

Modern Slavery and Human Trafficking – At a Glance



Modern Slavery Act 2015

CHAPTER 30

What is Modern Slavery and Human Trafficking?

These are often very complex and hidden crimes.

The Modern Slavery Act 2015 introduced provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-slavery Commissioner, and for connected purpose.

The MSA places statutory duties upon a range of agencies to report any suspicions or concerns that modern slavery or human trafficking is occurring to the Home Office, National Referral Mechanism (NRM)

Modern Slavery Act 2015



Who is a victim?

Human Trafficking is a form of modern slavery, it can include a range of exploitation including sexual exploitation. For a person to have been a victim of human trafficking there must have been:

1. Action (recruitment, transfer, harbouring, transportation, or receipt, which can include either domestic or cross-border movement)
2. Means (threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability) There does not need to be a means used for children as they are not able to give informed consent
3. Purpose of exploitation (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs)

Notify the Home Office of Potential Victims of Modern Slavery

Guidance for Specified Public Authorities
Version 2.0 (18 March 2016)

What is the 'Duty to Notify'?

From 1 November 2015, specified public authorities have a duty to notify the Secretary of State of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking.

It is estimated that there were 10,000-13,000 victims of modern slavery in the UK in 2013, but only 1,746 potential victims were referred to the National Referral Mechanism (NRM) in the same period. In 2015, this figure rose to 3,266 potential victims.

It is intended to gather statistics and help build a more comprehensive picture of the nature and scale of modern slavery.

What is the duty to notify?

Specified public authorities are required to notify the Home Office about any potential victims of modern slavery they encounter in England and Wales. Completing the National Referral Mechanism form is sufficient to satisfy this duty to notify (if completed appropriately).



First responders include: The Home Office, Local authorities, Health and Social Care Trusts (HSC Trusts), Police, POPPY Project, National Crime Agency (NCA), Trafficking Awareness Raising Alliance (TARA), Migrant Helpline, Gangmasters and Labour Abuse Authority (GLA), Medaille Trust, Salvation Army, Barnardo's, and Unseen.

See also – Victims of modern slavery – competent authority guidance.



If the potential victim does not want to be referred to the NRM, then an **MS1 form** should still be completed.

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



- The National Referral Mechanism
- The Duty to Notify
- Transparency in supply chains
- Research and publications
- Promotional Materials
- Training Information

<https://www.gov.uk/government/collections/modern-slavery#-promotional-materials>

Support for victims leaflet in 11 foreign languages.



Signs Indicators

- Some victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn.
- Some victims may be isolated they may rarely be allowed to travel on their own, seem under the control and influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work.
- Some victims may live in poor conditions – in dirty, cramped or overcrowded accommodation, and/or living and working at the same address.
- Some victims may have few or no personal effects – victims may have no identification documents, have few personal possessions and always wear the same clothes day in day out.
- Some victims have their freedom of movement restricted, they may have limited opportunity to move freely and may have had their travel documents retained e.g. passports.
- Some victims may travel at unusual times – they may arrive or be collected at a workplace very early or late at night on a regular basis.
- Some victims may not know how to or be reluctant to seek/access help – they may appear frightened or shy, not wanting to strangers or the police, for a variety of reasons, they may fear deportation, violence to them or their family or be able to trust others.

Do's



Do trust in your own instinct, if it doesn't feel right it probably isn't.

Do speak to the suspected victim, if it is safe to do so for them and you. Remember they be coerced or controlled by others.

Do speak to your safeguarding designated lead, and refer to your policies.

Do remember 'consent' even if a victim does not give consent remember the duty to notify – MS1 forms.

If you are concerned that the adult is vulnerable under the Care Act contact Social Care Direct on 03000 267979 or seek advice from 101 ([Referral pathway](#)).

Don'ts



You **don't** have to prove it, only a suspicion or belief that someone is a victim is enough to alert police or the local authority.

Don't ignore it, it's everybody's business!

Modern Slavery Referral Pathway

Adult Presents at Service/Agency

- Do you suspect they are a potential victim of modern slavery?
 - Are they in immediate danger? (Ring 999)

Are they alone
and able to talk to
you freely?

NO

YES

If they are unable to talk, can
they return on their own.
Report/Seek advice from 101 or
Social Care Direct 03000
267979

Did they return?

Talk to the potential victim
about the situation.
Tell them your suspicions, and
why.
Report/Seek advice from 101 or
Social Care Direct 03000
267979

Talk to the potential victim about the
situation.
Tell them your suspicions, and why.
Report/Seek advice from First
Responder
Complete a NRM duty to notify form
and share with police
(Note signs/indicators and other
relevant info – see toolkit)

NO

Would they like to go to a place
of safety?

Does the person have a child/ren?
Refer to Child Protection Procedures

YES

In all instances provide information on National Referral Mechanism/ Salvation Army Support
and Victim Leaflet
<https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking>
Do they wish to proceed?

In all instances, there is a duty to notify, complete the NRM Duty to notify MS1 forms (see links
for further guidance)
<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

Sexual Exploitation (Adults) – At a Glance

Seeking assurance that victims of sexual exploitation, modern slavery, and human trafficking sits with the Durham Safeguarding Adults Board. Sometimes victims of Sexual exploitation are also a victim of modern slavery (see above). This tool is a guide to support staff and volunteers, if it is known or suspected that an adult is experiencing or at risk of sexual exploitation. For all concerns related to children visit the [Durham Safeguarding Children Board – Child Protection Procedures](#).



Signs Indicators of Sexual Exploitation

Exploitation is the deliberate maltreatment, manipulation or abuse of power and control over another person. It is taking advantage of another person or situation usually, but not always, for personal gain. Being able to recognise the signs or indicators that someone is being exploited can help to prevent victims from further abuse and offer access to help, support and protection. Everybody has a responsibility to keep people safe from abuse.

Some Signs of potential increased risk include – Low Self Esteem, lack of engagement with protective networks, history of sexual abuse, social isolation, breakdown of relationships, coercion or control, substance misuse, learning disability or difficulty, unusual internet activity or susceptibility to grooming, going missing, changes in appearance or behaviour, sexual health issues, and or self harm. This is not exhaustive. [See also - Durham Safeguarding Adults Board – Risk Threshold Tool](#)

If you suspect someone displays signs that they are experiencing or at risk of sexual exploitation, you can use the [Risk Factor Recording Sheet](#) to assist your decision-making, and the potential of increased risk.

REMEMBER to document your decision making, have you taken action to manage the current risk, have you recorded whether you will [share information or your reasons for not sharing](#).

Sexual Exploitation (Adults) – Referral Pathway

Victim has the appearance of care and support needs

3 Tips

Safeguarding Adults procedures include sexual exploitation as a form of abuse. If you suspect a victim of sexual exploitation is an adult at risk as defined by the Care Act 2014:

1. aged 18 or over; and
2. has needs for care and support (whether or not those needs are being met); and
3. as a result of those needs is unable to protect him or herself against the abuse or neglect or the risk of it.

**Telephone Social Care Direct
03000 267979**

Case meets MARAC criteria

3 Tips

1. Explain to the victim what the Multi-Agency Risk Assessment Conference (MARAC) procedure is, and confidentiality.
2. Complete the DASH Risk Checklist. Find out more and checklists in a range of [languages and formats](#).
3. Complete [the MARAC referral form](#).

Where DASH risk checklist highlights a high risk, you must make a MARAC referral.

(MARAC also applies to 16 years and over)

Does not meet MARAC or Safeguarding

3 Tips

1. Don't do nothing, consider any immediate or longer term risk.
2. Signpost to relevant services. e.g. [Harbour](#)
3. Reconsider the DASH Risk Checklist and MARAC referral, regularly.

If you cannot identify a victim but suspect modern slavery, human trafficking or sexual exploitation, ring 101