Modern Slavery and Human Trafficking in Hertfordshire: Basic Awareness Training
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
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 in today's money.
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
- Disaster
- 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.
Nigeria

Nearly 1.4 million people are working as slaves today, amounting to nearly 0.8% of the population.
### Human Trafficking vs Smuggling

<table>
<thead>
<tr>
<th></th>
<th>Smuggling</th>
<th>Trafficking</th>
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<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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<tr>
<td><strong>Profit</strong></td>
<td>One-off payment</td>
<td>Ongoing appropriation</td>
</tr>
<tr>
<td><strong>Borders</strong></td>
<td>Always across borders</td>
<td>Can be internal</td>
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Coffee Break
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
Most Common Types of Modern Slavery in Hertfordshire

| Sexual Exploitation | Labour Exploitation | Criminal Exploitation | Domestic Servitude |
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)
Age
58% exploited as an adult.
41% exploited as a minor.
126% increase in referrals for minors in the last year.

1 in 5 referrals were Albanian adults (mostly sexual exploitation)
1 in 8 referrals were for Vietnamese minors (mostly labour exploitation)

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

• County Lines
• Cuckooing
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
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
What is your professional responsibility?

- Duty to Notify
- National Referral Mechanism
- MS1 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: How it Works

**Step 1**
Referral

**Step 2**
Reasonable Grounds Decision

**Step 3**
Reflection Period

**Step 4**
Conclusive Grounds Decision

**Step 5**
Immigration Decision
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)
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?
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Case Studies
Additional HMSP Documents to Support You

1. Reporting form for professionals & NGOs (adults only)

2. Information flyer (for victims)

3. NRM support booklet (for victims)

HMSP Website (www.stopexploitationherts.org.uk)
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.
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):
RModerndSlavery@herts.pnn.police.uk

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

Gangmasters & Labour Abuse Authority:
0800 432 0804/
01159 597052 (intelligence)/
intelligence@gla.gov.uk
The Hertfordshire Modern Slavery Partnership is a multi-agency anti-slavery partnership in Hertfordshire, made up of more than 50 statutory and non-statutory agencies and charities, which has been set up to tackle human trafficking and modern slavery (HTMS) in the county:

- 10 core member Steering Group: Herts Constabulary, HCC, Shiva Foundation, Hertsmere BC, Herts FRS & OPCC
- Associate members
- 3 area specific subgroups: Tactical/Operations, Health and Victim Support
HMSP Action Plan 18/19: In Summary

1. Raise awareness of HTMS and 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 Strategic Priorities
HMSP Website: Stop Exploitation in Hertfordshire
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