

What is Modern Day Slavery?

Modern slavery is an umbrella term used when someone is coerced or forced to do something they do not want to do, and another person gains from this exploitation.

Signs of Modern Day Slavery

- Separated from their passport
- Fearful, anxious or distrustful of authorities
- Has limited/no social interaction
- Someone speaks on their behalf
- Has a story that appears rehearsed
- Physical/psychological trauma
- Do not know their home or work address
- Believes they have debt to pay off
- Lack of access to medical care & strange injuries
- Lack of personal protective equipment
- Lack of possessions
- Overcrowded accommodation

Why a victim might not seek help

- Fear of actual or threatened abuse
- Threats to their family
- Fear/distrust of authorities
- Substance addiction/withholding medication
- Fear of being removed from the country
- Loyalty to their trafficker or exploiter
- Shame and/or hopelessness at their situation
- Not having a safe space to disclose
- Fear of a curse/witchcraft/witches (juju)
- Do not recognise they are a victim
- Language/communication barriers
- No money/debt bondage

Legislation

- **The Modern Slavery Act 2015**
- **The Care Act 2014**
- **Homeless Code of Guidance for Local Authorities**
- **The Housing Act 1996**
- **Immigration Act 2016**
- **The Children Act 1989**

In 2000 Trafficking became enshrined in international law for the first time through the Palermo Protocol within the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. 'The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered 'trafficking in persons' even if this does not involve any of the means set forth [Palermo Protocol]

[Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime](#) | OHCHR

ACT

- Recruitment
- Transportation
- Transfer
- Harbouring
- Receipt

MEANS

- Threat/violence
- Coercion
- Abduction
- Deception
- Abuse of power
- Abuse of vulnerability
- Debt bondage

PURPOSE

- Sexual exploitation
- Forced labour
- Domestic servitude
- Organ harvesting
- Forced criminality
- Forced marriage

FEAR

MISTRUST

Do



- Do think about support and referral to first responder Organisations
- Do ensure the individual understands the support available and signpost/refer where possible
- Do contact 999 if an immediate risk is present and it is safe to do so
- Do consider appointing a SPOC (single point of contact) for your organisation
- Do familiarise yourself with your organisation's modern slavery/safeguarding protocol

Don't



- Don't raise concerns with anyone accompanying them
- Don't use an accompanying person as a translator
- Don't re-traumatise an individual—use sensitive language & find a safe space to talk

National referral mechanism pathway for potential adult and child victims of modern slavery

1. FIRST RESPONDER/PROFESSIONAL IDENTIFIES, OR IS MADE AWARE OF, A POTENTIAL VICTIM (PV) OF MODERN SLAVERY AND/OR HUMAN TRAFFICKING

CALL 999 where there is an immediate threat to a PV or related individuals, emergency medical treatment is needed or the PV is still in the place of exploitation.

Call Essex Police on 101/online reporting if it is purely a suspicion modern slavery is taking place.

Suspicions can also be reported to Crimestoppers - 0800 555 111 or to the 24-hour Modern Slavery Helpline - 0800 012 1700.

If the PV is under the age of 18 years old, or there are children linked to the adult PV please contact:

CHILDREN

Essex Children's Social Care
[report a concern about a child](#)
[online form](#)

Thurrock Social Care Team
CHILDREN
Tel: 01375 652 802
thurrockmash@thurrock.gov.uk

Southend Social Care Team
CHILDREN
Tel: 01702 215007
C-SPOC@southend.gov.uk

ADULTS

Essex Adult Social Care
[report a concern about an adult](#)
[online form](#)

Thurrock Social Care Team
ADULTS
Tel: 01375 511 000
Thurrock.First@thurrock.gov.uk

Southend Social Care Team
ADULTS
Tel: 01702 215008
accessteam@southend.gov.uk

2. CONTACT YOUR SAFEGUARDING LEAD, AS SOON AS IS PRACTICABLE FOR SUPPORT AND GUIDANCE

Once responsibility for the potential victim is handed over, put concerns in writing to ensure audit trail.

Consider taking the PV to a place of safety to allow for a safe conversation/ address any self-care needs.

END OF PROCESS FOR INITIAL REFERRER.

3. CARRY OUT INITIAL ASSESSMENT

Safeguarding Team, ASC will carry out an initial needs and risk assessment strategy meeting within 24hrs. Urgent Assessment: Three key immediate questions:

- 1) Are they still being or likely to be targeted by their trafficker?
- 2) Are they housed?
- 3) Do they have income, food & warm clothes?

If at immediate risk then consider moving to the next NRM stage. Consider legal and third sector support, interpreters, welfare entitlements, health checks, accommodation, asylum.

4. EXPLANATION

Safeguarding Team, ASC will EXPLAIN THE NRM PROCESS TO THEPV.

Unless the PV consents to the NRM referral, they will not be entitled to access the support provided through the NRM but may still be eligible for state support (unless they are under 18 years of age when consent is not required and support will be provided by Children's Social Care).

HAS THE PV GIVEN CONSENT TO REFERRAL INTO THE NRM?

IF YES

5. COMPLETE DIGITAL REFERRAL FORM

www.modernslavery.gov.uk/start

The form must be completed in one go as progress cannot be saved.

Consider 'Act', 'Means', 'Purpose' (see above) definitions when completing section.

Ensure you include objective facts that have been gathered from agencies who have dealt with the client before a the NRM form is submitted. This could reduce negative NRM decisions

A paper based version is also available via
<https://www.modernslavery.gov.uk/paper-version-download>

IF NO

5. COMPLETE AND SUBMIT THE ONLINE DUTY TO NOTIFY

www.modernslavery.gov.uk/start

Sections 1-4 and 7.

Do not include any personal details without PV's permission. Select 'No' in section 4.

N.B With support, some PVs will agree to go into the NRM at a later date.

6. CONSIDER THE LEVEL OF NEED/RISK

Safeguarding and Duty of care processes must be adhered to.

Carry out a second needs and risk assessment, safeguard the potential victim (PV) and work to reduce risks and prevent re-exploitation, including provision of safe housing where required.

Explore regarding housing, benefits, ESOL, training, non-statutory support options and legal needs including immigration. If PV does not meet threshold criteria for care, support or housing or has NRPF, consider international duties and potential breaches of convention or community rights (Human Trafficking Foundation).

If a negative NRM decision is made:

Reconsideration: Ask for the decision to be reconsidered. If refused, then this can be challenged via judicial review or in some cases via Tribunal on an immigration application.

Organisations providing victim support & advice

MIGRANT HELP

Supporting asylum seekers, refugees and victims of modern slavery. Provide advice and support through the victim care contract.
Tel: 01304 203977
Out of hours: 07766 668781
Email: MSVAdmin@migranthehelpuk.org
www.migranthehelpuk.org

THE SALVATION ARMY (MODERN SLAVERY UNIT)

For advice or to report concerns. The SA hold the victim care contract for the National Referral Mechanism.
Tel: 0800 808 3733 (24 hr)
www.salvationarmy.org.uk/modernslavery

MODERN SLAVERY HELPLINE

Phone or message for advice or to report concerns. Translation service available
Tel: 08000 121 700 (24 hr)
www.modernslaveryhelpline.org

JUSTICE AND CARE

Provide victim care navigators to support victims of modern slavery when first identified
Tel: 0203 959 2580
Email: hollie@justiceandcare.org
www.justiceandcare.org

BARNADOS

Provides advice and advocacy for exploited children
Tel: 0800 043 4303 (24 hr)
Email: countertrafficking@barnados.org.uk

7. MULTI AGENCY MEETING OR REFER INTO MAINSTREAM GROUP

MARAC meeting within 35 days to develop a care plan. If the PV remains in the borough or is likely to return to the borough, develop a plan around safety housing, mental/physical health, legal advice, immigration.

For more information about this from the Human Trafficking Foundation: [CLICK HERE](#)

ADDITIONAL RESOURCES

NRM multi-language leaflet for victims:

<https://www.saferderbyshire.gov.uk/what-we-do/modern-slavery-and-organised-crime/first-responders/first-responders-nrm-multi-language-leaflet.aspx>

Guidance for filling in the NRM:

<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>

NRM paper download:

<https://www.modernslavery.gov.uk/paper-version-download>

Council Guide for Tackling Modern Slavery

<https://www.local.gov.uk/publications/council-guide-tackling-modern-slavery>

Supporting modern slavery victims: guidance and good practice for council homelessness services

<https://www.local.gov.uk/publications/supporting-modern-slavery-victims-guidance-and-good-practice-council-homelessness>

Human Trafficking Foundations Survivor Care Standards

<https://www.antislaverycommissioner.co.uk/media/1235/slavery-and-trafficking-survivor-care-standards.pdf>

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