

# Hertfordshire Modern Slavery Partnership Strategy 2018-2021: Summary Page

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	Strategic Objectives	Governance & Partners	
<p><b>Priority One</b> To raise awareness of modern slavery and its effects</p>	<ul style="list-style-type: none"> <li>• Undertake a strategic needs assessment</li> <li>• Undertake &amp; promote appropriate, targeted and intelligence led public campaigns</li> <li>• Develop communications across sectors</li> <li>• Promote HMSP &amp; its activities</li> </ul>	<p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• The work is overseen by the Police and Crime Commissioner’s Community Safety Board</li> <li>• A Strategic Steering Group leads the partnership</li> <li>• Actions are implemented by Sub-groups on:               <ul style="list-style-type: none"> <li>- Support for Victims</li> <li>- Tactical and Operational Response</li> <li>- Partnerships</li> </ul> </li> </ul>	
<p><b>Priority Two</b> To increase reporting of suspected modern slavery</p>	<ul style="list-style-type: none"> <li>• Make reporting channels easy to use and well known</li> <li>• Ensure people know how to report</li> <li>• Use results from targeted campaigns to improve intelligence sharing</li> </ul>	<p><b>Partners</b></p> <ul style="list-style-type: none"> <li>• PCC for Hertfordshire</li> <li>• Hertfordshire Constabulary</li> <li>• Shiva Foundation</li> <li>• Hertfordshire County Council</li> <li>• Herts Fire and Rescue Service</li> <li>• Hertfordshire Trading Standards</li> <li>• District and Borough Councils</li> <li>• Citizen’s Advice</li> <li>• GLAA</li> <li>• NHS Hospital trusts</li> <li>• Lay members and victims’ advocates</li> <li>• Medaille Trust</li> <li>• Children’s Society</li> <li>• New Hope</li> <li>• Mind in Mid Herts</li> <li>• British Red Cross</li> <li>• Clinical Commissioning Groups</li> <li>• St Albans &amp; Hertsmeres Women’s Refuge</li> <li>• We Do Stories</li> </ul>	
<p><b>Priority Three</b> To ensure right knowledge, skills and process</p>	<ul style="list-style-type: none"> <li>• Develop training packages, materials and resources</li> <li>• Roll out training using face to face and online formats</li> <li>• Support partners to access workforce knowledge &amp; skills</li> <li>• Ensure agencies and business understand legal duties regarding supply chains</li> </ul>	<ul style="list-style-type: none"> <li>• ERSOU</li> <li>• Public Health Hertfordshire</li> <li>• Salvation Army</li> <li>• Herts Young Homeless</li> <li>• Clewer Initiative</li> <li>• Citizens’ Advice</li> <li>• Charis Tiwala</li> <li>• Hertfordshire Beacon</li> <li>• Home Office</li> <li>• Diocese of St Albans</li> <li>• Department for Work &amp; Pensions</li> <li>• Environment Agency</li> <li>• HM Revenue &amp; Customs</li> <li>• HM Immigration</li> <li>• UK Visas &amp; Immigration</li> <li>• Crime Stoppers</li> <li>• RSPCA</li> <li>• Panshanger Church</li> <li>• Hertsmeres Leisure Children’s Centre</li> </ul>	
<p><b>Priority Four</b> To identify, support, protect and empower victims</p>	<ul style="list-style-type: none"> <li>• Create appropriate and effective referral pathways for short to long term support</li> <li>• Make victim journeys between services easier</li> <li>• Plan co-ordinated welfare visits</li> <li>• Provide a safe environment for potential victims</li> </ul>		
<p><b>Priority Five</b> To pursue and catch criminals</p>	<ul style="list-style-type: none"> <li>• Use intelligence to target operations countywide</li> <li>• Provide appropriate and proportionate response for operations and reception centres</li> <li>• Develop and implement disruption approaches</li> <li>• Share best practice to increase charge / conviction</li> </ul>		
<p><b>Priority Six</b> To have effective governance, monitoring and evaluation</p>	<ul style="list-style-type: none"> <li>• Ensure strategic oversight and joint leadership</li> <li>• Ensure accountability at partnership and agency level for actions</li> <li>• Evaluate and monitor progress and outcomes</li> </ul>		

# HMSP Action Plan 18/19: In Summary

KEY

■ Communications Team

■ Steering Group

■ Partnerships Subgroup

■ Training Forum

■ Operational Subgroup

■ Victim Support Subgroup

■ Health Subgroup

## 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

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

## 3 - Ensure Right Knowledge, Skills, Process

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)

12. Build the capacity of local council procurement staff to respond to the modern slavery risk within their supply chains:

- Training and follow up
- Roll out to other areas (with LGA)

13. Build the capacity of local businesses to respond to the modern slavery risk within their supply chains:

- Pilot programme with guidance
- Outreach to other businesses

## 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

20. Increase identification of perpetrators and potential victims through safe and well visits

- Draft MOUs

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

## 6 - Effective Governance, M&E

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