

Modern Slavery Referral Procedure and Guidance for Employees

Service Area: Communities Team

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Contents

Version Control	2
Approvals.....	2
Associated Documentation	2
1.0 Introduction	3
2.0 Scope of Procedure	3
3.0 Overview of the role of Councils in tackling modern slavery	3
4.0 The different types of Modern slavery and trafficking:	4
5.0 What are the signs?	4
6.0 What are we doing to tackle modern slavery?	6
7.0 Resources	6
8.0 Reporting concerns.....	7
9.0 Derbyshire Modern Slavery Referral Pathway.....	8

Version Control

Version	Description of version	Effective Date
1.0	Modern Slavery Referral Procedure	Oct 2018
1.1	Modern Slavery Referral Procedure	September 2020

Approvals

Approved by	Date
Finance and Management Committee	11 th Oct 2018
Finance and Management Committee	

Associated Documentation

Description of Documentation	
Council Modern Slavery Statement	
Derby and Derbyshire Partnership Information Sharing Agreement	

1.0 Introduction

Modern slavery occurs when a person is brought to, or moved around the country by others who threaten, frighten, or hurt them, and force them into work or other things they do not want to do. It is a term used to describe:

- Human trafficking, slavery, forced labour and domestic servitude
- Slavery practices such as debt bondage, sale or exploitation of children and forced marriage

Modern slavery is, by definition, the same as human trafficking, but this involves the act of transporting and movement of people. Derbyshire Police has information on spotting the signs of human trafficking and how to report concerns.

2.0 Scope of Procedure

Under Section 52 of the Modern Slavery Act 2015, local authorities are under a duty to notify the Home Office when they identify a potential victim of modern slavery (where it is believed a potential victim's life is in immediate danger, the advice is to call 999).

For children this means referring them into the National Referral Mechanism (NRM) through Children's Services. For adults, a NRM referral can also be made if they consent to the referral. If an adult does not consent to enter the NRM, councils are still under a duty to notify and should refer them to the Home Office by submitting the MS1 form.

The Derbyshire referral process can be found in **9.0**. The procedure will assist Council employees in identifying what modern slavery is, what are the signs and how to support and refer potential victims of modern slavery.

Section 54 of the Modern Slavery Act 2015 requires certain organisations to develop a Slavery and Human Trafficking Statement each year. The Slavery and Human Trafficking statement should set out what steps organisations have taken to ensure modern slavery is not taking place in their business or supply chains. A separate Modern Slavery Transparency Statement has been produced and can be found on the Council's internet site: <https://www.south-derbys.gov.uk/>

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3.0 Overview of the role of Councils in tackling modern slavery

Councils can play a key role in tackling modern slavery. Their role can be separated into four distinct areas;

1. Identify and referring victims
2. Supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/ homelessness services
3. Undertaking community safety services and disruption activities

4. Ensuring that the supply chains councils use are free from modern slavery

Derbyshire and Derby City have a Modern Slavery Partnership which supports and enables the discovery of, and response to incidents of modern slavery through a victim centred, all-encompassing and community-based approach.

4.0 The different types of modern slavery and trafficking:

Labour exploitation

Victims often work very long hours for little or no pay. They may work in poor conditions and under the threat of verbal or physical threats of violence. Perpetrators may claim benefits on behalf of the victims, who will never see a penny.

Debt bondage

Victims are forced to work to pay off debts that they will never realistically be able to repay. For example, perpetrators may 'charge' them large fees in return for travelling to the United Kingdom (UK), or for finding them employment.

Sexual exploitation

Victims are forced to perform sexual acts against their will, such as prostitution, escort work or pornography. They are often threatened with violence.

Criminal exploitation

Victims are forced into crimes against their will, such as theft or growing cannabis. Often victims are controlled and maltreated.

Domestic servitude

Victims are made to carry out housework and other domestic chores in private households with little or no pay. Their movements maybe restricted, they may have very limited or no free time and minimal privacy. They often sleep where they work.

5.0 What are the signs?

It is important to be aware of the warning signs of trafficking, as often the indicators of this type of abuse can be very subtle. People who have been trafficked may:

- Show signs of consistent abuse or have untreated health issues.
- Have no identification documents in their personal possession, and little or no finances of their own.
- Be unwilling to talk without a more 'senior', controlling person around who may act as their translator.

- Sleep in a cramped, unhygienic room in a building that they are unable to freely leave.
- Be unable to leave their place of work to find different employment, and fear that bad things may happen if they do.
- Be charged for accommodation or transport by their employers as a condition of their employment, at an unrealistic and inflated cost which is deducted from their wages.

They may be forced to work in certain types of industries or activities, such as:

- Factories, farms or fast food restaurants.
- Domestic service, such as a cleaner or nanny.
- Street crime, such as pickpocketing or robbery.

Victims of modern-day slavery are often, but not exclusively, found working in industries such as nail bars, hand car washes, takeaways and restaurants. They may show signs of physical abuse, look malnourished or unkempt, or appear withdrawn or neglected.

Here are signs to look out for, which could indicate the person serving you is a victim;

Nail bars

- Do they only speak a little English, or none at all?
- Are they unusually quiet or untidy looking for a beautician?
- Does someone always talk and take payment for them?
- Can you only pay by cash?
- Is there a lack of professional qualifications on display?
- Could someone be living at the salon?

Car washes

- Are workers dressed inappropriately for the job?
- Does one person always take the payment?
- Can you only pay by cash?
- Do the workers seem uneasy, under pressure, fearful or withdrawn?
- Does the manager seem controlling and intimidating?
- Are there youngsters working at the site?
- Is it strange that there are no staff vehicles parked on site?
- Is there a caravan or container on site where staff could be living?

Takeaways and restaurants

- Does the front of the premises look untidy and uncared for?
- Is there a lack of professional qualifications or certificates on display?
- Are the kitchen staff dressed inappropriately for the job?
- Do the management and staff seem to lack a friendly relationship?
- Are there signs of staff living on the premises?
- Is the food of a lower quality than you would expect?

6.0 What are we doing to tackle modern slavery?

Derbyshire Constabulary has a dedicated team which exists to identify and support victims of modern slavery and gather intelligence about the issue. Known as Operation Wilberforce, the team also seeks to educate people as to how they can spot the signs of slavery and trafficking and support investigations into this type of crime.

The Council links with the Derby and Derbyshire Modern Slavery Partnership via the South Derbyshire Community Safety Partnership. The Partnership undertakes outreach and education work and promotes campaigns in the community to raise awareness of trafficking and modern slavery.

The Council has a robust induction process and a mandatory training programme that all employees must complete, including Safeguarding Awareness Training. This enables employees particularly in community-facing roles to identify and know how to report incidents of abuse and neglect, including modern slavery and human trafficking.

The Derby and Derbyshire Modern Slavery Partnership have in place an Information Sharing Agreement for Modern Slavery and Human Trafficking to assist the multi-agency response to Human Trafficking. South Derbyshire District Council are one of the Partners to this agreement. A Copy of this Information Sharing Agreement can be found on the Council Intranet.

7.0 Resources

Modern slavery is a brutal crime affecting thousands in the UK and millions around the world. Victims are in situations of exploitation, controlled by deception, threats and violence. Exploitation can be hidden in plain sight, in car washes, nail bars, fields, factories, brothels and private homes.

Kevin Hyland, the independent Anti-Slavery Commissioner, in partnership with the South East Strategic Partnership's local authority lead, has developed a short video for local authorities to inform staff of indicators of modern slavery, signs to look out for and the correct course of actions. This can be found on YouTube.

In addition to the video, the Anti-Slavery Commissioner has resources including legislation, training materials, guidance and information on your duty to notify the Home Office of potential victims. <http://www.antislaverycommissioner.co.uk/resources>

A dedicated page to Modern Slavery is available to on the Safer Derbyshire website <https://www.saferderbyshire.gov.uk/what-we-do/modern-slavery-and-organisedcrime/modern-slavery-and-organised-crime.aspx>

The Home Office also has a range of documents and promotional material available at <https://www.gov.uk/government/collections/modern-slavery>

Derbyshire County Council provide Classroom and E-learning training on Modern Slavery which is accessible to all South Derbyshire District Council employees. Details of how to book onto classroom courses or to access the E-learning are available at: <https://www.saferderbyshire.gov.uk/training-and-resources/courses-and-bookings/modern-slavery-training/modern-slavery-e-learning/modern-slavery-e-learning.aspx>

8.0 Reporting concerns

If a member of staff or elected member is worried about, or suspects that a person may be a potential victim of modern slavery / trafficking, they can contact:

999, if the person's life/health is at immediate risk

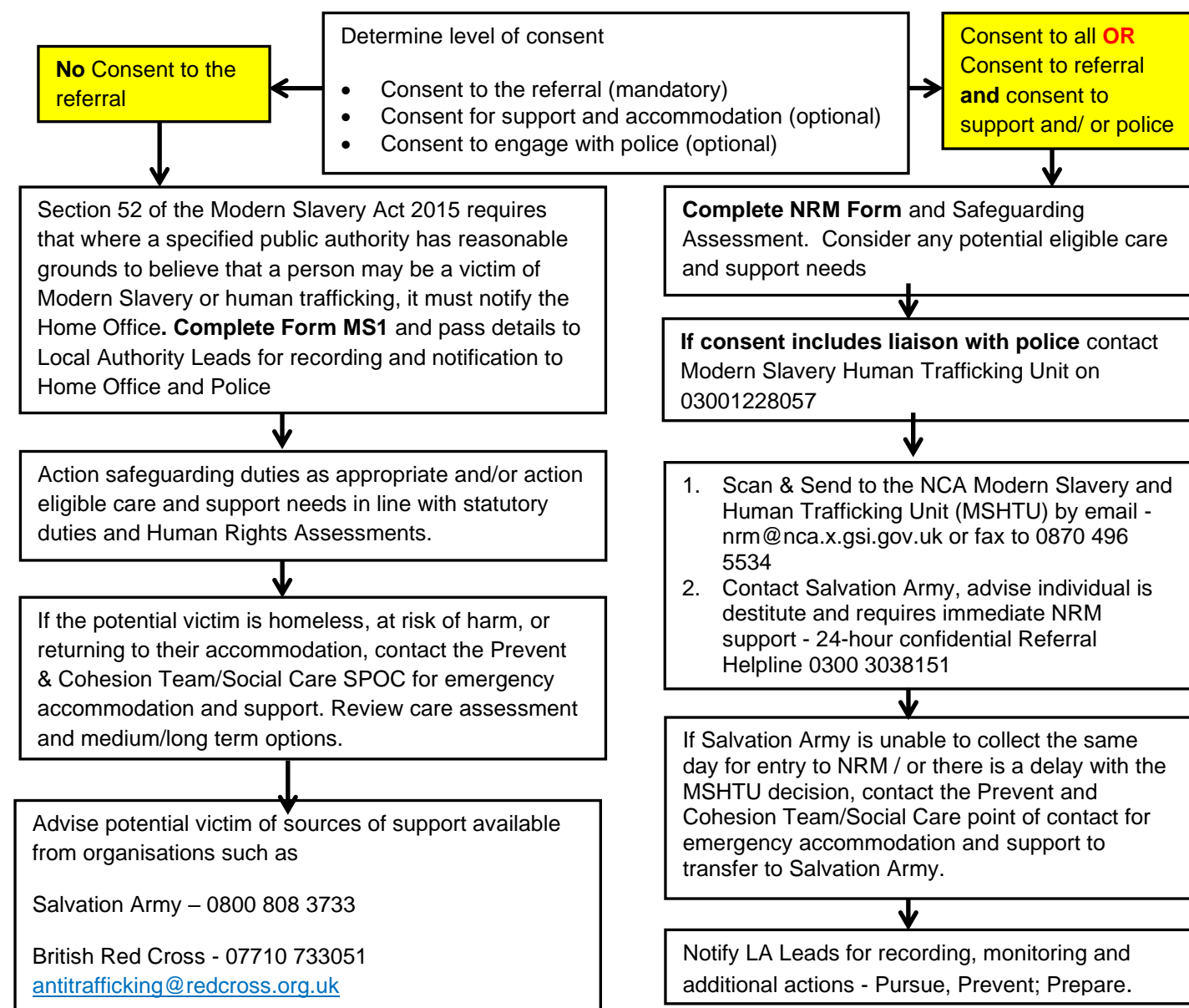
Call Derbyshire on 01629 533190 (24hr Adults & Children) Children triaged via Starting Point to offer support to victims

101, if a non-emergency or Police Modern Slavery Human Trafficking Unit at Police HQ in Ripley for advice on 0300 122, 8057 or email: MSHTU@Derbyshire.PNN.Police.UK

9.0 Derbyshire Modern Slavery Referral Pathway

Potential Victim identified or referred to Social Care

Clearly explain what Modern Slavery is, followed by the National Referral Mechanism (NRM), the referral process and potential outcomes. What they are consenting to, where their details will be sent and that they can choose to enter or leave the support service at any point. Notify LA Leads for support, recording, monitoring and liaison with police and Salvation Army.



***If at any time the potential victim decides that they do wish to engage with the NRM Process – follow the Consent referral route.**

For support contact your Local Authority Lead for Modern Slavery/Human Trafficking:

Pop Gill – Prevent & Cohesion Manager DCC

01332 643044 / purjinder.gill@derby.gov.uk

NRM Form and Guidance – www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms

MS1 Form and Guidance – www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery

Home Office Guidance – [victims-of-modern-slavery-frontline-staff-guidance](http://www.gov.uk/government/publications/victims-of-modern-slavery-frontline-staff-guidance)