Modern Slavery and Human Trafficking in Hertfordshire: Basic Awareness Training

www.stopexploitationherts.org.uk
Why do I need to know about human trafficking and modern slavery?

I don’t employ slaves!
It’s got nothing to do with me!
Today’s Session

1. Modern Slavery Act 2015
2. Context
3. Identification
4. Contact with potential and identified victims
5. Reporting
6. Case Studies
7. Contacts
August 2018:

One of Europe’s most wanted men is arrested leaving a Watford gym for running a sex trafficking ring.
BREAK THE CHAIN
Modern Slavery Act 2015

1. Slavery, servitude and forced or compulsory labour
2. Human Trafficking
3. Meaning of Exploitation
Human Trafficking (UN Palermo Protocol)

**ACT**
- Recruitment
- Transport
- Transfer
- Harbouring
- Receipt of persons

**MEANS**
- Threat or use of force
- Coercion
- Abduction
- Fraud
- Deception
- Abuse of power or vulnerability
- Giving payments or benefits

**PURPOSE**
- Exploitation including:
  - Prostitution of others
  - Sexual exploitation
  - Forced labour
  - Slavery
  - Removal of organs
  - Other types of exploitation
Modern Slavery Act 2015

Section 2 – Offences

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
Other Key Legal Terms

1. Child labour
2. Chattel slavery
3. Contract slavery
4. Debt bondage
5. Forced labour
Price of a Slave: Past and Present

In 1850, the average cost of a slave in the Southern States of America was approximately £30,000.
April 2015:

The UN uncovers a genuine ISIS ‘price list’ for child slaves

How much do you think a child slave was priced at on this list?
Human trafficking has become the second most profitable industry, after drug trafficking.
Worldwide Facts

• 40.3 million people live in slavery today, including 24.9 million within the private sector (labour exploitation) - *ILO figures*

• 600,000-800,000 people are trafficked across international borders each year - *UNODC figures*

• 1 in 4 victims of modern slavery are children - *ILO figures*

• UK estimates are as high as 136,000 (2.1 victims per 1000 people) - *TRF figures*

• Reports suggest that traffickers are changing cargo from drugs to humans: lower risk - *UNODC figures*
Do you know which are the top countries of origin for victims found in the UK?
Top 5 Countries of Origin for Victims in the UK

Albania Vietnam United Kingdom

China Romania

Taken from National Referral Mechanism Statistics – End of Year Summary 2018 (National Crime Agency)
PUSH and PULL Factors

**PUSH**
- Poverty
- Fear
- Disaster
- Unemployment
- War
- Medical Care (lack of)
- Opportunity (lack of)
- Slavery

**PULL**
- Safety
- Opportunity
- Stability
- Freedom
- Work
- Education
- Benefits
- Family links
Russia

Nearly 800,000 people are modern day slaves, equivalent to about 0.55% of the population.

Taken from Global Slavery Index (2018 Figures)
Nigeria

Nearly 1.4 million people are working as slaves today, amounting to nearly 0.8% of the population.

Taken from Global Slavery Index (2018 Figures)
# Human Trafficking vs Smuggling

<table>
<thead>
<tr>
<th></th>
<th>Smuggling</th>
<th>Trafficking</th>
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</thead>
<tbody>
<tr>
<td><strong>Crime</strong></td>
<td>Against state</td>
<td>Against individual</td>
</tr>
<tr>
<td><strong>Relationship</strong></td>
<td>Provides service</td>
<td>Exploited as commodity</td>
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<tr>
<td><strong>Length</strong></td>
<td>Voluntary short-term</td>
<td>Longer-term exploitative</td>
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<td><strong>Profit</strong></td>
<td>One-off payment</td>
<td>Ongoing appropriation</td>
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<td><strong>Borders</strong></td>
<td>Always across borders</td>
<td>Can be internal</td>
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Horse Trading
How can you identify a potential victim in Hertfordshire?

Behaviour  Appearance  Medical Care
How can you identify a potential victim in Hertfordshire?

• No freedom of movement
• Poor working and living conditions
• Intimidation and coercion
• Lack of knowledge
Most Common Types of Modern Slavery in Hertfordshire

1. Sexual Exploitation
2. Labour Exploitation
3. Criminal Exploitation
4. Domestic Servitude
Other Exploitation Types

• Forced or Sham Marriage
• Organ Harvesting
• Illegal Adoption
• Baby Farming
Hertfordshire Profile
(based on Hertfordshire NRM referrals 2016-18)

Gender and exploitation type

- Labour exploitation
- Sexual exploitation
- Domestic servitude
- Unknown exploitation

Taken from JSNA on Modern Slavery (2016-2018 Figures)
1 in 5 referrals were Albanian adults (mostly sexual exploitation)

1 in 8 referrals were for Vietnamese minors (mostly labour exploitation)

Age
58% exploited as an adult.
41% exploited as a minor.
126% increase in referrals for minors in the last year.

Taken from JSNA on Modern Slavery (2016-2018 Figures)
Criminal Exploitation

- County Lines
- Cuckooing
- Cannabis cultivation
- Forced begging
- Benefit fraud
- Forced shoplifting or pickpocketing
- Selling of counterfeit goods
**Indicators: Cuckooing**

- Individual’s taking over a vulnerable resident’s address.

- Vulnerable people seem to be threatened, scared or being coerced.

- Frequent or high numbers of visitors at the address.

- Signs of drug misuse, including deal bags and weighing scales.

- Individuals with large amounts of cash or multiple mobile phones
33 London Gangs have now been identified as active across Hertfordshire

300 Blok
410/Myatts Field
Afghan Gang
Beckton Boys
Cathall Boys / Leytonstone Soldiers
Crs - Church Road Soldiers
Ctm - Church Town Massive
Da - Dem Africans
Dm - Drive Marlowe / Dangerous Minds Dockyard
Ec - Easy Cash
Gp - Grahame Park
Grahame Park Estate

Grey Set
Grey Set Gang
Lgm - Lisson Green Men
New Finchley Gang
Npk - Northumberland Park
Killers Oliver Close
Pembury Boys
Queens Crescent
Red Gang / Piru / Ida Road
Rocblock 150/Angel Town
Shooting Starz
Smalley Bois
Indicators: Children

- Appearance
- Unexplained physical injuries
- Association with known or suspected gang members
- Poor school attendance and withdrawal from activities, family, friends etc
- Tiredness
- Fear
- Aggression
- Travel unaccompanied by adults or in groups with persons who are not relatives
Modern Slavery Vulnerabilities

- Social
- Political/legal
- Economic
Control Methods Used by Exploiters/Traffickers

- Abuse
- Financial control
- Creating dependency
- Grooming
- Deception
- Emotional control
- Isolation
- Exploiting cultural beliefs around dishonour
Trauma Suffered by Victims of Modern Slavery

“They have had no control over their basic needs. They have been dependent on those who control and exploit them for the basic thing they need for survival: **food, clothing, shelter**. They have not had the choice about whether they can go to the toilet or have a shower. Year after year this has an enormous impact on an individual’s sense of autonomy, self efficacy and ability to relate to, and trust others.”

Dr. Katy Robjant, Clinical Psychologist

Data courtesy of Expert Panel on the International Day for the Abolition of Slavery December 2017
Coffee Break
Local Authority Powers (Not Duties)

Care Act 2014
• A safeguarding enquiry should be carried out when a local authority suspects that an adult is experiencing, or is at risk of, abuse or neglect.

Localism Act 2011
• Best practice would be for a Human Rights Assessment to be undertaken. Need to consider responsibility for providing housing when a potential victim has no recourse to public funds.

Housing Act 1996
• Local authorities should consider the risk of re-exploitation. Potential victims should be considered to have a priority need.

Homelessness Reduction Act Code of Guidance—Chapter 25
• Potential victims may be referred to the local housing authority to provide accommodation after a Homelessness Assessment is completed.

Rough Sleeping Strategy 2018
• Links homelessness and modern slavery.
Modern Slavery & Homelessness

Exploiters and organised crime groups target homeless people at:

- Soup kitchens
- Local rough sleeping spots
- Day centres
- Night shelters
- Places of worship

They offer employment, accommodation, good wages, a safe place to sleep and/or drugs and alcohol
Exploiters Play on Existing Vulnerabilities

Vulnerabilities such as:

- Drug/alcohol dependency
- Mental health problems
- Learning difficulties
- Poor accommodation/shelter
- People with no family or few people to miss them.
- Poverty
- Immigration status

They aim to create DEPENDENCY on them
What is your professional responsibility?

Duty to Notify

- National Referral Mechanism (NRM)
- Prior to Aug 2019: Two Forms
- Post Aug 2019: Single Online Digital Form
National Referral Mechanism

Identified victims are entitled to receive independent, emotional, medical and practical help from the UK Government
This support can be provided in several different ways, including:

- Accommodation
- Medical treatment
- Emotional support
- Interpreting/translation services
- Police protection
- Independent legal advice
- Financial support
The NRM

- The Home Office acts as the Single Competent Authority (SCA) on all NRM decisions.
- The Salvation Army currently holds the contract for victim support services (Victim Care Contract).
- Only staff at designated First Responders Organisations can refer cases to the NRM.
- The SCA will then aim to make a decision on the referral within 5 working days.

Types of possible decisions made by the Home Office:

- Positive reasonable grounds decision
- Negative reasonable grounds decision
- Positive conclusive grounds decision
- Negative conclusive grounds decision
First Responder organisations have the following responsibilities:

- 1) Identify potential victims of modern slavery and recognise the indicators of modern slavery

- 2) Gather information in order to understand what has happened to them

- 3) Refer victims into the NRM via the NRM form (in England and Wales this includes notifying the Home Office if an adult victim doesn’t consent to being referred)

- 4) Provide a point of contact for the SCA to assist with the Reasonable and Conclusive Grounds decisions and to request a reconsideration where a First Responder believes it is appropriate to do so

A First Responder is an individual working at a First Responder Organisation that is involved in discharging one of the duties of the organisation listed above.
Are you a First Responder?
First Responder Agencies

- Police forces and Local authorities
- National Crime Agency and Gangmasters and Labour Abuse Authority
- UK Border Force, Home Office Visas and Immigration and Home Office Immigration Enforcement
- Salvation Army and Unseen
- Migrant Help and Refugee Council
- Medaille Trust and Kalayaan
- Barnardos and NSPCC (CTAC)
- BAWSO and New Pathways (for Wales only)
Process to be referred to the Government and receive support

- Victim Identification
- First Responders Referral
- Single Competent Authority Assessment
- Government Support
The NRM: How it Works

Step 1
Referral

Step 2
Reasonable Grounds Decision

Step 3
Reflection Period

Step 4
Conclusive Grounds Decision

Step 5
Immigration Decision

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Victim Support

- **Referral**
  - Reasonable Grounds Decision
    - Receive Positive RG Decision
      - Conclusive Grounds Decision
        - Receive Positive CG Decision

- **Victim Support**
  - Emergency Accommodation if needed
  - Reflection and Recovery Support
  - Move-on Support

- **Timeline**
  - 5 days
  - Min 45 days
  - Unlimited
Importance of Informed Consent

1. Why an organisation or individual is concerned about them.

2. An explanation of support available to them.

3. An understanding of what accepting this support would mean.
Possible Questions to Ask

• Why and how did you come to the UK? Who arranged your travel?
• Do you owe money for your trip?
• What did you expect when you came and what did you end up doing?
• Were you or are you scared of anyone?
• Where are your travel documents or valued possessions?
• When did you speak to your family last?
• Do you have your own phone or access to a land line?
• Where and who are you living with?
Victim Strategy and Use of Interpreters

- Only use official interpreters from the national register, do not use family members/friends/others discovered with potential victims as these may be an exploiter.

- Offer the victim a choice in the gender of their interpreter, check the dialect, and don’t change interpreters, unless they request it.

- Appoint a victim coordinator and at every stage help the victim to understand the process. Research the cultural background of the victim.

- Use neutral spaces for interviews which will put the victim at ease rather than make them feel more anxious.

- Ensure interviewers are not in uniform and understand the time/nature of the task.

- Check the victim’s health and fitness for interview first.
HMSP Victim Referral Pathways & Corresponding Documents: Adult and Child
Victim Support - Hertfordshire

- **MS Helpline**
  - Advice/Interpreters
  - NRM

- **Beacon**
  - Casework

- **District Council**
  - Housing

- **County Council Adult Social Care**

- **Migrant Help**
  - NRM (Outreach)

- **The Salvation Army**
  - NRM (Outside county)

- **Herts Help**
  - Community Support
Case Studies
Additional HMSP Documents to Support You

1. Information flyer (for victims)
2. NRM support booklet (for victims)
3. Digital Online Form (offline version)

HMSP Website (www.stopexploitationherts.org.uk)

Human Trafficking Foundation Survivor Care Standards: https://www.humantraffickingfoundation.org/policy/
1. Information flyer (for victims)

2. NRM support booklet (for victims)
In Summary:
What do you do if you are presented with a potential case of modern slavery?

1. Consult the HMSP adult and child victim referral pathways.
2. If the adult or child is in imminent danger, call 999 immediately and get them to a place of safety, if required.
3. Notify your organisation modern slavery designated lead (if applicable).
4. Consider if an interpreter is needed or easy read format.
5. Speak to them alone, if possible to do so, without raising suspicion and ask questions.
6. Be aware that the potential victim might be fearful of authority figures or under threat from traffickers/exploiters.

7. Do not hand them over to someone claiming to be a friend/family member/employer.

8. Try to determine whether there is anyone else at risk e.g. ask if there is anyone else who needs help.

**DO NOT RAISE YOUR TRAFFICKING CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THEM UNDER ANY CIRCUMSTANCES.**
NRM Update: First Responders

• All modern slavery/human trafficking referrals must be submitted through the single NRM form online: https://www.modernslavery.gov.uk/start.

• An offline version of the form with amendable fields for use by all organisations can be accessed here.

• Home Office Updated Guidance: How to report cases of modern slavery in the UK if you’re a First Responder (Nov 2019)

• Home Office Recovery Needs Assessment Guidance: How to assess whether someone requires ongoing support in the NRM through needs based analysis following a positive conclusive grounds decision.

• Email NRMReform@homeoffice.gov.uk to sign up to the NRM Reform newsletter, as well as receive quarterly NRM Statistics updates.
Any organisation can submit an NRM reconsideration request; this right is not only reserved to First Responders. Practitioners should follow these steps:

1) Contact the Single Competent Authority (SCA) directly either via email to inbox NRMEngland@homeoffice.gov.uk or via the Duty Line on 0207 035 5689.

2) If further information comes to light, which is relevant to an original submission, the practitioner should email the information directly to the SCA on the following email address: nationalreferralmechanism@homeoffice.gov.uk.

For further information, see SCA Home Office Guidance (p.65) and the reconsideration policy amendment statement.
Key Contact Organisations

Modern Slavery Helpline
(24h advice and support): 08000 121 700

The Salvation Army
(24h accommodation support and advice – adult victims): 0300 303 8151

NSPCC Child Trafficking Advice Centre (Children only) - 0808 800 5000/
help@nspcc.org.uk

Operation Tropic
(Hertfordshire Constabulary Modern Slavery Unit): RModernSlavery@herts.pnn.police.uk

Beacon:
0300 011 5555 (option 3)/ referrals@hertfordshirebeacon.org

Gangmasters & Labour Abuse Authority
Gangmasters & Labour Abuse Authority: 0800 432 0804/ 01159 597052 (intelligence)/ intelligence@glagov.uk
The Hertfordshire Modern Slavery Partnership is a multi-agency anti-slavery partnership in Hertfordshire, made up of more than 80 statutory and non-statutory agencies and charities, which has been set up to tackle human trafficking and modern slavery (HTMS) in the county:

- **12 core member Steering Group**: Herts Constabulary, HCC, Shiva Foundation, Hertsmere BC, Herts FRS & OPCC
- **Associate members**
- **2 area specific subgroups**: Tactical/Operations and Victim Support
HMSP Strategic Priorities

1. Raise awareness of HTMS & its effects

2. Increase reporting of suspected HTMS

3. Ensure right skills, knowledge and process

4. Support, Protect and Empower Victims

5. Pursue & Catch Criminals

6. Effective Governance, Monitoring & Evaluation
HMSP Website: Stop Exploitation in Hertfordshire

Professionals

Cases of people being exploited, forced into modern forms of slavery and trafficked into the UK are on the increase. Many of these people come into contact with public and private services on a daily basis. It is therefore essential in your professional capacity, that you are able to spot the signs and understand how to report to the appropriate channels so that these highly vulnerable people can receive specialist support.

Modern Slavery Act 2015

The Modern Slavery Act consolidated and simplified existing human trafficking and modern slavery offences into a single act.

Duty to Notify

If a public authority believes someone may be a victim of slavery or human trafficking, they must notify the Home Office.

National Referral Mechanism (NRM)

A UK Government process and system for identifying and supporting victims of human trafficking or modern slavery.

MS1 form

If a potential identified victim does not consent to the NRM, the public authority must complete an MS1 form.

Identification

There are a number of indicators that may indicate someone is being exploited.
Training Package

1. Core Basic Modern Slavery Awareness Training PowerPoint Slides (PDF) (2 hour training)
2. Core Basic Modern Slavery Awareness Training PowerPoint Slides (PPT) (Email kat@shivafoundation.org.uk for this amendable version)
3. Core Basic Modern Slavery Awareness Training PowerPoint Slide Notes (PDF)
4. Core Basic Modern Slavery Awareness Training Facilitator’s Handbook (PDF)
5. Core Basic Modern Slavery Awareness Training Workbook (PDF)

HMSP Identification and Reporting Documents

• 1) HMSP Referral Pathways (Adult & Child)
  2) NRM Offline Form (Adult & Child)
  3) HMSP Information Flyer (for victims) Translated in 12 foreign languages (see Training and Resources on website)
  4) HMSP NRM Support Booklet (for victims) Translated into 12 foreign languages (see Training and Resources on website)

HMSP Publicity Materials

• Business card – Hertfordshire Modern Slavery Partnership (PDF, 593kb)
• Information flyer for the general public (PDF, 930kb)
• Information flyer for taxi drivers (PDF, 933kb)
• Information flyer for homeless people (A4 and A3 Posters) + leaflet for homeless support workers (Dec 2019) Translated into 6 foreign languages (see Training and Resources on website)
• Air Freshener and Matching Sticky Notes (Jun 2019)
• Window Sticker (Jun 2019)
Reporting Apps for the Public

The Clewer Initiative Safe Car Wash App  Stop App  Unseen App

All are available on apple store/google play.
Thank you

kat@shivafoundation.org.uk

www.stopexploitationherts.org.uk

Modern Slavery and Human Trafficking in Hertfordshire: Basic Awareness Training