Modern slavery means human beings are used as commodities over and over again for the gain of others. Victims endure horrifying exploitation of all kinds. The multifaceted nature of this crime means that no single agency can tackle it. Working together, we will increase understanding and reporting of modern slavery and human trafficking in our county and ensure effective responses to victims and the pursuit of offenders.

### Strategic Priorities

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<tr>
<th>Priority</th>
<th>Objective</th>
<th>Strategic Objectives</th>
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| **Priority One** | To raise awareness of modern slavery and its effects | • Undertake a strategic needs assessment  
• Undertake & promote appropriate, targeted and intelligence led public campaigns  
• Develop communications across sectors  
• Promote HMSP & its activities |
| **Priority Two** | To increase reporting of suspected modern slavery | • Make reporting channels easy to use and well known  
• Ensure people know how to report  
• Use results from targeted campaigns to improve intelligence sharing |
| **Priority Three** | To ensure right knowledge, skills and process | • Develop training packages, materials and resources  
• Roll out training using face to face and online formats  
• Support partners to access workforce knowledge & skills  
• Ensure agencies and business understand legal duties regarding supply chains |
| **Priority Four** | To identify, support, protect and empower victims | • Create appropriate and effective referral pathways for short to long term support  
• Make victim journeys between services easier  
• Plan co-ordinated welfare visits  
• Provide a safe environment for potential victims |
| **Priority Five** | To pursue and catch criminals | • Use intelligence to target operations countywide  
• Provide appropriate and proportionate response for operations and reception centres  
• Develop and implement disruption approaches  
• Share best practice to increase charge / conviction |
| **Priority Six** | To have effective governance, monitoring and evaluation | • Ensure strategic oversight and joint leadership  
• Ensure accountability at partnership and agency level for actions  
• Evaluate and monitor progress and outcomes |

### Governance & Partners

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<th>Governance</th>
<th>Partners</th>
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| • The work is overseen by the Police and Crime Commissioner's Community Safety Board  
• A Strategic Steering Group leads the partnership  
• Actions are implemented by Sub-groups on:  
  - Support for Victims  
  - Tactical and Operational Response  
  - Partnerships |
| • PCC for Hertfordshire  
• Hertfordshire Constabulary  
• Shiva Foundation  
• Hertfordshire County Council  
• Herts Fire and Rescue Service  
• Hertfordshire Trading Standards  
• District and Borough Councils  
• Citizen’s Advice  
• GLAA  
• NHS Hospital trusts  
• Lay members and victims’ advocates  
• Medaille Trust  
• Children’s Society  
• New Hope  
• Mind in Mid Herts  
• British Red Cross  
• Clinical Commissioning Groups  
• St Albans & Hertsmere Women’s Refuge  
• We Do Stories  
• ERSOU  
• Public Health Hertfordshire  
• Salvation Army  
• Herts Young Homeless  
• Clewer Initiative  
• Citizens’ Advice  
• Charis Tiwala  
• Hertfordshire Beacon  
• Home Office  
• Diocese of St Albans  
• Department for Work & Pensions  
• Environment Agency  
• HM Revenue & Customs  
• HM Immigration  
• UK Visas & Immigration  
• Crime Stoppers  
• RSPCA  
• Panshanger Church  
• Hertsmere Leisure Children’s Centre |
# HMSP Action Plan 18/19: In Summary

## 1 - Raise Awareness of HTMS and its Effects

1. Conduct promotion and awareness raising activities (ie. campaigns) on HMSP, Op Tropic, Operations, HTMS, targeted risk areas, Modern Slavery Helpline, etc. (monitoring impact):
   - Promote operations and 2 anti-slavery days
   - 2 Public campaigns
   - Ad hoc event promotion (press releases)

2. Streamline communications across the county and ensure consistent message to strengthen campaigns:
   - HMSP newsletter
   - Presence at comms meetings/discussions

3. Develop and manage website to increase awareness of HTMS and HMSP

## 2 - Increase Reporting of Suspected HTMS

5. Build capacity of Modern Slavery contacts in the area to respond to incidents:
   - Create network
   - Provide guide for the network

6. Improve identification and reporting with a Professionals Pack:
   - Include pathways, Modern Slavery contact guide, enforcement powers info

7. Entrench HTMS provision within local safeguarding frameworks (policies and training):
   - Link with HSAB, HSCB, Housing and Emergency Planning
   - Include HTMS within workforce development plans

## 3 - Ensure Right Knowledge, Skills, Process

8. Build capacity of health organisations to identify victims and report concerns:
   - Set up a task and finish group to better integrate HTMS within health organisations

9. Further embed HTMS awareness and provisions within the Herts Fire & Rescue Service:
   - Increase presence in SG meetings
   - Inclusion of HTMS in local plans
   - Support on business awareness raising

10. Facilitate inclusion of HTMS within existing licensing frameworks:
    - Build capacity of taxi drivers to spot the signs
    - Establish training as required

11. Continue to develop and deliver awareness raising training for staff on HTMS and how to respond:
    - Establish Forum and consolidate offer
    - Identify and fill gaps
    - Develop new training (i.e. refresher)

## 4 - Identify, Support and Protect Victims

14. Create a Handbook for potential victims including:
    - The journey with the services they can access
    - Information on how friends and family can support the process,
    - Worker rights
    - Other resources

15. Ameliorate victim’s journey through services:
    - Work with case manager and Op Tropic
    - Consult community groups (i.e. faith groups)
    - Review victims cases and adapt as necessary

16. Increase protection of victims through a Complex Case Forum

17. Ensure victims are receiving a high standard of support from 24 hour reception centres

18. Increase the voice of HTMS victims within the Partnership

## 5 - Pursue and Catch Criminals

19. Map “hot” businesses across the county to better target operations
    - Start with pilot and review

20. Increase Identification of perpetrators and potential victims through safe and well visits
    - Draft MOUs

## 6 - Effective Governance, M&E

21. Map “hot” businesses across the county to better target operations
    - Start with pilot and review

22. Share best practice locally and nationally through various events and platforms

23. Create information sharing agreement between all HMSP members to improve partnership working

24. Monitor and review the activities of the Partnership to assess effectiveness and impact

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**KEY**

Communications Team  
Operational Subgroup  
Victim Support Subgroup  
Health Subgroup  
Steering Group  
Partnerships Subgroup  
Training Forum

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**HERTFORDSHIRE Modern Slavery Partnership**