

# Modern Slavery Guidance

Southend Safeguarding Adults Board  
Essex Safeguarding Adults Board  
Thurrock Safeguarding Adults Board

Version 1 (November 2018)



**Essex Safeguarding  
Adults Board**



## Document Control Sheet

<b>Title:</b>	Modern slavery guidance
<b>Purpose:</b>	To provide guidance on modern slavery and link to national guidance documents
<b>Type:</b>	Guidance
<b>Target Audience:</b>	Anyone who is working with adults with care and support needs
<b>Date approved:</b>	November 2018
<b>Review Date:</b>	November 2020
<b>This replaces:</b>	Modern Slavery Guidance January 2017 V1
<b>This should be read alongside:</b>	This document is compliant with all relevant legislation at the time of publication and adheres to the current <a href="#">SET Safeguarding Adults Guidelines</a> and <a href="#">SET Safeguarding and Child Protection Procedures</a> . The Home Office has produced <a href="#">guidance</a> on National Referral Mechanism.
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## 1. Introduction

Trafficking in human beings is a serious crime and is now referred to under the term “Modern Slavery.” The Care Act 2014 includes modern slavery as a type of abuse so the approach to managing cases of modern slavery is closely linked to adult safeguarding procedures.

The Home Office, National Crime Agency and The Human Trafficking Foundation have produced guidance and process charts that are aimed at professionals and community workers who may come across a potential victim of modern slavery or Trafficking. Therefore to avoid repetition and make use of expert advice this document will link to national documents and organisations for further information.

## 2. Definitions

### Human Trafficking

The commonly used definition of human trafficking is often referred to as the ‘[Palermo Protocol](#)’<sup>1</sup> “Trafficking in Persons” means:

‘The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power, or a position of vulnerability, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation’.

Although we traditionally think of human trafficking as crossing borders it can take place within a country and does not require the victim to be moved across borders simply to be moved for the purpose of exploitation.

It is also possible to have been a victim of trafficking even if consent has been given to being moved. The purpose does not always have to be achieved for there to be an offence of trafficking; it is sufficient for there to be an intention to exploit the trafficked person.

### Modern Slavery

Modern Slavery involves the exploitation of a person and legislation mentions holding the person in slavery or servitude, or requiring the person to carry out forced or compulsory labour

Children (under 18 years) cannot give consent to being moved and therefore the coercion or deception elements do not have to be present. Child trafficking is always a [child protection issue](#)<sup>2</sup>, refer the potential victim to Children’s Services.

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<sup>1</sup> <https://www.unodc.org/unodc/en/organized-crime/intro/UNTOC.html>

<sup>2</sup> <http://www.escb.co.uk/media/1529/set-procedures-jan2018-updated.pdf>

### 3. Types of Modern slavery

According to the [National Crime Agency](http://www.nationalcrimeagency.gov.uk)<sup>3</sup>, the following categories of exploitation are linked to modern slavery:

- Sexual exploitation
- Forced labour
- Domestic servitude
- Organ harvesting
- Child exploitation

There are many other areas where people can be exploited such as benefit fraud, debt bondage, forced marriage, criminal exploitation and drug trade.

### 4. Indicators

What should you look for as a professional? Below are just some of the indicators of modern slavery human trafficking:

- Physical appearance - Show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn and neglected. They may have untreated injuries.
- Isolation - Rarely be allowed to travel on their own, always have someone present when they speak to you, that person translates for them all the time, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work.
- Poor living conditions - Be living in dirty, cramped or overcrowded accommodation, and / or living and working at the same address.

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<sup>3</sup> <http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking/types-of-human-trafficking>

- Restricted freedom of movement - Have no identification documents, have few personal possessions and always wear the same clothes day in day out. What clothes they do wear may not be suitable for their work.
- Have little opportunity to move freely and may have had their travel documents retained, e.g. passports.
- Unusual travel times - Be dropped off / collected for work on a regular basis either very early or late at night.
- Reluctant to seek help - Avoid eye contact, appear frightened or hesitant to talk to strangers and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation, fear of violence to them or their family.

This list is not exhaustive and further advice can be obtained from the Modern Slavery Help Line<sup>4</sup> (08000 121 700).

## 5. Support for victims

- [The Salvation Army](#)<sup>5</sup> is contracted by the UK Government to provide support to potential victims of modern slavery/human trafficking in England and Wales.
- [Leaflets](#)<sup>6</sup> are available in Albanian, Chinese, Czech, English, French, Lithuanian, Polish, Romanian, Slovak, Thai, Vietnamese, and Welsh to offer help and advice for people who think they may be victims of modern slavery in the UK.
- [The National Crime Agency](#)<sup>7</sup> has best practice information on dealing with victims and the use of interpreters.
- UnseenUK.org – 24 hour helpline 08000 121 700.

## 6. What should you do if you suspect people are being trafficked/exploited

For details on how to report modern slavery please see the Modern Slavery [Referral Pathway](#)<sup>8</sup> for adult victims.

- If the potential victim remains in the place of exploitation, is in danger or requires immediate assistance dial 999.
- For queries call the Modern Slavery Helpline 0800 012 1700 or National Crime Agency 0844 778 2406.

<sup>4</sup> <https://www.modernslaveryhelpline.org/>

<sup>5</sup> <https://www.salvationarmy.org.uk/referring-victims>

<sup>6</sup> <https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking>

<sup>7</sup> <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/best-practice-guide>

<sup>8</sup> <https://www.gov.uk/government/publications/how-to-report-modern-slavery/how-to-report-modern-slavery>

- Call your local Safeguarding Adults Team Southend: 01702 215008, Essex: 0345 603 7630 or Thurrock: 01375 511000 as soon as possible.

The [National Referral Mechanism \(NRM\)](#)<sup>9</sup> is the process by which an individual is identified as a victim of modern slavery. Referrals to the NRM can only be made by agencies known as [First Responders](#)<sup>10</sup>. Authorised agencies in the UK are the [police force](#)<sup>11</sup>, the [UK Border Force](#)<sup>12</sup>, [Home Office Immigration and Visas](#)<sup>13</sup>, social services and certain Non-Governmental Organisations e.g. [Salvation Army](#)<sup>14</sup>.

If a referral is made into the National Referral Mechanism (NRM) a safeguarding adult concern should also be raised (see [SET safeguarding adult guidelines](#)<sup>15</sup>) and social care will work with Essex Police.

## 7. Legislation and guidance

Further details of legislation can be found on the [National Crime Agency Website](#)<sup>16</sup>

[Statutory Duties and Powers for Local Authorities](#)<sup>17</sup>

## 8. Training

All staff should receive awareness training at a level according to their role and in accordance with the [SET learning and development strategy](#).

[The Salvation Army](#)<sup>18</sup> has free e-learning training. Essex Police also facilitate training through their operational lead.

<sup>9</sup> <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales>

<sup>10</sup> <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/national-referral-mechanism>

<sup>11</sup> <https://www.essex.police.uk/>

<sup>12</sup> <https://www.gov.uk/government/organisations/border-force>

<sup>13</sup> <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

<sup>14</sup> <https://www.salvationarmy.org.uk/modern-slavery>

<sup>15</sup> <http://www.essexsab.org.uk/media/1895/doc-set-safeguarding-guidelines.pdf>

<sup>16</sup> <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/relevant-legislation>

<sup>17</sup> <https://www.humantraffickingfoundation.org/ourwork/>

<sup>18</sup> <http://www.salvationarmy.org.uk/toolkits/hta/>