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ANTI-SLAVERY PARTNERSHIP (ASP) INTRODUCTION

The ASP model is a dynamic framework developed to promote and develop effective multi-agency partnership working across the South West region to bring human trafficking and modern slavery to an end. The model consists of localised partnerships and an overarching regional board.

VISION
The vision of the Anti-Slavery Partnership is the eradication of modern slavery. The partnerships strive for communities where awareness of all forms of slavery and trafficking is commonplace, and that across all sectors people work collectively to eradicate its existence and support victims.

VALUES
The ASP aims to be:
- Victim-centred
- Collaborative
- Embedded
- Relentless
- Proactive

PURPOSE
The purpose of the ASP is to support and enable the discovery of and response to incidents of human trafficking, slavery and exploitation through a victim-centred, multi-disciplinary and collaborative community effort.

The ASP operates throughout the South West, with five force level ASPs reporting to an ASP Regional Board. The five force level boards are based within: Avon & Somerset, Wiltshire, Devon & Cornwall, Gloucestershire, and Dorset. These individual partnerships typically feature local forums comprising NGOs and Statutory organisations supporting victims of trafficking and modern slavery, as well as Problem Profiling activities. The ethos underpinning all ASP activities is multi-agency cooperation.

MODERN SLAVERY

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

Someone is in slavery if they are:
- forced to work through mental or physical threat
- owned or controlled by an ‘employer’, usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as ‘property’
- physically constrained or have restrictions placed on his/her freedom

The following definitions are encompassed within the term ‘modern slavery’ for the purposes of the Modern Slavery Act 2015:
- ‘slavery’ is where ownership is exercised over a person
- ‘servitude’ involves the obligation to provide services imposed by coercion
- ‘forced or compulsory labour’ involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily
- ‘human trafficking’ concerns arranging or facilitating the travel of another with a view to exploiting them.
Human trafficking is the movement of people by means such as force, fraud, coercion or deception, with the aim of exploiting them. It is a form of modern slavery and is made up of an ‘act’, a ‘means’, and a ‘purpose’:

<table>
<thead>
<tr>
<th>Human Trafficking</th>
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<tbody>
<tr>
<td><strong>ACT</strong></td>
</tr>
<tr>
<td>• recruitment</td>
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<td>• transportation</td>
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<td>• transfer</td>
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<td>• harbouring</td>
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<td>• receipt</td>
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Forced or compulsory labour is defined as:

‘all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.’

It requires both means and service (purpose).

<table>
<thead>
<tr>
<th>Forced Labour</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEANS</strong></td>
</tr>
<tr>
<td>Threat of penalty – e.g. threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability</td>
</tr>
</tbody>
</table>

To ascertain whether a particular circumstance constitutes trafficking in persons, or slavery, servitude or forced or compulsory labour, consider the definition of trafficking and slavery in the Trafficking in Persons Protocol and the constituent elements of the offences under the Modern Slavery Act (2015).

**MODERN SLAVERY ACT**

The Modern Slavery Act reached royal ascent on the 26th March 2015. The Act ensures that the National Crime Agency, the police and other law enforcement agencies have the powers they need to tackle this crime.

The Act introduces measures to enhance protection for victims, it consolidates existing offences and increases the maximum sentence to life imprisonment. The Act creates the role of Anti-Slavery Commissioner and implements the Transparency in Supply Chains legislation requiring businesses in the UK, with a turnover of over £36 million, to declare publically measures they are taking to ensure their supply chains are slavery free.

The Act also places a statutory duty upon specified public authorities to respond to incidents of suspected trafficking and slavery, this is referred to as the Duty to Notify and can be found in section 52 of the Act.
PROBLEM PROFILING

Problem Profiling has been developed as part of the ASP framework as a way to work across agencies, share information, resources and to proactively visit sectors and businesses where slavery and trafficking may be occurring.

It is a unique aspect of the ASPs work as it is often not based upon intelligence (which is required for police resource and activity) but upon a shared understanding that slavery and trafficking as a crime is often unseen, the voices of its victims unheard, and that if the agencies that have a duty to protect potential victims and prosecute those perpetrating these crimes are unaware of where or how it happening this is hard to achieve.

Problem Profiling starts by identifying trends/industry activities where we suspect trafficking and/or slavery may be present, and then planning and implementing days of action or welfare visits to specific premises/sets of premises based on what we think we know.

Once a sector is identified as ‘of interest’ all partners will check their own agency databases and information, sharing anything that may be pertinent. If at this stage there is limited information, which there often is, a visit will be planned to see if we can gather any further information to forward our enquiries/information/knowledge. If at this stage intelligence is forth coming a more operational style police-led operation may be decided upon.

Problem profiling is proactive, focussed predominantly on welfare of potential victims and safeguarding them. It is always multi-agency and assists with the gathering of information on specific people, industries, sectors and potential victims and perpetrators possibly leading to further operational activity.

DAYS OF ACTION

INTRODUCTION

This section has been put together since the ASP’s involvement in multi-agency visits over the past 5 years. It is aimed to assist those agencies leading a visit to think through all elements of problem profiling activity and partner agencies to understand what is expected from them. It also is intended to act as a quick reference guide refreshing partners about the ASP, justification for problem profiling and any legal or statutory requirements that need to be fulfilled.

The guidance is intended to assist the organisation or individual leading the planning and actioning of any multi-agency visits. It has been developed to ensure, wherever possible, consistency and continuity in all elements (planning, briefing, action, debrief) of a welfare visit across force areas in the South West.

Days of action or welfare visits are by their nature unpredictable. However, with careful planning, clear objectives, and clear demarcation of roles and responsibilities, they stand a much higher chance of getting good outcomes for potential victims of trafficking, as well as ensuring that the activities of trafficking and slavery are disrupted, and perpetrators are brought to justice.

It has been based upon an Operational order created by Avon and Somerset Police and Unseen that focussed on activity around off-street sex working and has been tailored to make it applicable to other sectors and areas of activity.
PREPARATION
The person/agency leading the visit should, in conjunction with other agencies and with the assistance of the ASP Coordinator if required:

- arrange a date for the visit
- secure any organisational support needed from within their own organisation or other organisations e.g. PCSO, Beat Officer, Sex Work Liaison Officer (if relevant), translators, health facilities
- arrange a time and venue for an on-the-day briefing and communicate to all partners involved
- Identify and invite all partner agencies, with a clear brief about what you want from them before and on the day of action/visit e.g. Local Authority, UKVI, Unseen, Police, HMRC, DWP, Trading Standards, Environmental Health, Health, GAIN (different agencies will be suitable for different types of visits)
- Get contact details for the relevant Slavery Safeguarding Leads (SSL) and/or First Responders to ensure they are aware of the date so can be available to submit an NRM form should this be required on the day
- If you think you will find victims that may come away with you and need support it is recommended you let The Salvation Army know this ahead of time so they can prepare (see Appendix 5 for more information about the Salvation Army and what support PVoT’s are entitled to through the NRM)
- Arrange temporary space for conversations with employees in case this is not practical at the premises to be visited
- Liaise with social services/safeguarding to secure services if you think any minors may be found at premises
- Establish the relevant languages (through covert human intelligence source/PCSO/other), and obtain interpreters who are unlikely to have connections with those to be visited
- Arrange copies of relevant government-produced or ASP language leaflets to support victims (available through the ASP)
- You will also need to consider how you will approach those who may be purchasing the services being offered and the fact that the visit may disrupt normal and legitimate businesses and may be frustrating to those involved or those trying to purchase a service (Questionnaires are available for those who use the services and this may be a way of gaining information about the businesses and the way they function)
- Print any questionnaires or information sheets for partners to use
- Prepare for briefing including clarifying the on-the-day roles of each agency
ON THE DAY

BRIEFING
The individual leading the action/visit(s) needs to conduct a briefing to ensure that all partners understand their role, when they are to enter a premise, what they are and are not to do and to generally ensure everyone understands the purpose of the visits.

It is important to remember when information and/or intelligence is scarce that the aim of the visits is to gather more information but to go in with a welfare focus, checking that the people who are working are safe, happy to be there and being treated well – these visits are NOT enforcement visits and often no warrant will be in place, nor will partner agencies be using powers of entry to access premises and properties. We ask to be let in, to have discussions and check on the welfare of those there.

Being refused entry immediately raises alarm bells and suspicions and the individuals/agency leading the visit should at this juncture make a decision on what powers are available to them from their own agency and the partners involved if they feel they need to gain entry.

Briefing should include:
1. Why we are doing multi-agency working (i.e. because the Anti-Slavery Partnership takes a multi-agency approach to tackling this issue, and the involvement of a range of agencies with different remits and interests enables us to better identify where human trafficking may have and modern slavery is, taking place).

2. Why these visits are different to most law enforcement activity (i.e. the focus of the visits is to safeguard victims, which is why Unseen (and relevant others) are involved. Explain the nature and style of the visits, which are welfare visits.

3. A explanation to all partners that entry to premises is without a warrant and therefore we need to be sensitive in our approaches and treat people we encounter well, as there may be no indication they are doing anything wrong.

4. Introductions of participants including: name, job role, why each person is involved, what their powers are, what they are looking for during the course of the visit.

5. Agreement about order of entry into the premise/location – will the lead go in first, explain the visit, assess the situation and split partners into pairs to speak with the people found? Will partners wait at the briefing location until its known how many people are on site? Will you do a drive by first to assess number of people these?

6. Summary of human trafficking and modern slavery using the presentation (See Appendix 2 for a hard copy).

7. Summary of the Modern Slavery Act, should offences be identified.

8. Introduction to the agreed theme for the visits and the locations to be visited.

9. An overview of how you want and who you want to do any community cohesion work. Visits can often invite community interest and you will need to ensure you have someone to speak to members of the community and reassure them.
10. Awareness of all the relevant numbers should partners need them- Salvation Army, language line, SSL contacts – you will need to decide if you want to give these out or if partners have concerns you want to discuss these ahead of making any calls.

11. Reiterate that the questionnaires provided are a guide and that questions should be asked as part of a normal conversation, this is not a sole agency visit and not an opportunity to ask own agency questions (unless agreed) – you need to avoid multiple different agencies asking multiple question sets of the same people.

12. Questions should be asked in pairs (where possible) with one person speaking and one writing the answers.

13. Reiterate that you are looking for indicators of slavery/exploitation and trafficking and that often victims will not self-identify. The questions are to assist the partner agencies are professionals to make this decision and to take appropriate and suitable action.

14. Remind partners that adults must consent to entering the NRM and that there are limitations to the support able to be offered if someone is saying they are OK and has the capacity to make this decision.

15. Reiterate that is someone is concerned for an individual that may be showing indication of being trafficked or enslaved that they need to explain to them their entitlements and what can be offered and the process involved (If available Unseen Staff often will perform this role).

16. Let people know there will be a debrief directly after the visits and partners will be required to feedback what they have seen/heard/outcomes/concerns.

17. Plan of action including what will happen first and subsequently, and defining roles and responsibilities of each agency involved;
   - Who will go in first?
   - Who will make the introduction at the premises?
   - Who will speak to the employees?
   - Who will wait outside/at other location/protect any rear exits/entrances to the premise?
   - Who will have the mandate to speak to service users?
   - Who will run PNC/Immigration checks (if applicable)?
   - What agencies are pairing up to ask the questions?
   - The role of the interpreter – think about having them go through the door with the first person to pick up on anything that is said as you enter.
   - Check everyone knows what to do with potential victims of trafficking (PVoT) (see the flow chart on page 10 and provide a copy if necessary).

**VISITING PREMISES**

How long a visit may last depends on what it is you find. Sometimes a visit will be as simple as a quick check of people’s identity, that the working conditions appear fine, all individuals working there are adults and happy to be there. The questions get asked and no concerns are raised. The opposite may also be true and partners may be concerned about someone from the questions asked and may offer them the opportunity to leave with them and enter the NRM or get support elsewhere and these conversations may take some time (they also may not require every agency to be involved and some will be able to step down throughout the visit).
Things to consider once on the premises:

- Securing all entrances: The ‘manager’ should be ‘isolated’ as soon as possible, to minimise the opportunity for them to ‘instruct’ employees about what to say/what not to say.
- The designated lead person (non-uniform if police) will enter the main entrance and explain to the employee/manager what organisation they represent, and that they are here to check on the welfare of employees at the premises.
- After explaining the visit to the ‘manager’/lead employee/staff on site, the designated lead officer/individual should remain able to direct the visit and instruct the team throughout the visit, maintaining an oversight role.
- You will need to ensure that everyone is spoken to, that this happens in pairs and that the questionnaires are answered wherever possible – this may have to happen in back rooms of premises, in cars, or at another location, depending on what has been agreed. This should be a conversation. You are trying to establish whether human trafficking of employees has taken place, and whether modern slavery is present. Use the questions listed in Appendix 3 as a guide.
- Take photos of employees if possible, unless video interviews are being conducted.
- Run individuals through PNC/Immigration checks as agreed (if applicable).
- Ensure partners discuss any concerns for welfare, slavery/trafficking with you.
- Make a plan of action for anything you need to do (PPO for children, arrests made if slavery is occurring, referral into the NRM, removal of persons to safer place etc).

WHAT TO DO IF YOU ENCOUNTER A POTENTIAL VICTIM OF SLAVERY/TRAFFICKING

NRM – NATIONAL REFERRAL MECHANISM
The National Referral Mechanism (NRM) is a framework for identifying victims of human trafficking and ensuring they receive the appropriate protection and support. The NRM grants a minimum 45-day reflection and recovery period during the process – with access to counselling, housing, finance, legal advice.

The NRM was introduced in 2009 to meet the UK’s obligations under the Council of European Convention on Action against Trafficking in Human Beings. This support is provided by the Salvation Army in the UK (for more information please consult Appendix 5).

If you think someone is a potential victim you need their consent to refer them into the NRM and will need to complete an NRM form.

Under the new Modern Slavery Act if you have concerns for an individual, whether or not they want to accept help and/or want to enter the NRM, there is a statutory duty to report this via the ‘Duty to Notify’ paperwork.
PROCESS FLOW DIAGRAM

Partner agency encounters a PVoT via the questions asked on a visit - discuss with lead person

Read NRM form and confirm the indicators you believe to be present are any indicators

Discuss your concerns with the PVoT and see what they want - explain your concerns and what is potentially available to them under the NRM

Call local Slavery Safeguarding Lead (SSL) to discuss concerns

Consider removal from location in order to complete and submit NRM form with SSL and PVoT consent

Make referral to SSL

Be prepared to remove the PVoT from the location and support the SSL and make referral into Salvation Army if accommodation and support required

If the PVoT is an adult and wants no help post the visit you will need to complete and submit a Duty to Notify Form (no consent from the PVoT). This does not need to be done in 'quick time'.
**NRM PILOT**

In response to an NRM review conducted by the Home Office, changes to the NRM are being piloted in the South West (Avon and Somerset, Devon and Cornwall, Dorset, Wiltshire and Gloucestershire police force areas).

Under the pilot NRM, if you are referring a case of slavery or trafficking the Slavery Safeguarding Leads in these regions will be responsible for making Reasonable Grounds decisions. In preparation for any visits being conducted you will need to ensure that you have the name and contact details for an available SSL.

New multi-disciplinary panels will make Conclusive Decisions in these pilot areas.

**DUTY TO NOTIFY**

From 1 November 2015, specified public authorities have a duty to notify the Secretary of State of any individual identified in England and Wales as a suspected victim of slavery or human trafficking. It is estimated that there were 10-13,000 victims of modern slavery in the UK in 2013, with only 1746 potential victims referred to the National Referral Mechanism in the same period. This duty is intended to improve the identification of victims and help build a more comprehensive picture of the nature and scale of modern slavery, to improve victim identification and the law enforcement response.

The “duty to notify” is set out in Section 52 of the Modern Slavery Act 2015, and applies to the specific public authorities. *(For a complete list of bodies please consult Appendix 1)*

Home Office staff within UK Visas and Immigration, Border Force and Immigration Enforcement are also required, as a matter of Home Office policy, to make an internal referral to the Modern Slavery Case Management Unit (dutytonotify@homeoffice.gsi.gov.uk) who will manage these notifications.

**DEBRIEFING**

Initial debrief with all partner agencies should occur immediately after the visit to discuss any concerns, issues and any further action that will need to be taken by any agency.

A debrief should include:

- An overview of all people spoken to concerns raised and outcomes (where victims found/perpetrators arrested etc.)
- Agreement as to which agencies need to complete Duty to Notify forms and by when they will complete these (it is recommended that a copy of this is circulated to partner agencies as well)
- Agree who will take responsibility to share information gained with other relevant agencies e.g. HMRC, DWP, Local Authority department
- Sharing learnings from visits
- Agreeing any other actions

**WITHIN ONE WEEK OF VISIT**

The Lead Officer should email the outcomes of the visit to all partners, including the ASP, to ensure that each partner is communicating with other relevant partners over issues that emerged during the visits, and the consequences e.g. fines, arrests etc.
ADDITIONAL INFORMATION

Things to avoid/further considerations:

1. Avoid everyone attending the premises at once, as this could look more like a police raid, and is more likely to result in employees leaving the premises by alternative routes. Position some partners at likely back entrances to premises.

2. Avoid appearing to read a set of questions, as this is less likely to elicit responses. Where possible, use two people to ask questions of victims (one to ask, one to record), and ensure it feels like a conversation. If this is not possible, record answers as soon as practically possible. If it would be helpful you may want to consider using the Employee Questions sheet in Appendix 4.

3. Ensure the interpreter informs you of the content of any short conversations the controller/manager appears to be having with employees during the visits, or anything a controller may be saying on the phone (he/she may be contacting other premises in a network).

4. If victims are being removed, consider removing their phones, so they cannot be contacted by controllers. Give them pay as you go phones so you can contact them.

5. PVoT are usually fearful of reporting to statutory agencies or speaking to them be mindful of this and if they are acting like they are being controlled or are nervous to speak with you.

6. Police may need to contact their press department to manage any media stories connected to the visits.
APPENDIX 1: OVERVIEW OF THE MODERN SLAVERY ACT 2015

The Act makes human trafficking and modern slavery criminal activities. It consolidates previous relevant legislation, and comprises four main sections:

S.1 – Slavery, servitude and forced or compulsory labour.
S.2 – Human trafficking
S.3 – Meaning of exploitation
S.4 – Committing an offence with intent to commit a human trafficking offence
S.52 – Duty to notify Secretary of State about suspected victims of slavery or human trafficking

S.1 Slavery, servitude and forced or compulsory labour

(1) A person commits an offence if—
(a) the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
(b) the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour.

(2) In subsection (1) the references to holding a person in slavery or servitude or requiring a person to perform forced or compulsory labour are to be construed in accordance with Article 4 of the Human Rights Convention.

(3) In determining whether a person is being held in slavery or servitude or required to perform forced or compulsory labour, regard may be had to all the circumstances.

(4) For example, regard may be had—
(a) to any of the person’s personal circumstances (such as the person being a child, the person’s family relationships, and any mental or physical illness) which may make the person more vulnerable than other persons;
(b) to any work or services provided by the person, including work or services provided in circumstances which constitute exploitation within section 3(3) to (6).

(5) The consent of a person (whether an adult or a child) to any of the acts alleged to constitute holding the person in slavery or servitude, or requiring the person to perform forced or compulsory labour, does not preclude a determination that the person is being held in slavery or servitude, or required to perform forced or compulsory labour.

Points to prove
- Holds another person in slavery or servitude
- Knows or ought to know that the person is so held
- Requires another person to perform forced or compulsory labour
- Knows or ought to know that the person is being required to perform forced or compulsory labour.

S.2 Human trafficking

[Continues with the rest of the text]
(1) A person commits an offence if the person arranges or facilitates the travel of another person (“V”) with a view to V being exploited.

(2) It is irrelevant whether V consents to the travel (whether V is an adult or a child).

(3) A person may in particular arrange or facilitate V’s travel by recruiting V, transporting or transferring V, harbouring or receiving V, or transferring or exchanging control over V.

(4) A person arranges or facilitates V’s travel with a view to V being exploited only if—
   (a) the person intends to exploit V (in any part of the world) during or after the travel, or
   (b) the person knows or ought to know that another person is likely to exploit V (in any part of the world) during or after the travel.

(5) “Travel” means—
   (a) arriving in, or entering, any country,
   (b) departing from any country,
   (c) travelling within any country.

(6) A person who is a UK national commits an offence under this section regardless of—
   (a) where the arranging or facilitating takes place, or
   (b) where the travel takes place.

(7) A person who is not a UK national commits an offence under this section if—
   (a) any part of the arranging or facilitating takes place in the United Kingdom, or
   (b) the travel consists of arrival in or entry into, departure from, or travel within, the United Kingdom.

Points to prove
- Arranges / facilitates travel for another person
- Arrival in / entry into the United Kingdom / another country
- Intending to do anything to or believing that another person is likely to do something in respect of that other person after the journey and
- in any part of the world which if done would have involved the commission of a relevant offence

S.3 Generic Meaning of exploitation

(1) For the purposes of section 2 a person is exploited only if one or more of the following subsections apply in relation to the person.

Slavery, servitude and forced or compulsory labour

(2) The person is the victim of behaviour—
   (a) which involves the commission of an offence under section 1, or
(b) which would involve the commission of an offence under that section if it took place in England and Wales.

**Sexual exploitation**

(3) Something is done to or in respect of the person—

(a) which involves the commission of an offence under—

(i) section 1(1)(a) of the Protection of Children Act 1978 (indecent photographs of children), or

(ii) Part 1 of the Sexual Offences Act 2003 (sexual offences), as it has effect in England and Wales, or

(b) which would involve the commission of such an offence if it were done in England and Wales.

**Removal of organs etc**

(4) The person is encouraged, required or expected to do anything—

(a) which involves the commission, by him or her or another person, of an offence under section 32 or 33 of the Human Tissue Act 2004 (prohibition of commercial dealings in organs and restrictions on use of live donors) as it has effect in England and Wales, or

(b) which would involve the commission of such an offence, by him or her or another person, if it were done in England and Wales.

**Securing services etc by force, threats or deception**

(5) The person is subjected to force, threats or deception designed to induce him or her—

(a) to provide services of any kind,

(b) to provide another person with benefits of any kind, or

(c) to enable another person to acquire benefits of any kind.

**Securing services etc from children and vulnerable persons**

(6) Another person uses or attempts to use the person for a purpose within paragraph (a), (b) or (c) of subsection (5), having chosen him or her for that purpose on the grounds that—

(a) he or she is a child, is mentally or physically ill or disabled, or has a family relationship with a particular person, and

(b) an adult, or a person without the illness, disability, or family relationship, would be likely to refuse to be used for that purpose.

**Indicators of slavery, servitude and forced or compulsory labour:**

There are a number of factors which may indicate that an individual is being held in servitude or is being subjected to forced or compulsory labour. The essential elements are those of coercion or deception, which may be demonstrated in a number of ways. The kind of behaviour that would normally of itself be evidence of coercion includes but is not limited to:

- Violence or threats of violence by the employer or the employer’s representative;
- Threats against the worker’s family;
- Threats to expose the worker to the authorities (for example because of the worker’s immigration status or offences they may have committed in the past);
• The person’s documents, such as a passport or other identification, being withheld by the employer;
• Restriction of movement;
• Debt bondage;
• Withholding of wages.

Other indicators of forced labour include but are not limited to:
• The worker being given false information about the law and their employment rights;
• Excessive working hours imposed by the employer;
• Hazardous working conditions imposed by the employer;
• Not being provided with safety equipment and clothing, and/or being charged for the provision of equipment essential to perform the work;
• Unwarranted and perhaps unexplained deductions from wages;
• The employer intentionally not paying the full tax or national insurance contributions
• Poor accommodation provided by the employer, for example accommodation that is overcrowded, is not licensed as a “House of Multiple Occupation” by Local Authorities, or does not have any necessary gas and electricity safety certificates;
• Intentionally poor or misleading information about the nature of the employment, for example about the location or nature of the work;
• The person being isolated from contact with others; Money having been exchanged with other employers/traffickers for the person’s services in an arrangement which has not been agreed with the person concerned or which is not reflected in his payment.

S.4 Committing offence with intent to commit offence under section 2

A person commits an offence under this section if the person commits any offence with the intention of committing an offence under section 2 (including an offence committed by aiding, abetting, counselling or procuring an offence under that section).

S.52 Duty to notify Secretary of State about suspected victims of slavery or human trafficking

(1) If a public authority to which this section applies has reasonable grounds to believe that a person may be a victim of slavery or human trafficking it must notify—
   (a) the Secretary of State, or
   (b) if regulations made by the Secretary of State require it to notify a public authority other than the Secretary of State, that public authority.

(2) The Secretary of State may by regulations make provision about the information to be included in a notification.

(3) Regulations under subsection (2) must provide that a notification relating to a person aged 18 or over may not include information that—
   (a) identifies the person, or
   (b) enables the person to be identified (either by itself or in combination with other information),
unless the person consents to the inclusion of the information.

(4) Regulations under subsection (2)—
   (a) may provide that a public authority which includes information in a notification in accordance with the regulations does not breach any obligation of confidence owed by the public authority in relation to that information;
may not require or authorise the inclusion of information which contravenes any other restriction on the disclosure of information (however imposed).

(5) This section applies to—
   (a) a chief officer of police for a police area,
   (b) the chief constable of the British Transport Police Force,
   (c) the National Crime Agency,
   (d) a county council,
   (e) a county borough council,
   (f) a district council,
   (g) a London borough council,
   (h) the Greater London Authority,
   (i) the Common Council of the City of London,
   (j) the Council of the Isles of Scilly,
   (k) the Gangmasters Licensing Authority.

(6) The Secretary of State may by regulations amend subsection (5) so as to—
   (a) add or remove a public authority;
   (b) amend the entry for a public authority.
APPENDIX 2: PRESENTATION ON HUMAN TRAFFICKING/MODERN SLAVERY FOR USE DURING BRIEFING

What is Human Trafficking?

Trafficking is the movement of people by means such as force, fraud, coercion or deception with the aim of exploiting them. It is a form of Modern Slavery.

What is Modern Slavery?

The Universal Declaration of Human Rights 1948 states: “No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.”

Someone is in slavery if they are:

- forced to work - through mental or physical threat
- owned or controlled by an ‘employer’, usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as ‘property’
- physically constrained or has restrictions placed on his/her freedom of movement
The Modern Slavery Act 2015

- The Act consolidates the current offences relating to trafficking and slavery
- Key areas:
  - creates two new civil orders to prevent modern slavery
  - establishes an Anti-Slavery Commissioner
  - makes provision for the protection of modern slavery victims

Types of Slavery & Trafficking

FORCED LABOUR: Victims are forced to work against their will, often working very long hours for little or no pay in dire conditions under verbal or physical threats of violence.

DEBT BONDAGE: Victims are forced to work to pay off debts that realistically they will never be able to.

SEXUAL EXPLOITATION: Victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution, escort work and pornography. Adults are coerced often under the threat of force, or another penalty.

CRIMINAL EXPLOITATION: Often controlled and maltreated, victims are forced into crimes such as cannabis cultivation or pick pocketing against their will.

DOMESTIC SERVITUDE: Victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very limited or no free time and minimal privacy often sleeping where they work.

Who is affected?

- Slavery can include victims that have been brought from overseas, and vulnerable people in the UK
- In 2015 the UK National Referral Mechanism (NRM) received 3266 referrals of potential victims of trafficking - a 40% increase on 2014 referral totals.
- In 2015, the most common exploitation type recorded for potential victims exploited as an adult, or as a minor, was labour exploitation
- Top five countries of origin were Albania, Vietnam, Nigeria, Romania, UK.
Where are trafficked people being exploited?
- Farms
- Construction jobs
- Nail Bars
- Massage parlours, serviced apartments, hotels
- Private residences
- Cannabis Factories
- Car Washes
- Takeaways/Restaurants
- Care homes
- Fishing industry

Victim Identification
- Physical Appearance
- Isolation
- Poor living conditions
- Few or no personal effects
- Restricted freedom of movement
- Unusual travel times
- Reluctance to seek help

The National Referral Mechanism (NRM)
- The National Referral Mechanism (NRM) is a framework for identifying victims of human trafficking and ensuring they receive the appropriate protection and support
- It needs victim consent
- Referral is made by a ‘first responder’ agency e.g. Unseen, Police, Local Authority on the form provided. Submitted to the UKHTC (UK Human Trafficking Centre)
- Decisions are made by UKHTC (European nationals) or UKVI (Home Office) for those outside the EEA.
- Provides a minimum 45-day reflection and recovery period for victims of human trafficking. Victims receive temporary safe accommodation, medical treatment, help to cope with experience, interpreters, help finding independent legal advice.

Duty to Notify
- MS Act places a Duty on Statutory Authorities e.g. Local Authority, Police, to notify the Home Office if HT/MS is suspected
- Doesn’t require victim consent
- Duty to Notify form to be completed and sent to the Home Office
APPENDIX 3: QUESTIONS TO GUIDE CONVERSATIONS WITH EMPLOYEES AT PREMISES

These questions are a guide and baseline and will need to be tailored depending on the agencies attending the visit and the information you already have. Please ensure that you create and tailor your own list ahead of the visit to serve your own purposes.

General questions for employees can include:
- Why did you come to the UK?
- Did you know why you were coming to this country?
- Do you have a passport? Where is it?
- Do you have access to your documents?
- How long were you told you were to be here for?
- How were/are you getting home?
- When were/are you going home?
- What do you want to happen next? (don’t make any promises)
- Are there any threats made to you? Any threats to your family?
- Does your family know where you are? What family do you have in this country?
- What are the family names and addresses and dates of birth?
- What is your status in this country?
- Do you have a bank account (account details etc required)?
- Are you in receipt of any benefits?
- Do you have a national insurance number? (what is it)
- Do you owe anybody any money? How much?

Questions in relation to travel
- How long have you been in this country? Have you been anywhere else in the UK?
- Country of origin?
- How did you get here?
- Who paid? How much? Who to? When?
- What countries did you travel via?
- Who arranged your travel and your visa? Do you owe any money for these?
- Did anyone pick you up? Who? Mode of transport?
- Have you worked in any other country?

Questions in relation to the address
- Tell me how you came to be at this address
- How long have you been at this address?
- Are you free to leave if you want to?
- Who is your boss (check spellings)?
- Does he/she work there also?
- Where do you live?
- Does anyone else live there?
- Do you pay to live there? How much?
- Who do you pay?
- What do you do with the rest of your money? Does any of your pay go towards accommodation, transport, food or work equipment?
- What other addresses have you lived at since coming to this country?
The work being carried out

- Are you happy with the work you are doing?
- Do you work anywhere else?
- Who is your boss (check spellings)?
- Have you worked in premises in other parts of the country, where and when?
- How did you get here?
- How did you find out about the job?
- Have you been to any other premises?
- Did you choose to do this job? What is your role at the premises?
- Do you owe anybody any money? How much?
- How are you paid (cash etc?)
APPENDIX 4: EMPLOYEE QUESTIONS SHEET

*Key indicators

Venue attended: ..........................................................................................................

Full Name: ............................................................................................................

Date of Birth: ........................................

Nationality: ........................................

Language spoken: ..................................................................................................

Place of birth including village if known: ............................................................

*Home address (In UK): ......................................................................................

............................................................................................................................

Telephone number (safe): .....................................................................................

Passport/ID document numbers: ...........................................................................

Do you have a bank account? Yes/No

Details

Who do you work for? (Include how they are contacted, address telephone number if known)

Are you registered to pay tax (employed / self-employed): Yes/No

*Do you have access to your documents? Yes/No

*If not where are they?

*How much do you get paid (day/hour): 

*How many hours per week do you work: 

*Do you pay National Insurance Contributions (NI Number if known): Yes/No

When did you start working?

*Does any of your pay go towards accommodation, transport, food or work equipment? Yes/No

*If yes, outline details..........................................................................................................................
*What permission or visa do you have to be allowed to stay in the UK?

Details

Who arranged your travel and your visa?

Details

*Do you owe any money for these? Yes/No –

Details

*Have you been anywhere else in the UK?

Details

*Are there any threats made to you? Yes/No

*Are there threats to your family? Yes/No

*Are you forced to work here? Yes/No

*Are you free to leave if you want to? Yes/No

The questions highlighted in red are the ones that would raise alarm bells that people may have been trafficked

IF there are indicators showing the individual may have been trafficked:

*Do you want us to help you leave the premises today? YES? NO

–explain NRM process, place of safety, options going forward.
APPENDIX 5: THE SALVATION ARMY AND SUPPORT AVAILABLE THROUGH THE NRM

The Salvation Army hold the Home Office contract for victim support and care which is available through the NRM process to potential victims of trafficking and slavery.

This care and support can be accessed through the NRM. More information about the NRM can be found here: http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/national-referral-mechanism

Through the NRM victims are able to access (among other things):

- Temporary safe accommodation
- Support worker (in accommodation or as outreach)
- Medical treatment
- Help to cope with experience
- Interpreters

Assistance finding independent legal advice

The Salvation Army work with a number of organisations around the country in order to provide this support.

For more information about The Salvation Army please visit:
http://www.salvationarmy.org.uk/human-trafficking
APPENDIX 6: CONTACT DETAILS AND LINKS

ANTI-SLAVERY PARTNERSHIP
Website: www.aspartnership.org.uk
Email: info@aspartnership.org.uk

DUTY TO NOTIFY
General Information:
Duty to Notify form:

NATIONAL REFERRAL MECHANISM
General Information:
Adult NRM form:
Child NRM form:

THE SALVATION ARMY
Website: http://www.salvationarmy.org.uk/human-trafficking
Telephone: 0300 303 8151

UNSEEN
Website: www.unseenuk.org
Email: info@unseenuk.org
Telephone: 0303 04 02 888