

Core Basic HMSP Modern Slavery Awareness Training PowerPoint Slide Notes 2019-2020

Slide 1: Introductions

- Introduce yourself
- Introduce how your role fits in with human trafficking/modern slavery
- Opportunity for questions and discussion at the end – ask them to write down any questions as you go along.
- You can ask everyone to do their pre-evaluation now.

Slide 2: Setting the Scene

Ask the audience:

- Do you have mobile phones?
- Do you drive cars?
- Do you have washing machines?

- Inadvertently, you do employ modern day slaves, and this is how:
- Labour extracted through force, coercion, or threats produces some of the food we eat, the clothes we wear, and the footballs we kick.
- The minerals that men, women, and children have been made to extract from mines find their way into cosmetics, electronics, and cars, among many other products.

Slide 3: Today's Session

- Explain what you are going to talk about during the session. This can be adjusted depending on the content.

Slide 4: Modern Slavery in Hertfordshire?

Ask the Audience: Who thinks modern slavery/human trafficking is happening in Hertfordshire?

- Wait for the Responses:
- Your answer: It definitely is, and top-level traffickers are living in Hertfordshire

- Operation Stone: Landed at the beach on Kent, residents in St Albans and Watford were found to be ringleaders of the trafficking ring.
- Romanian national, Florin Ghinea, was arrested in August 2018
- Accused of running a human trafficking ring from Hertfordshire
- At the time, he was one of Europe's most wanted men

- Watford Arrest 2018 – Further information
- Florin Ghinea is accused of human trafficking, conspiracy to murder, blackmail and money laundering in his native Romania.
- The suspected head of an international crime ring has been arrested leaving a gym in Watford.
- Florin Ghinea, 43, who is one of Europe's most wanted men, was arrested in the Hertfordshire town by armed officers from the National Crime Agency on Tuesday.
- He is accused of human trafficking, conspiracy to murder, blackmail and money laundering in his native Romania.

- Ghinea, who goes by the nickname Ghenosu, is accused of running a sex trafficking ring where Romanian women were forced to travel to Ireland, Finland and Dubai to work as prostitutes.

Slide 5: Break the Chain

- Introduction to Video: I am now going to show you a video to illustrate how modern slavery can manifest itself in the UK.
- This is the first video, which is a complete fiction, which was put together by young students from Oaklands College after being briefed by Operation Tropic about the realities of human trafficking and modern slavery, which are found in Hertfordshire on a daily basis.

Slide 6: Modern Slavery Act 2015

- The Modern Slavery Act consolidated and simplified existing human trafficking and modern slavery offences into a single act, receiving Royal Assent on Thursday 26 March 2015.
- The act created new offences and provided key definitions for the following:

1. Slavery, servitude and forced or compulsory labour:

2. Human Trafficking:

3. Meaning of Exploitation:

A person is exploited only if one or more of the following apply in relation to the person:

- 1) Slavery, servitude and enforced or compulsory labour
- 2) Sexual exploitation
- 3) Removal of organs etc.
- 4) Securing services etc by force, threats or deception
- 5) Securing services etc from children and vulnerable persons

Refer to pp.5-10 of your handbook and direct attendees to pp.2-3 of the workbook as you go through each definition line by line.

Please Note: Modern slavery can occur without human trafficking, whereas modern slavery must be present in cases of human trafficking.

Slide 7: Modern Slavery Act Continued

Ask the question: Why do you think it is irrelevant whether the victim consents to travel or not?

- Wait for the responses
- Your Answer: They are found to be buying into a lie – traffickers will tell victims what they want to hear, knowing full well that this is not what they will find when arrive in the destination country.

Go through the following case:

- The Czecho-Slovakian mafia were found to be running an organised crime group trafficking young Czech women into the UK for the purpose of sexual exploitation.
- Prior to 2015, the top people of this group would have received 11.5 years imprisonment.
- Post 2015, following the passing of this act, if found guilty, these traffickers will automatically get life imprisonment.
- It is now life imprisonment because everything is taken from these people, but their breath. Even though they are allowed to live, it is without choice, independence and dignity.

Slide 8: Other Key Legal Terms

- If you refer to p.10 of the handbook, I'll just give you a couple of minutes to read through the definitions.
- Give some time and then ask if anyone has any questions before moving on.

Slide 9: Price of a Slave

What I am going to do now is take you back in time. We are now back in the 1850s of the deep south America.

I am slave trader and I am going to sell you my slaves, how much do you think that is going to cost you to buy the equivalent in today's money to buy one of my slaves?

- Wait for the responses.
- That's great, but I have cheated a little bit by not giving you the full story.
- As a slave trader in the 1850s, I would have to buy ships to transport my slaves in, I would have to employ a group of mercenaries to capture my slaves, feed everyone on the ships for the round trip, which usually takes about 18 months – so 2 years for me to bring my product to the market.
- Ask the Question:
- So now that you understand where I am now, how much do you now think a slave costs?
- Wait for the Responses.
- Your Answer: It would have cost £30,000 to buy one slave in the 1850s.
- Back to the present day, in 2015... Next slide.

Slide 10: Price of a Child

How much do you think a slave costs today? Take answers and then go on to say the following:

- During a trip to Iraq in April 2015, UN Special Representative, Zainab Bangura was handed a price list for slaves that had been circulated to ISIS fighters and confirmed as genuine.
- The top price to buy for a slave at that time was only £106 – that would have been for a young female child aged 1-9.
- She said that girls get "peddled like barrels of petrol" and are sometimes bought so they can be sold to their families for thousands of dollars in ransom money.
- The price of slaves then decreases as they get older.
- Even in some parts of the world today, people are still being sold in open markets.
- The reality is that parents are giving away children on the promise that traffickers will provide them with a better life.
- It is incredible how easy it is for children to fall into slavery in countries where destitution and starvation is a constant threat.

Slide 11: A profitable Industry

- People trafficking is the fastest growing means by which people are enslaved.
- The fastest growing international crime.
- One of the largest sources of income for organised crime groups.
- Further Information if desired:
- Drugs is still the most profitable industry. Guns and drugs have swapped places. Human trafficking is now second.
- Only 7 days since Christ, where a country has not been engaged in war.
- Ask the Question: Why do you think that is?
- Wait for the responses.
- Your answer: It is so much easier and less risky.
- If I am a drugs or arms dealer, firstly I've got to manufacture my product, high risk.
- Move my produce to another part of the world to move my product – high risk.
- At any time, I can lose my product.
- Once I've got my product, I can only sell it once.
- Then I must go back and start all over again.

Human trafficking scenario:

- If I had a 52-seater coach and go to a village in the middle of nowhere, requesting £125 to provide you with a seat on my bus. If you sit on my bus, you will have access to doctors, education, a good job.
- If they don't have £125, I then explain that my friend will lend you that money. They get on the bus and will willingly accompany me across the world on a plane, train, boat etc. None of these people are going to complain as they are expecting a completely different life.
- My coach will then pull up at the final destination and there will be 10 vehicles waiting to pick up these people and from that point on, those people belong to me and my network and I will put them to work however we see fit.

Case in Point – UK Case:

- In 2017 – a man was rescued out of a traveller site in Bedford, he had been held against his will for 29 years.
- This highlights the longevity of the product and why human trafficking has become so profitable.

Slide 12: Worldwide Facts

- Read through the slide.

Stat 1: Data source – International Labour Organisation (ILO 2016) <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

Stat 2: Data source - United Nations Office on Drugs and Crime (UNODC 2017) <https://www.unodc.org/unodc/data-and-analysis/glotip.html>

Stat 3: Data source - International Labour Organisation (ILO 2016) <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

Stat 4: Data source - Thomson Reuters Foundation (2017) <http://news.trust.org/item/20180719155223-gennv/> - 2018 Global Slavery Index figures

Stat 5: Data source – United Nations Office on Drugs and Crime (UNODC 2017) https://www.unodc.org/wdr2017/field/Booklet_5_NEXUS.pdf

- Other Facts:

An industry worth half a trillion dollars ILO (2016) <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

Forced labour in private economy generates \$150 Billion Dollars a year: ILO (2016) <http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

Online recruitment is growing – Thomson Reuters Foundation (2017) <https://www.reuters.com/article/trafficking-conference-technology/latest-technology-helps-sex-traffickers-recruit-sell-victims-fbi-idUSL1N1HT1EL> – FBI source

UK Government Estimate (Home Office 2014): 13,000 in 2013 – this figure has not gone up, although referrals continue to increase.

Global average cost of a debt slave is on average \$60 – SumAll Foundation (2013) <https://bits.blogs.nytimes.com/2013/03/06/global-slavery-by-the-numbers/>

Slide 13: Victims Countries of Origin

- Before I move on, I just would like to find out which nationalities you think are most commonly affected by human trafficking/modern slavery in the UK.
- Please write down your top 5.

Slide 14: Victims Countries of Origin Continued

- Go through the answers and raise the point that British citizens are 1st if this has not been identified: 1) United Kingdom, 2) Albania, 3) Vietnam, 4) China & 5) Romania.

- The most common countries for adult victims in 2018 are 1) Albania, 2) China, 3) Vietnam, 4) Romania and 5) United Kingdom.
- The most common countries for child victims in 2018 are 1) United Kingdom, 2) Vietnam, 3) Sudan, 4) Albania and 5) Eritrea.

Please Note: Be aware that the information on this slide could change on an annual basis based on published UK Government National Referral Mechanism figures.

- Before moving onto the next slide:
- Ask the questions:
- Why are they coming, why are they leaving, why are they happy to take the chance, what do you think is the main driving force behind people coming here?
- Take responses and hopefully someone will identify some, validate their answer and then go through the animations.

Slide 15: Push & Pull Factors

- As you can see the pull factors are reflected in the push factors.
- There are a million reasons why someone is trying to leave their country of origin and these are just some of them.

Slide 16: Russia

- I am just going to go through some of the countries which are afflicted by modern slavery.
- Firstly, I am going to start with Russia.
- The majority of these slaves are working within the Russian infrastructure. (Forced labour, state-imposed forced labour, forced sexual exploitation of adults and children & forced marriage)
- Many of the workers that built the stadiums and facilities for the Winter Olympics were believed to be slaves, reported as labour exploitation.
- However, Russia does not have enough of its own people to act as slaves, so it imports slaves from North Korea.
- These workers (often foreign migrants) work in forced labour situations in the agriculture, construction, textiles, and timber sectors, while women and children are suffering from sexual exploitation.
- Brothels in Russia have girls trafficked as sex slaves from such neighbouring countries as Moldova, Ukraine, Belarus, and other former Soviet republics.
- The country also serves as a transit point for men, women, and children trafficked into and out of countries like China, Oman, Bahrain, Turkey, Japan, and South Korea, where many are forced to work as slaves, or are used as commercial sex workers.
- Further Information: <https://www.globallslaveryindex.org/2018/findings/country-studies/russia/>.
- <https://www.globallslaveryindex.org/2018/data/country-data/russian-federation/>

Slide 17: Nigeria

- The sole difference between smuggling and trafficking comes into play in Nigeria – I will outline this more fully in the next slide.

Nigeria:

- It is common for women to be forced to have children and male children are captured to become child soldiers.
- Boko Haram is pertained to be responsible for more death and slavery within their own borders than ISIS is responsible for across the whole world.
- The fall out of this is seen across Europe and in the UK, in the forms of domestic servitude and sexual exploitation.

Further Information:

- Boys from the country are trafficked to work as juvenile slaves, often doing so as street vendors, domestic servants, or miners.
- They are also forced to work in stone quarries, farms, or as beggars around West Africa.
- Young Nigerian girls also get tricked, as they will be offered jobs as nannies in Western countries but end up as sex slaves in cities in the United Kingdom, Italy, or Belgium.

- Others get into forced marriages or work as domestic servants but are not paid as they are without legal immigration status, a fact that their employers exploit to enslave them.
- The issue of girls being abducted and turned into sex slaves is especially rampant in Northern Nigeria, where Boko Haram terrorists wreak havoc, and the consequent instability allows the slave trade to flourish.
- <https://www.globalslaveryindex.org/2018/data/country-data/nigeria/>

Slide 18: Human Trafficking vs Smuggling

- Use this slide to go through the differences between smuggling and trafficking.

Slide 19: Break

Slide 20: GLAA / Horse Trading Video

- Ask the Question: Do you know who the GLAA are? Gangmasters and Labour Abuse Authority.
- Definition: Their role is to protect vulnerable and exploited workers.
- Through the intelligence they receive from their inspections, the public, industry and other government departments, they investigate reports of worker exploitation and illegal activity such as human trafficking, forced labour and illegal labour provision, as well as offences under the National Minimum Wage and Employment Agencies Acts.
- This video has been created by the GLAA as a fictional story based on fact and interspersed with factual images of a property that the victims have been rescued from. This video is also a trafficker's account of how they recruit and exploit people.
- Show the Video
- Ask the Question: Do you remember the Morecambe Bay Cockle Picking disaster in 2004?
- Wait for Responses.
- Your answer: At the time, you didn't need to be licensed to be a gangmaster. Seasonal work didn't require licenses.
- Chinese immigrants were sent out into Morecambe Bay and they were picking cockles.
- The tide came in really quickly, cut them off at the beach and they all drowned.
- The GLA was formed off the back of this incident.

Today:

- GLAA are a very powerful organisation and if you operate as a gangmaster without a licence – you can expect 10 years imprisonment and large fine
- An employer who uses a gangmaster without a license also can receive up to 10 years imprisonment and a large fine.
- Moving on, can someone give me an indication of what sort of things might help you identify whether someone is a potential victim?
- Wait for some responses and then move on to the next slide.

Slide 21: Identifying A Victim

- These are the most common indicators for people affected by modern slavery and/or human trafficking. Go through the below.

Appearance:

- Are they suffering physical injuries?
- Do they have few personal possessions and often wear the same clothes?

Behaviour:

- Is the person withdrawn or appear frightened, unable to answer questions directed at them or speak for themselves and/or an accompanying third party speaks for them?
- If they do speak, are they inconsistent in the information they provide, including basic facts such as the address where they live?

- Do they appear under the control/influence of others and rarely interact with colleagues?

Medical Care:

- Does the person have old or serious untreated injuries? Have they delayed seeing a healthcare professional, and are they vague, reluctant or inconsistent in explaining how the injury occurred?

Slide 22: Identifying A Victim Continued

- Here are more specific examples of what this might look like:

No freedom of movement:

- allows others to speak for them when they're spoken to
- has limited family contact
- shows signs that their movements are being controlled

Poor working and living conditions:

- is working against their will
- is paid little or nothing/or has no access to their earnings
- lives in poor accommodation

Intimidation and coercion:

- is always anxious or afraid
- is afraid of revealing their immigration status
- acts as if they were instructed by someone else.
- Unexplained physical injuries

Lack of knowledge:

- has false ID or travel documents
- can't speak the local language
- doesn't know their home or work addresses
- Take a look at pp.14-15 in the workbook (p.22-23 – your handbook), to give you a further idea of what that might look like. Any questions?

Slide 23: Common Types of Modern Slavery

- There are also specific indicators for the most common types of modern slavery found in Hertfordshire, which are – read slide and go through some of the example indicators below.

Sexual Exploitation:

- Actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Example indicators:

- Have tattoos or other marks indicating “ownership” by their exploiters.
- Sleep where they work.
- Live or travel in a group, sometimes with other women who do not speak the same language.
- Have very few items of clothing

Labour Exploitation:

- Forced to work very long hours in often hazardous conditions and hand over the majority or all of their wages to their traffickers or controllers. Violence and threats may be used against victims or against their families if they fail to comply.

Example indicators:

- Live in groups in the same place where they work and leave those premises infrequently, if at all
- Live in degraded, unsuitable places, such as in agricultural or industrial buildings.
- Not be dressed adequately for the work they do
- Have no access to their earnings.

Domestic Servitude:

- Victims live and work in households where they are forced [or expected] to work through threats of serious harm and may be subjected to physical and sexual assaults. There is often restriction of liberty and movement and victims may not be able to leave their accommodation.

Example Indicators:

- Have no private space or sleep in a shared or inappropriate space.
- Be reported missing by their employer even though they are still living in their employer's house.
- Never or rarely leave the house for social reasons.
- Never leave the house without their employer

Criminal Exploitation:

- Victims are often deceived or coerced into helping their exploiters acquire financial benefit. They may be involved in fraud, cannabis cultivation, drug trafficking, begging, selling babies and children into adoption, forced and sham marriages, transporting other modern slavery victims, charity bag scams, and signing multiple mobile telephone or laptop contracts.
- Note that with all exploitation types, the person is most likely being subjected to insults, abuse, threats or violence.
- I am going to give you five minutes to read through the specific indicators on pp.4-13 in the workbook (pp.12-21 – your handbook) and ask any questions that you may have.

Slide 24: Victim Profiles

- Refer to slide. (Figures: 2016-2018)
- Males are more commonly exploited for labour, whereas females are more commonly exploited for sex and domestic servitude.
- The largest proportion of referrals over the last three years have been for female adult victims of sexual exploitation (nearly 25%), followed by adult and minor male victims of labour exploitation.
- Say that you will explain what is meant by NRM referrals a bit later on and that you just wanted to give the audience a general feel of what exploitation looks like in Hertfordshire at the moment. This is also the same for the next slide.
- Please note: Data from both this slide and the next slide is taken from the Joint Strategic Needs Assessment on Modern Slavery, which was completed by the County Community Safety Unit and published in December 2018.

Slide 25: Victim Profiles Continued

- Since 2016, nearly 60% of NRM referrals in Hertfordshire were made for potential adult victims and just over 40% were for potential victims exploited as a minor. (Figures: 2016-2018)
- Referrals for victims exploited as a minor increased significantly in the last year by nearly 130%, whereas referrals for adults decreased by almost 30%.
- It is worth noting that adults have a choice whether to enter the NRM, whereas children must automatically enter.
- The increase in minor referrals is linked to criminal exploitation and county lines, which I will explain more about on the next slide.

Slide 26: Criminal Exploitation

- Some key terms to also be aware of that link in with criminal exploitation are county lines and cuckooing.
- County Lines is when gangs and organised crime networks exploit children to sell drugs. Often these children are made to travel across counties, and they use dedicated mobile phone 'lines' to supply drugs

- Cuckooing is a form of crime in which drug dealers take over the home of a vulnerable person in order to use it as a base for drug dealing. There are specific indicators for this, which can be found on p. of your workbook.
- I am going to give you five minutes to read through the specific indicators on pp.17-19 of the handbook and ask any questions that you may have.

Further Information:

- County lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons.
- Operation Mantis is Hertfordshire Constabulary's response to tackling gangs and county lines. This initiative is supported by a HQ based team dedicated to combating Gangs and County Lines.

Slide 27: London Gangs Activity in Hertfordshire

- This slide is just to give you an idea of the number of gangs that are currently operating in Herts, although this list changes all the time.
- County Lines gangs from Essex and Luton also operate in Hertfordshire but the police do not have precise data on numbers as of yet.

Slide 28: Vulnerable Areas

- According to professional expertise, individuals are considered to be at greater risk of becoming a modern slavery victim if they meet the following criteria.
- Social: are vulnerable, e.g. are homeless, are hitchhiking, have addictions, have limited education, have a disability, experience mental ill health, have a learning difficulty, are missing, are in the social care system, lack family support, or have a weak or absent social network.
- Political/legal: live in a state of persecution or conflict and seek to flee.
- Economic: live in a state of poverty or unemployment and are desperate for opportunities to work and earn money.

Slide 29: Use of Control Methods

- Give a couple of examples of each in pp.16-17 of the workbook. (Your handbook - pp.25-26)

Slide 30: Victim Trauma

- Just to give you an indication of a typical day in the life of modern-day slave living in the UK, I would like you to just have a read of this slide.

Follow up with the below information:

- Psychological research has indicated that there are high levels of traumatic events experienced by victims of modern slavery across multiple contexts.
- The conditions in which the victim was held, the experiences that they went through during their enslavement, and the support or lack of, after release all influence mental health.
- Victims of modern-day slavery may suffer from physical trauma and damage. Brutal forms of punishment are used to control victims, including beatings, branding, starvation, and sexual violence.
- Modern-day slaves are often exposed to harsh and dangerous living and working conditions.
- As a result, victims may have scars, physical limitations, diseases, and other health related problems as a result of their treatment.
- Many survivors who have experienced abusive relationships with slave owners have difficulties trusting others, keeping themselves safe, and often become involved in other exploitative relationships once they have escaped the slavery situation.

Slide 31: Duty to Notify

- Explain the following:

1) Duty to Notify:

- Specific public authorities have a legal duty to notify the Secretary of State of any person identified in England and Wales as a suspected victim of slavery or human trafficking.
- In practice, this means that if a specified public authority (includes police forces and local authorities) has reasonable grounds to believe that a person may be a victim of slavery or human trafficking, they must notify the Home Office.

2) National Referral Mechanism (NRM):

- The National Referral Mechanism is a framework for identifying victims of human trafficking or modern slavery and ensuring adult victims receive the appropriate support.
- To enter the NRM, potential victims of trafficking or modern slavery must first be referred to the UK Single Competent Authority (SCA). (The SCA replaced the previous Competent Authorities in April 2019).
- This initial referral will generally be handled by an authorised agency such as a police force, the NCA, the UK Border Force, Home Office Immigration and Visas, Social Services or certain NGO's. The referring authority is known as the 'first responder'. All adults must verbally consent to enter the NRM. However, all children are required to enter the NRM.

3) Prior to August 2019 – Two Forms (NRM & DTN):

- If an adult had not consented to enter the NRM, they could not be referred into the NRM.
- In these circumstances, under Duty to Notify (DTN), organisations were expected to send an 'MS1: notification of a potential victim of modern slavery form' to the Home Office rather than the NRM form.

4) Post August 2019 – Single Online Digital Form:

- The digitalisation of the NRM and DTN referral process for first responders has changed the previous two form reporting mechanism.
- The same referral process is now to be used for NRMs and DTNs, as the form options presented online change dependent on the information submitted.
- Children and adults should be referred through this [online form](#).
- More information can be found [here](#).

5) Less than half of potential adult victims will choose to consent to the NRM for a number of reasons:

- Fear or distrust of authority, their exploiters or the unknown
- Lack of knowledge or understanding of the process

6) In order to assist stakeholders, the Home Office have created a [prompt sheet](#) containing questions to ask potential victims and the type of information required for officers.

7) The Salvation Army:

- In instances where the potential victim requires support from the Salvation Army Modern Slavery Team (MST) including safe accommodation, a copy of the online form must be sent to mst@salvationarmy.org.uk.
- This should be followed up with a phone call to the team on **0300 303 8151** to ensure receipt and action of support.
- Consent to the NRM box must be ticked on the online form for the adult to receive support from The Salvation Army.

Slide 32: The National Referral Mechanism (NRM)

Ask the Question: Do you understand what the National Referral Mechanism is?

- Wait for the Responses.
- Your Answer: A UK Government process and system for identifying and supporting victims of human trafficking or modern slavery.
- I will explain in more detail what it is and the service it provides.
- The UK has adopted the National Referral Mechanism to help identify individuals who may be victims of trafficking/modern slavery & provide appropriate protection & support.
- Through this system, the Salvation Army provides accommodation and support to potential and identified adult victims of human trafficking and modern slavery.

Slide 33: NRM Support

- Read through the slide and add additional information from below:
- Accommodation: finding temporary safe accommodation.
- Medical treatment: helping with medical treatment.
- Clinical/emotional support: having someone to help them cope with their experience.
- Interpreting/Translation: Providing an interpreter/translator to help them communicate in English.
- Police protection: police protection, if they report their exploitative situation to them
- Independent legal advice

- Financial support: subsistence payments

Slide 34: Understanding the NRM

- Please Note: Only First Responder agencies can make a direct referral to the NRM.
- Refer everyone to the handbook as you explain the process.

Slide 35: First Responders

- These are currently the only agencies that have been classified as First Responders.
- This means that they are the only agencies that have the authority to submit an NRM form for a child or adult.
- Feel free to click the links to specific organisation websites if desired.

Slide 36: Informed Consent

Informed consent means that the person concerned must be given:

- all the information in terms of why an organisation or individual is concerned about them
- an explanation of support available to them
- an understanding of what accepting this support would mean. This should include exploring the benefits and risks as well as the likelihood of both of these.
- In addition, there should be a discussion as to any practical alternatives so that individuals are able to make an informed choice.

Slide 37: Questions to Ask

Go through the possible questions.

- Please Note:
- This shouldn't be regarded as a script. There will likely be no convenient answer to any of these questions.
- These questions are only meant to add to the bigger picture and should not be understood in the context of the whole situation as opposed to simply focusing on the individual responses.
- When you begin to identify a combination of factors which lead you to believe that there is potential exploitation, that's when you need to act.
- These are just suggestions, ultimately it can simply come down to asking whether someone just needs help.
- Be aware that some questions to ask adults and children will differ. More specific questions can be found on the child and adult victim referral pathways.
- So now you have identified a potential adult or child victim, what do you do next?

Slide 38: Referral Pathways

- So, the Hertfordshire Modern Slavery Partnership (HMSP) has developed referral pathways and associated documents to help anyone who may come into contact with a potential victim to respond. See pp.18-19 of your workbook.

These documents include:

1. Adult victim referral pathway - to be followed if the potential victim is an adult.
2. Child victim referral pathway - to be followed if the potential victim is suspected or known to be a child.
 - Starting from the top of the pathways, the professional should follow the instructions and outlined steps depending on the situation of the suspected adult and/or child victim. To illustrate how they work, we are now going to do an activity together.

Slide 39: Case Studies

- Activity Instructions:
- Split the room into 4 groups
- Give each group a case study (adult – no care and support needs, adult with care and support needs, unaccompanied child, adult with child).

- Ask each group to work through the pathway, write down their answers to the questions on the case study and then feedback to the group, identifying any sticking points.

Slide 40: Additional Resources

3. Reporting form for professionals & NGOs - to be used if the adult in question does not consent to the NRM, when they do not have care and support needs and the person filling out the form is not a first responder (N.B. All children should be referred to the NRM regardless of consent)

4. Information flyer (for victims) - this form, which is translated in multiple languages, allows potential victims to understand their rights, what situations amount to exploitation in the UK, and what support they might be entitled to receive. It asks them to tick the boxes that apply to them.

5. NRM support booklet (for victims) - this provides information to the potential victim about the NRM and what services they might be entitled to, to help him/her make an informed decision. For further guidance on how to use the pathways and associated documents, you can take a look at p.32-33 of your handbook/pp.18-19 in the workbook.

Slide 41: In Summary

- Reflecting on the case studies, let's recap the most important things to consider when presented with a potential victim.
- Read through this slide and the next one and make sure that the audience are happy with what they mean. This is an opportunity to further questions and discuss as a group.

Slide 42: Summary Continued

- Read through this slide and the next one and make sure that the audience are happy with what they mean. This is an opportunity to take further questions and discuss as a group.

Slide 43: Key Organisations

Go through the slide and the below information. Feel free to click on the links to navigate through each organisation's individual websites.

- **Modern Slavery Helpline (First Responder):** The 24-hour national Modern Slavery Helpline can provide immediate advice and access to over 200 languages. This helpline is run by a charity, Unseen, and is independent, specialist and confidential.
- **The Salvation Army (First Responder):** The Salvation Army provides a specialist support programme to protect and care for all adult victims that consent to the NRM. Their confidential Referral Helpline 0300 3038151 is available 24 hours a day, seven days a week.
- **NSPCC Child Trafficking Advice Centre (First Responder for Child Referrals):** Provides free guidance and training to professionals concerned that a child or young person has been or is about to be trafficked into or out of the UK.
- **Operation Tropic (First Responder):** In Hertfordshire, the police have a specialist modern slavery unit called Operation Tropic, which coordinates Hertfordshire Constabulary's response to HTMS. Set up in 2017, sits within Serious and Organised Crime and is based at Headquarters.
- **Beacon:** Provide specially trained case managers to victims in Hertfordshire, supporting them through their recovery through an individualised plan of support, acting as an advocate and referring them on to partners with specialist skills and knowledge that can better support them (if they consent to this).
- **Gangmasters and Labour Abuse Authority (First Responder):** Has police-style powers that allow them (in England and Wales only) to investigate all labour market offences. These include: gangmaster offences, non-payment of the National Minimum Wage, forced and compulsory labour and any associated trafficking and other modern slavery offences.

Slide 44: Hertfordshire Modern Slavery Partnership (HMSP)

- Read through slide and give detail on groups if required. See below information:

1) **Steering Group:** A strategic meeting framework for Hertfordshire to raise awareness, share information and proactively work together to ensure a consistent and robust approach to tackling slavery/trafficking.

2) Tactical/Operations: A meeting framework to discuss past and future operations and safe and well visits, developing joint learnings and getting input from multiple stakeholders.

3) Victim Support: A meeting framework to discuss and improve how to work together to identify, support, protect and empower victims of modern slavery and human trafficking in Hertfordshire

Slide 45: HMSP Strategic Priorities

- 1) The HMSP launched a Strategy at the end of last year to ensure the partnership focuses effort on the aims and objectives necessary, to make serious headway in its drive to eradicate modern slavery from Hertfordshire.
- 2) Framed by the 4Ps approach (Prevent, Protect, Prepare, Pursue), a recognised framework to counter modern slavery and serious organised crime six overarching strategic priorities have been identified for Hertfordshire. These are 1, 2, 3, 4, 5 and 6.
- 3) Read through the priorities on the slide.
- 4) Make clear that underpinning the Strategy are action plans, which are reviewed on an annual basis.

Slide 46: HMSP Website

- The new Hertfordshire Modern Slavery Partnership (HMSP) website, www.stopexploitationherts.org.uk, will provide a one stop shop for information and advice for residents, businesses and professionals who may encounter those at risk of exploitation.
- The website is also designed to help those suffering from exploitation, by signposting them to support services and giving information about their legal rights.
- The website has been developed by the HMSP, which is a partnership between Hertfordshire Constabulary, Shiva Foundation, Hertfordshire County Council, NHS Trusts, the Police and Crime Commissioner for Hertfordshire and many other local organisations. I'll talk a little a bit more about the Partnership in a minute.

Slide 47: Reporting Apps

- Obviously, you are all likely to be presented with a potential victim within the remit of your role at work, but it is also worth noting that as a member of the public, you also have a responsibility to report anything suspicious.
- Feel free to promote these apps to your friends and family.

1) The Clewer Initiative Safe Car Wash App:

Download the free app onto your smartphone and then when you are using a hand car wash, simply open the app and complete a short survey about the working conditions of the car wash.

2) STOP App:

The STOP APP can be downloaded by any individual in the world with a smartphone and empowers everybody who has seen or heard a situation they believe to be linked to human trafficking or modern slavery to share their story, safely and securely.

3) Unseen App:

The App provides a simple guide to recognising the signs of modern slavery and reporting concerns in confidence to free more victims of slavery

Slide 48: End

- Feel free to add your contact details here along with any additional information that is pertinent to your organisation.