

Modern Slavery Briefing

Definitions

Modern Slavery encompasses:

Slavery, servitude and forced or compulsory labour – Section 1 of the Modern Slavery Act 2015

For a person to have been a victim of slavery, servitude and forced or compulsory labour there must have been:

- Means (being held, either physically or through threat of penalty – e.g. threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability. However, there does not need to be a means used for children as they are not able to give informed consent).
- Service (an individual provides a service for benefit, e.g. begging, sexual services, manual labour, domestic service).

Human trafficking - Section 2 of the Modern Slavery Act 2015

For a person to have been a victim of human trafficking there must have been:

- Action (recruitment, transportation, transfer, harbouring or receipt, which can include either domestic or cross-border movement).
- Means (threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability - however, there does not need to be a means used for children as they are not able to give informed consent).
- Purpose of exploitation (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs). (Modern Slavery Act 2015)

Information:

Victims of modern slavery including human trafficking may be UK citizens or from overseas. It is a problem that has significant impact upon the victims and is still under reported and under recognised.

Signs of Modern Slavery:

Physical: injuries apparently as a result of assault or controlling measures • neurological symptoms, headaches, dizzy spells, memory loss • gastrointestinal symptoms (symptoms relating to the stomach or intestines) • cardiovascular symptoms (symptoms relating to the heart) • musculoskeletal symptoms (symptoms relating to the bones or muscles) • tattoos or other marks indicating ownership by exploiters • work related injuries often through inadequate personal protective equipment or poor health and safety measures.

Sexual: pregnancy as a result of their modern slavery situation or they may have recently been forced to terminate a pregnancy • sexually transmitted diseases • injuries of a sexual nature • gynaecological symptoms such as urinary or vaginal infections, pelvic inflammation or pain or irregular bleeding.

Psychological: expression of fear or anxiety • depression (lack of interest in engaging in activities, lack of interest in engaging with other individuals, hopelessness) • isolation • suffering from post-traumatic stress and/or a range of other trauma induced mental or physical illnesses, symptoms of post-traumatic stress • drug use • alcohol use • self-harm • suicidal feelings • an attitude of self-blame, shame and an extensive loss of control.

Situational: distrust of authorities • acting as if instructed by another • lack of knowledge about the area they live in the UK • fear of saying what their immigration status is • fearful and emotional about their family or dependents • limited English, for example only having vocabulary relating to their exploitative situation • passport or travel document has been confiscated • someone has taken advantage of their illegal status in the UK. (Home Office, 2016)

The **National Referral Mechanism (NRM)** is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support. This information contributes to building a clearer picture about the scope of human trafficking and modern slavery in the UK. In 2016-17 there were 2,255 crimes recorded and 3,871 people referred to the National Referral Mechanism. In the West Mercia area including Shropshire there were 36 recorded crimes and 28 referrals made to NRM for support.

It is therefore vital that when staff are aware of Modern Slavery they work with others to ensure a NRM referral is made. For the guidance on making a referral and the NRM please see [here](#) ([National Crime Agency](#))

References, Resources, websites and guidance:

National Crime Agency National Referral Mechanism [click here](#)

Modern Slavery Act 2015 [click here](#)

Home Office (2014) Modern Slavery is closer than you think: Understanding Modern Slavery and Human Trafficking **video** [click here](#)

Home Office (2016) Victims of Modern Slavery – frontline staff guidance. London: Home Office [click here](#)

Home Office (2016) Help for adult victims of Modern Slavery Your rights if you've been trafficked into exploitation in the UK. London: Home Office. [click here](#)

Local Government Association (2017) Tackling Modern Slavery: A council Guide – [click here](#)

Royal College of Nursing (2017) Modern Slavery Pocket Guide. London: RCN [click here](#)

Independent Anti-Slavery Commissioner Annual Report 2016 – 2017 [click here](#)

eLearning:

NHSE Modern Slavery ELearning [click here](#)

Reporting Modern Slavery and other helpful sources of support:

Police if you have reason to believe that a crime has been committed- Call 999 in an emergency or 101 non-emergency

Duty to Notify the Home Office of Potential Victims of Modern Slavery - 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. Notification of potential victim of modern slavery should be dealt with in line with guidance [click here](#)

Adult Safeguarding - if an adult with care and support needs is experiencing or at risk of abuse or neglect (First Point of Contact 0345 6789044)

There will be cases of exploitation that do not meet the threshold for modern slavery – someone choosing to work for less than the national minimum wage, or in undesirable conditions, without being forced or deceived. These cases should not be referred into the NRM but you may want to refer them to the police.

Alternatively, you can contact the pay and work rights helpline for more information on 0300 123 1100, or the Gangmasters & Labour Abuse Authority on 0345 602 5020.

United Kingdom Human Trafficking Centre 08447782406 – 24hr advice line ukhtc@nca.x.gsi.gov.uk

Modern Slavery Helpline - 0800 0121 700

Salvation Army 0300 3038151

Modern Slavery Briefing by Paul Cooper, Head of Safeguarding Adults, Shropshire Clinical Commissioning Group and Karen Littleford, Safeguarding Adults Lead, Shropshire Partners in Care, on behalf of the KASiSB Learning and Development Subgroup January 2018