour**



**Restricted  
Freedom**



**Working  
Conditions**



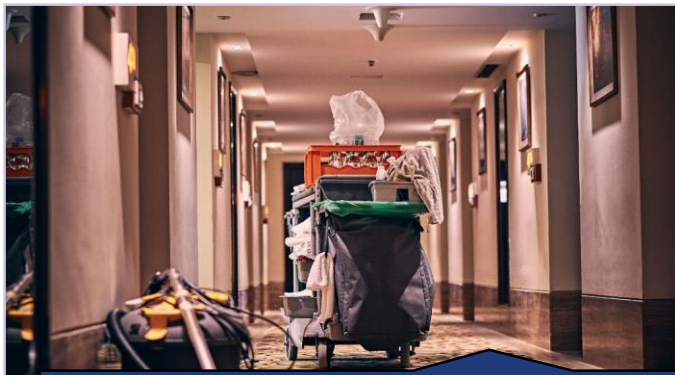
**Finances & ID**



**Appearance**



**Accommodation**



## LABOUR EXPLOITATION

### What is it?

Victims are coerced to work for little or no pay under the threat of penalty.

### Where can it happen?

- Genuine businesses open to third-party infiltration
- Fraudulent/criminal business operations

**High-risk businesses include:** construction, agriculture, factories, hospitality, waste disposal, car washes, logistics (delivery services) and nail bars.

### Spotting the Signs:

- Not in control of I.D. bank card, NINO
- Communication/movement appears controlled
- Wearing inappropriate clothing for the work they are doing
- Suggest they are in debt or had to pay a fee for their job, accommodation or travel
- Be vague/unclear about where they are living, or how they found their job
- Constantly requesting overtime/extra work
- Workers have the same address, number for next of kin, and/or bank details.



## **What is it?**

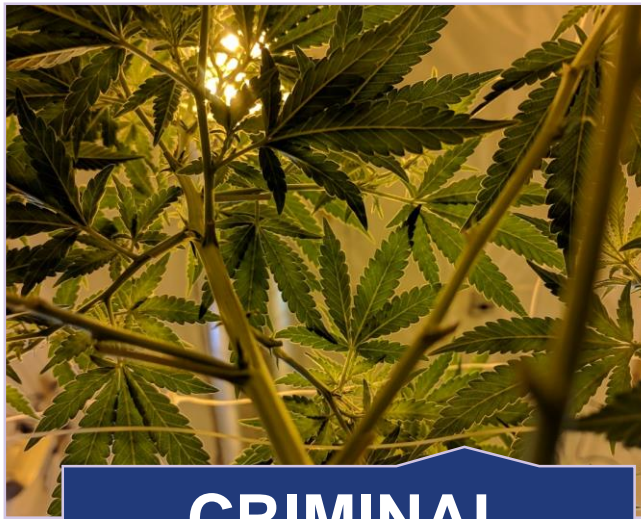
Victims are deceived, coerced or forced to take part in sexual activity

## **Where can it happen?**

- Online – pornography and webcams
- Pop-up brothels – move victims around
- Hospitality venues – hotels, Airbnb etc.
- Sex venues – massage parlours, saunas

## **Spotting the Signs:**

- Communication/movement appears controlled
- Having limited English but know an array of sexual words
- Seem scared to talk to strangers, especially those in a position of authorities
- Not registered with a GP or doctor
- Presenting late in pregnancy
- Evidence of injuries or history of STIs
- Vague/unclear about where they live – moved around the country.



## CRIMINAL EXPLOITATION

### **What is it?**

Victims are coerced/deceived into committing criminal acts under the threat of penalty.

### **What can it include:**

- Shoplifting or pickpocketing
- Drug dealing/cultivation – county lines
- Fraud
- Theft

### **Spotting the Signs:**

- Appear afraid, anxious or withdrawn – especially frightened to talk to authorities
- Appear neglected, unwashed or display evidence of untreated injuries
- Changes in behaviour – disengagement with support services
- Children missing or persistently found out of area
- Having multiple cheap ‘burner’ phones
- Be in possession of item(s) they can not explain e.g. expensive gifts
- ‘Cuckooing’ – house connected to reports of anti-social behaviour.



## DOMESTIC SERVITUDE

### **What is it?**

Victims live and work in their 'employer's' household and are forced to work long hours undertaking a variety of domestic tasks for very little or no pay.

One of the most difficult forms of exploitation to uncover due to its hidden nature.

### **Spotting the Signs:**

- Be unable to leave house and if they do their movements/activities are restricted
- Suggestions they are tied to their 'employer' through a worker visa.
- Seem scared to talk to strangers, especially those in a position of authorities
- Having limited English, isolated from community or those around them
- Not registered with a GP or doctor
- Have no bedroom or private space
- Appear malnourished or show signs of neglect

# Barriers to Identification

- Many victims not able and/or willing to disclose their experiences
- Many people are unsure about their rights or do not recognise that they have been exploited
- Immigration status
- Criminalisation of some victims
- Language barriers
- Missed opportunities to intervene



# Working to Minimise Barriers

- Start from a standpoint of belief, avoid making assumptions or judgements
- Create a calm, safe and kind environment
- Demonstrate an interest in client's immediate safety, health and practical needs
- Give time - *and always appear to have time!*
- Maintain focus on the 'here and now'
- Recognise the person as the expert on their needs - be led by them (*within boundaries of what you can do*)
- Recognise impacts of trauma on memory, recall and behaviour
- Maintain professional curiosity
- Maintain strong professional boundaries
- Use appropriate and professional interpreters

# The National Referral Mechanism

# The National Referral Mechanism (NRM)

- System to identify and provide support to potential victims of modern slavery.
- A two-stage decision process:
  - Reasonable Grounds Decision (RG) – within 5 days of referral
  - Conclusive Grounds Decision (CG) – after 45 days
- The 'Single Competent Authority' (SCA) is the decision maker (sits within the Home Office).
- Support is provided by the Salvation Army and its subcontractors (Ashiana and City Hearts in South Yorkshire.)
- First Responders make referrals to NRM.
- **NRM does not negate safeguarding responsibilities.**

# First Responders

A 'First Responder organisation' (England and Wales), is an authorised organisation which can refer a potential victim of modern slavery into the National Referral Mechanism.

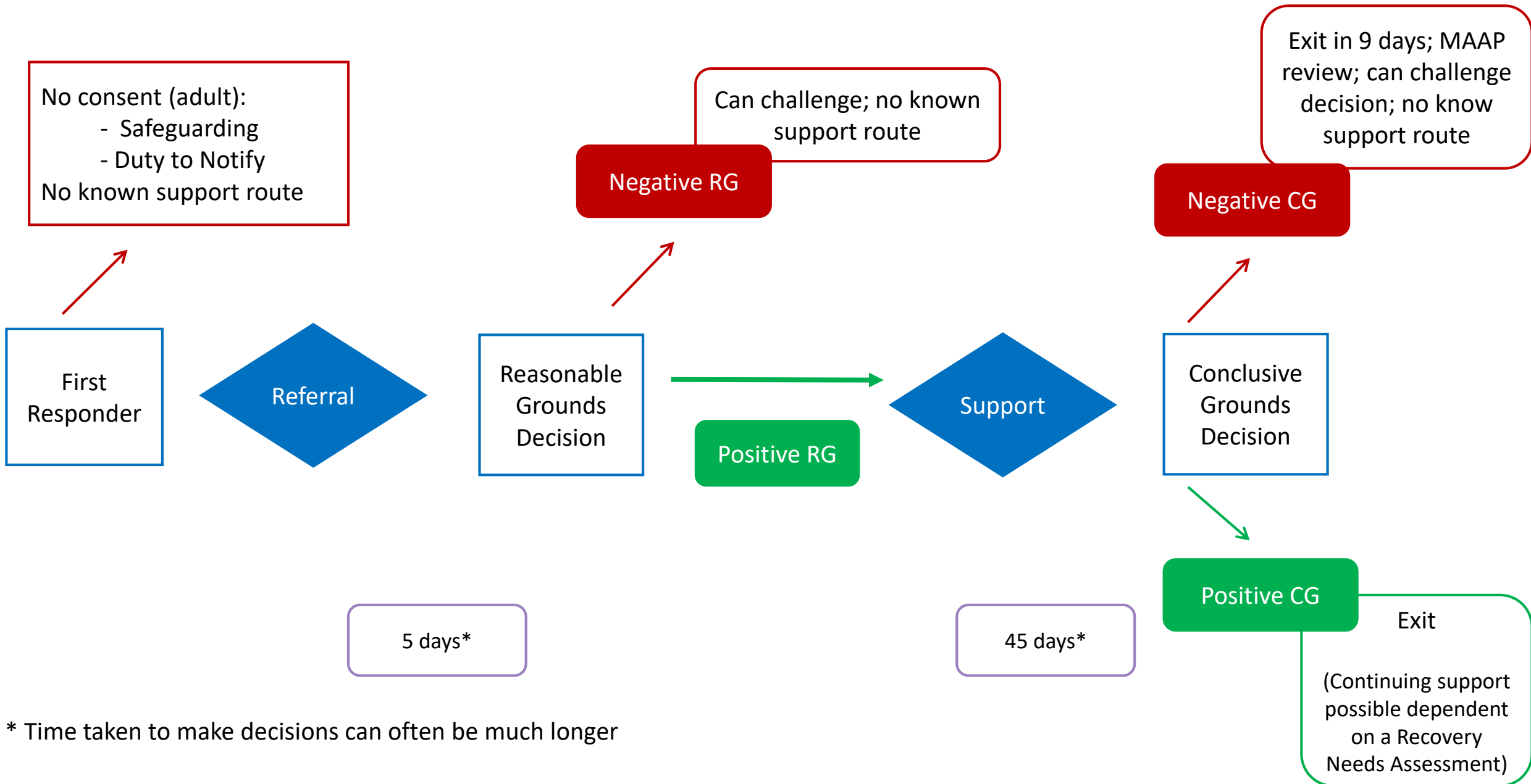
- Local Authorities
- Police
- Home Office:
  - UK Visas and Immigration
  - Border Force
  - Immigration Enforcement
- National Crime Agency
- Gangmasters and Labour Abuse Authority (GLAA)
- Salvation Army
- Migrant Help
- Medaille Trust
- Kalayaan
- Barnardo's
- Unseen
- Tara Project (Scotland)
- NSPCC (CTAC)
- BAWSO
- New Pathways
- Refugee Council

# National Referral Mechanism

If someone receives a positive Reasonable Grounds decision (i.e. identified as a potential victim of modern slavery) they should receive:

- a) standards of living capable of ensuring their subsistence: appropriate and secure accommodation, psychological and material assistance;
- b) access to emergency medical treatment;
- c) translation and interpretation services;
- d) counselling and information, regarding their legal rights and services available to them;
- e) assistance in relation to criminal proceedings against offenders;
- f) access to education for children

# NRM Pathway



\* Time taken to make decisions can often be much longer

# Consent

For an adult to provide their informed consent, you must explain:

- what the NRM is
- what support is available through it
- what the possible outcomes are
- that the Single Competent Authority (SCA) may contact other public bodies for information.

See [HTF Survivor Care Standards](#) for further guidance.

# WHAT SHOULD HAPPEN?

## **Assess Immediate Risk**

- If the potential victim (PV) is in immediate danger, **call 999**
- Where you can, put the PV at ease and ensure their immediate needs have been met
- Consider need for interpreter
- Assess their age – are they a child or adult?

***For advice, ring the Modern Slavery Helpline on 08000 121 700.***



# WHAT SHOULD HAPPEN?

## Victim is an adult

### Urgent Assessment – three immediate concerns:

- Are they still being or likely to be targeted by their exploiter(s)?
- Are they housed safely?
- Do they have income, food & warm clothes?

Safeguarding route must be established as soon as possible. If you are unsure, err on the side of caution and always discuss this with your safeguarding lead.

**If adult victim(s) at immediate risk and you are a First Responder, consider explaining the NRM.**

**If adult victim(s) not at immediate risk**: Provide potential victim (PV) information on options (including the NRM) & consider steps needed to stabilise the PV's circumstances.

- Safeguarding, safe housing, care & support needs. Are they at risk of being re-trafficked? Can they live independently?
- Consider legal and third sector support, interpreters, welfare entitlements, health checks, accommodation & asylum.

# WHAT SHOULD HAPPEN?

## Victim is an adult

**With consent complete and submit NRM referral** – consider the need to call Salvation Army (0800 808 3733) for immediate support

**No consent** – complete and submit Duty to Notify

- **Ensure PV is safeguarded** – discuss options with your safeguarding leads
- **If PV doesn't meet threshold criteria for LA support** (e.g. Care Act, Section 17), consider referral for NGO support – see [South Yorkshire Modern Slavery Pocketbook for Professionals](#)
- **PV wants to return home** – should be voluntary and safe.

# WHAT SHOULD HAPPEN?

## Victim is a Child

1. **Make a referral to Children's Services** – safety of the child is paramount.
2. **First Responder to consider referral to the NRM** - the child does not need to give consent to be referred into the National Referral Mechanism (NRM). The local authority is the 'support provider' for children under the NRM.
3. **Consider referrals to other relevant child trafficking NGO's:**
  - Barnados:** Run the Independent Child Trafficking Advocate scheme (not currently running in SY).
  - Refugee Council:** Support for unaccompanied children and young people who are victims of trafficking alongside, support and training for professionals working with them.
  - ECPAT:** Charity supporting child survivors of trafficking.


# Age Disputes

*“When the age of the victim is uncertain and there are reasons to believe that the victim is a child, he or she shall be presumed to be a child and shall be accorded special protection measures pending verification of his/her age”*

*Council of Europe’s Convention on Action Against Trafficking in Human Beings*

# Completing an NRM Referral or Duty to Notify

- All NRM referrals and Duty to Notify to be completed online:  
[www.modernslavery.gov.uk/start](http://www.modernslavery.gov.uk/start)
- Can download an prompt sheet
- Can save and come back to your referral

 Interviewing a potential victim offline: prompt sheet

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Home Office

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Section 1 – Age confirmation

Is the potential victim under 18?

Yes  No  Not sure

If Yes or Not sure is selected complete Section 2 - Local Authority.  
If No please continue to the next question.

Were they under 18 at any time during the exploitation?

Yes  No  Not sure

Continue to section 3 - Exploitation details

Section 2 – Local authority (for child referrals only)

You must contact the relevant local authority to safeguard the child before you continue. You must do this even if they're in detention.

If the child is in an Independent Child Trafficking Guardian (ICTG) area you will also need to refer them to the [ICTG service](#).

Name of local authority

Phone number

Email address

# Key points for an NRM referral

- Consent – ensure the person understands the process
- Give as much detail as possible and include reference to:
  - The nature of their exploitation
  - Travel
  - Accommodation
  - Finance
  - Methods of control
  - Appearance and behaviour
- Ensure the person understands what has been included in the referral form and agrees with the contents.

# Further Considerations

- Be aware of who is with a person as they may be accompanied by someone who is 'unsafe' for them.
- Where possible speak to the person alone – be innovative, but do not put them in a difficult position.
- The person may be fearful of strangers – particularly those in a position of authority. Try to minimise the barriers to disclosure.
- Try to ascertain whether there are any other potential victims.
- Be considerate of the language you use – use simple and open questions.
- Ask for advice!

# Report It

## **Police**

101 – non-urgent

999 – urgent

## **Gangmasters Labour & Abuse Authority**

*To report labour exploitation*

0800 432 0804 (Mon- Fri 9-5pm)

## **Modern Slavery Helpline**

*To report or get advice 24/7*

Tel: 08000 121 700

## **Salvation Army Modern Slavery Helpline**

For support or assistance for a victim 24/7

Tel: 0800 808 3733





# Support agencies in South Yorkshire



Modern Slavery is a serious and hidden crime affecting people across the UK.

The South Yorkshire Modern Slavery Partnership (SYMSP) is a multi-agency group funded by the South Yorkshire Police and Crime Commissioner to strengthen the area's response to modern slavery.

"By working in Partnership, we can work more effectively to ensure organisations have the knowledge and resources to identify and protect potential victims, whilst also holding those accountable who commit this crime."

Bill Holchless, Partnership Chair (Doncaster Council)

#### What is Modern Slavery?

Modern Slavery is an umbrella term for activities involving the exploitation of persons (for the benefit of others; it includes, slavery, servitude, forced or compulsory labour and human trafficking.

[FIND OUT MORE](#)

#### About Us

We are a group of statutory and non-statutory organisations which meet on a voluntary basis to ensure South Yorkshire is a place of safety for survivors, a hostile area for those who exploit others and a leading influence on national priorities relating to modern slavery and human trafficking.

[FIND OUT MORE](#)

#### Resources & Training

Resources and training are available to equip frontline professionals, those working in the community, and the public across South Yorkshire, with the knowledge of what modern slavery is and the confidence to respond appropriately.

[FIND OUT MORE](#)

#### LATEST NEWS



##### Spotting the Signs of Modern Slavery Remotely

With a reduction of face-to-face services, Covid-19 has created new challenges to identifying potential victims of modern slavery. To support...

[FIND OUT MORE](#)



##### Help us to Spot the Signs of Modern Slavery

Covid-19 has created new challenges to identifying victims of modern slavery and those who exploit them for financial gain. The...

[FIND OUT MORE](#)



##### Safeguarding Awareness Week 2020 - online events

To raise awareness of Modern Slavery with professionals working in local authorities for Safeguarding Awareness Week 2020 the Partnership is...

[FIND OUT MORE](#)

# SYMSP Website

[southyorksmsp.co.uk](https://southyorksmsp.co.uk)

An online hub for those working and living in South Yorkshire to:

- Find out more information about modern slavery
- Download free resources
- Keep up to date with the latest modern slavery news and opportunities.

# Available Resources

Free resources available to download include:

- The SY Pocketbook for Professionals
- Life and Work in the UK Posters
- Homelessness Posters
- Guidance on Spotting the Signs Remotely
- A5 leaflets on Modern Slavery

## SOUTH YORKSHIRE MODERN SLAVERY

### POCKETBOOK FOR PROFESSIONALS

# 2020

## LIFE AND WORK IN THE UK

#### WORK & WAGES

- When you start work, your employer should give you a contract of employment which includes how much you will be paid, the day or days you will be paid and how you will be paid.
- You should receive a payslip to show the hours you are being paid for, as well as tax and national insurance deductions.
- In the UK you have the freedom to move between employers and you should not pay anyone for a job.

#### BANK ACCOUNTS

- It is free to open a basic bank account and apply for a national insurance number.
- It is free to apply for a job here in the UK.
- Never give your ID Card or Bank Card to anybody else.
- You must never share your login details / passwords / PIN numbers with anybody else.

#### MINIMUM WAGE

In the UK, you should receive at least:

- £8.72 an hour if you are 25 years old or over.
- £8.20 an hour if you are between 21 and 24 years old.
- £6.45 an hour if you are between 18 and 21 years old.

- If you are 25 or over, working 40 hours per week should earn you £348.80 a week - this is before any tax or national insurance deductions.

#### HOLIDAY LEAVE

- Your holiday entitlement should be explained to you by your employer.
- Your employer should explain to you how to request holiday leave.
- Almost all workers are entitled to 5.6 weeks' paid holiday per year; this includes agency workers, those working irregular hours and/or those on zero-hour contracts.
- If you work 5 days a week you should get 28 days per year.

#### HOUSING & RENTING

- On average, renting a room in a shared house in the UK costs between £150 - £300 per month (London is higher at £750).
- On average, renting a 2-bedroom property in the UK costs between £500 - £900 per month (London is higher at £1,500).

#### COST OF LIVING

- In the UK, it costs around £60 per week to run a car - this includes fuel, tax, and insurance.
- On average, a family of 3 spends between £49 - £63 per week on groceries.
- A weekly food shop should cost between £14 - £20 in South Yorkshire.

**South Yorkshire Modern Slavery Partnership**

If you need advice about your employment or would like to make a complaint about your employer call Acas on 0300 123 1100 (Monday to Friday 9am to 5pm).

If you or someone you know is being exploited, call the GLAA on 0800 432 0804 (Monday to Friday 9am to 5pm), or call the Modern Slavery Helpline anonymously on 08000 121 700 (24/7).

If you are in immediate danger always call the Police on 999.

DEVELOPED WITH

**Staffline** Campaigns & Labour Abuse Authority



# Thank You

[SYMSP@ashianasheffield.org](mailto:SYMSP@ashianasheffield.org)

Visit [southyorksmsp.co.uk](http://southyorksmsp.co.uk)

The South Yorkshire Modern Slavery Partnership **Modern Slavery: the basics training**

The Partnership is funded by the South Yorkshire Police and Crime Commissioner and Coordinated by Ashiana Sheffield.

