1. 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:

<table>
<thead>
<tr>
<th>1. Slavery, Servitude and Forced or Compulsory Labour</th>
</tr>
</thead>
<tbody>
<tr>
<td>The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or</td>
</tr>
<tr>
<td>(b) The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2. Human Trafficking:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A person commits an offence if the person arranges or facilitates the travel of another person (“V”) with a view to V being exploited. It is irrelevant whether V consents to the travel (whether V is an adult or a child).</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3. Meaning of Exploitation:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A person is exploited only if one or more of the following apply in relation to the person:</td>
</tr>
<tr>
<td>1) Slavery, servitude and enforced or compulsory labour</td>
</tr>
<tr>
<td>2) Sexual exploitation</td>
</tr>
<tr>
<td>3) Removal of organs etc.</td>
</tr>
<tr>
<td>4) Securing services etc by force, threats or deception</td>
</tr>
<tr>
<td>5) Securing services etc from children and vulnerable persons</td>
</tr>
</tbody>
</table>
Under the Modern Slavery Act 2015, the following provisions were introduced:

<table>
<thead>
<tr>
<th></th>
<th>Provision</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Increased punishments for perpetrators for modern slavery crimes (including life sentences).</td>
</tr>
<tr>
<td>2</td>
<td>Enhanced court ability to put restrictions on individuals where it’s necessary to protect people from the harm caused by modern slavery offences.</td>
</tr>
<tr>
<td>3</td>
<td>Creation of an independent anti-slavery commissioner to improve and better coordinate the response to modern slavery.</td>
</tr>
<tr>
<td>4</td>
<td>Introduction of a defence for victims of modern slavery and human trafficking.</td>
</tr>
<tr>
<td>5</td>
<td>A duty on the secretary of state to produce statutory guidance on victim identification and victim services.</td>
</tr>
<tr>
<td>6</td>
<td>Increased power to the secretary of state to make regulations relating to the identification of and support for victims.</td>
</tr>
<tr>
<td>7</td>
<td>Independent child trafficking advocates.</td>
</tr>
<tr>
<td>8</td>
<td>A new reparation order to encourage the courts to compensate victims where assets are confiscated from perpetrators.</td>
</tr>
<tr>
<td>9</td>
<td>Increased powers for law enforcement to stop boats where slaves are suspected of being held or trafficked.</td>
</tr>
<tr>
<td>10</td>
<td>Required businesses over a certain size to disclose each year what action they have taken to ensure there is no modern slavery in their business or supply chains.</td>
</tr>
</tbody>
</table>

This overview of the Modern Slavery Act 2015 was taken from the UK Government website and further information on the Act can be found [here](#).
2. Most Common Exploitation Types in Hertfordshire

Exploitation can affect anyone at any age or anytime in their life. The most common types of exploitation in Hertfordshire are labour exploitation, sexual exploitation, domestic servitude and criminal exploitation.

2a. 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.

Case Study Example 1
A young British woman from Leeds left the UK to go on holiday with her boyfriend to Italy for a week. Once in Italy, her boyfriend forced her to work as a prostitute to pay off his debts of 100,000 euros. She was forced to have sex with up to 30 men a night. He used violence to keep her in line and threatened to abduct her younger brother if she disobeyed him. She soon found that she wasn’t the first person to be trafficked by her ‘boyfriend’. Six months later, she felt that her life “just wasn’t worth living” and became so ill that she ended up in hospital. She managed to eventually escape after she was granted a phone call by the doctor and managed to alert her family, who immediately came to the hospital where she was residing and took her back to the UK. (Source: BBC Radio Leeds)

Case Study Example 2
A young girl aged 12 is told that she will be leaving her village in West Africa to go on holiday in the UK with a family friend. On arrival in the UK, she is left in a house with strangers. Every day, men visit the house and she is subjected to physical and sexual abuse. After several months, she manages to escape. However, she has nowhere to go and is forced to sleep rough on the streets. (Source: The Guardian)
Specific Indicators

People who have been affected by sexual exploitation may:

<table>
<thead>
<tr>
<th>Move from one brothel to the next or work in various locations</th>
<th>Be escorted to and from work as well as other outside activities</th>
<th>Have tattoos or other marks indicating “ownership” by their exploiters</th>
<th>Work long hours or have few, if any, days off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sleep where they work</td>
<td>Live or travel in a group, sometimes with other women who do not speak the same language</td>
<td>Have very few items of clothing</td>
<td>Have clothes that are mostly the kind typically worn for doing sex work</td>
</tr>
<tr>
<td>Have a sexually transmitted disease</td>
<td>Be pregnant</td>
<td>Be seen travelling in expensive transport that is beyond their affordability</td>
<td>Be subject to security measures designed to keep them at their work premises</td>
</tr>
<tr>
<td>Only know how to say sex-related words in the local language or in the language of the client group</td>
<td>Have no cash of their own</td>
<td>Depend on their exploiter for work, transportation, accommodation, food, clothing etc</td>
<td>Be unable to show any identity document</td>
</tr>
</tbody>
</table>

The following might also indicate that someone has been sexually exploited:

- There is evidence that suspected victims have had unprotected and/or violent sex
- There is evidence that suspected victims cannot refuse unprotected and/or violent sex
- There is evidence that a person has been bought and sold
- There is evidence that groups of women are under the control of others
- Advertisements are placed for brothels or similar places offering the services of women of a particular ethnicity or nationality
- It is reported that sex workers provide services to a clientele of a particular ethnicity or nationality
- It is reported by clients that sex workers do not smile

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [www.stopexploitationherts.org.uk/professionals/professionals.aspx](http://www.stopexploitationherts.org.uk/professionals/professionals.aspx)
2b Labour Exploitation:
Forced to work very long hours in often hazardous conditions and hand over the majority of or all their wages to their traffickers or controllers. Violence and threats may be used against victims or against their families if they fail to comply.

Case Study Example 3
A Romanian man decided to take up a job recommendation from some old school friends in Eastern Romania. They knew a family that could transport individuals to the UK and provide them with jobs in the construction and demolition sector. When the man arrives at his new home in London after travelling by van for 3 days, he finds that he is expected to sleep in a cramped room which already has six mattresses on the floor. His new roommates are also sharing a single plate for their dinner. The family that had brought him over, have taken his ID. They then tell him that he must work for 2 weeks without payment to reimburse them for the journey from Romania to the UK. This is a clear example of debt bondage and is commonly used in cases of labour exploitation. (Source: The Financial Times)

Case Study Example 4
Two Vietnamese men in their twenties were promised a job at a hotel in the UK, paying £18,000 each to their agent in Vietnam for this arrangement. They came to the UK under the government’s work permit scheme with a promise of receiving £4.95 per hour for their work. A representative from an agency supplying workers to major hotel chains met them at the airport and took their passports. They were put to work in a hotel. They worked for two months without receiving any pay, only food. They attempted to strike but, almost immediately, their families in Vietnam received threats. They eventually approached the local Citizens’ Advice Bureau via a Vietnamese-speaking person they met on the street. They were too frightened to approach the Vietnamese Embassy, but wanted to warn others. (Source: Citizens Advice Bureau)
### Specific Indicators

**People who have been affected by labour exploitation may:**

<table>
<thead>
<tr>
<th>Live in groups in the same place where they work and leave those premises infrequently, if at all</th>
<th>Live in degraded, unsuitable places, such as in agricultural or industrial buildings, outbuildings or adapted accommodation</th>
<th>Not be dressed adequately for the work they do e.g. they may lack protective equipment or warm clothing</th>
<th>Only be given leftovers to eat or eat insufficient meals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Appear malnourished</strong></td>
<td>Have no access to their earnings</td>
<td>Be under the perception that they are bonded by debt</td>
<td>Have no labour contract</td>
</tr>
<tr>
<td><strong>Work excessively long hours</strong></td>
<td>Depend on their employer for a number of services, including work, transportation and accommodation.</td>
<td>Never leave their work premises without their employer</td>
<td>Be unable to move freely</td>
</tr>
<tr>
<td><strong>Be seen travelling in expensive transport that is beyond their affordability</strong></td>
<td>Be subject to security measures designed to keep them at their work premises</td>
<td>Be disciplined through fines</td>
<td>Be subjected to insults, abuse, threats or violence</td>
</tr>
<tr>
<td><strong>Lack basic training and professional licences</strong></td>
<td>Be legally employed by a legitimate employer</td>
<td>Have no choice of accommodation</td>
<td></td>
</tr>
</tbody>
</table>

The following might also indicate that someone may have been subjected to labour exploitation:

- Notices have been posted in languages other than the local language
- There are no health and safety notices
- The employer or manager is unable to show records of wages paid to workers
- The employer or manager is unable to show required documentation for employing foreign or migrant workers
- The health and safety equipment is of poor quality or is missing
- Equipment is designed or has been modified so that it can be operated by children
- There is evidence that labour laws are being breached
- There is evidence that workers must pay for tools, food and/or accommodation, or that those costs are being deducted from their wages

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [www.stopexploitationherts.org.uk/professionals/professionals.aspx](http://www.stopexploitationherts.org.uk/professionals/professionals.aspx)
2c. 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. Some key terms to also be aware of that link in with criminal exploitation are county lines and cuckooing.

Specific Indicators
People who have been affected by criminal exploitation may:

<table>
<thead>
<tr>
<th>Participate in the activities of organised criminal gangs</th>
<th>Travel with the gang in large groups with only a few adults</th>
<th>Be punished if they do not collect or steal enough</th>
<th>Be producing, carrying and/or selling illicit drugs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have physical impairments that appear to be the result of mutilation or natural birth defects, e.g. curvature of the spine</td>
<td>Be unaccompanied minors who have been ‘found’ by an adult of the same nationality or ethnicity</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The following might also indicate that someone may have been subjected to criminal exploitation:

- A single adult registering a large number of children, possibly residing at the same address
- Property that is locked from the outside, whose windows are permanently covered from the inside
- Pungent smells and noises of machinery coming from a property
- Visits to a property at unusual times
2c (i) County Lines:
County Lines is a major, cross-cutting issue involving drugs, violence, gangs, safeguarding, criminal and sexual exploitation, modern slavery, and missing persons. It 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. Operation Mantis is Hertfordshire Constabulary’s response to tackling gangs and county lines. This initiative is supported by an HQ based team dedicated to combating Gangs and County Lines.

How it works:
1. A group (not necessarily affiliated as a gang) establishes a network between an urban hub and county location, into which drugs (primarily heroin and crack cocaine) are supplied.
2. A branded mobile phone line is established in the market, to which orders are placed by introduced customers. The [phone] line will commonly (but not exclusively) be controlled by a third party, remote from the market.
3. The group exploits young or vulnerable persons, to achieve the storage and/or supply of drugs, movement of cash proceeds and to secure the use of dwellings (commonly referred to as cuckooing).
4. The group or individuals exploited by them regularly travel between the urban hub and the county market, to replenish stock and deliver cash.
5. The group is inclined to use intimidation, violence and weapons, including knives, corrosives and firearms.

Grooming Process: Exploitation of Young and Vulnerable People
The grooming process is essential to the success of the county lines business model. Young or vulnerable people are lured in with false promises and then become trapped into a dire, exploitative situation. There are four main recruitment stages that a gang will use when trying to exploit someone:

1. Targeting Stage:
   This is when an exploiter targets a young person who is vulnerable, reducing their chances of getting caught. Exploiters pick their targets based on things like age, strength or situation.

2. Experience Stage:
   This stage is where an exploiter might try to get a young person used to their lifestyle, or train them up in what they’re doing.

3. Hooked Stage:
   This is the stage where an exploiter will make a young person feel like they’re a member of their gang, even though they’re just exploiting them.

4. Trapped Stage:
   Now a young person feels dependent on the group, their relationship with their exploiter may start to become unpleasant, as their exploiter’s true intents or character is revealed. (Taken from Children’s Society (2018) Criminal Exploitation: Stages of Recruitment report)
**Specific Indicators**

People who have been affected by county lines may:

<table>
<thead>
<tr>
<th>Specific Indicator</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exhibit a sudden change in appearance</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Have unexplained physical injuries, and/or refusal to seek / receive medical treatment for injuries</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Be tired and sleep deprived</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Have poor attendance and/or attainment at school/college/university</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Be associating with known or suspected gang members or be close to siblings or adults in the family who are gang members</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Start to adopt certain codes of group behaviour e.g. ways of talking and hand signs</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Express aggressive or intimidating views towards other groups of young people, some of whom may have been friends in the past</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Be scared when entering certain areas</td>
<td>People who have been affected by county lines may:</td>
</tr>
<tr>
<td>Concerned by the presence of unknown youths in their neighbourhoods</td>
<td>People who have been affected by county lines may:</td>
</tr>
</tbody>
</table>

**Case Study Example 5**

A 15-year-old British boy is kicked out of his mother’s home and goes to live with his alcoholic father who often locks him out of the house. A neighbour spots the boy and offers him a meal and somewhere to stay. Over the next couple of months, the neighbour provides him with food, clothes and accommodation. Then one day, the neighbour says that the boy owes him for the clothes and food and that he should repay his debt by selling cannabis. He starts missing school as he travels across the UK supplying to other areas. Eventually, he is told to start selling Class A drugs. The neighbour rewards his good behaviour by buying him new things and encourages the boys to take drugs and drink alcohol, increasing his dependency on the substances.
2c (ii) Cuckooing:
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. Victims are often drug users but can also include people with mental or physical health conditions, people with other addiction issues e.g. gambling, female sex workers, single mums or those living in poverty and older people. Some vulnerable adults may even be forced to leave their homes, making themselves homeless whilst leaving gangs free to sell drugs.

Specific Indicators
People who have been affected by cuckooing may:

- Exhibit a sudden change in appearance or become malnourished
- Have unexplained physical injuries, and/or refusal to seek / receive medical treatment for injuries
- Be tired and sleep deprived
- Exhibit a change in behaviour e.g. becoming aggressive, fearful and/or quiet
- Isolate themselves from their social networks
- Be subject to security measures designed to keep them at their residence
- Participate in the activities of organised criminal gangs
- Travel with the gang in large groups with only a few adults
- Be subjected to insults, abuse, threats or violence

The following might also indicate that someone may have been subjected to cuckooing:

- An individual or group suddenly seen to be taking over a vulnerable resident’s address
- Vulnerable people seeming to be threatened, scared or being coerced
- Frequent or high numbers of visitors at an address
- Signs of drug misuse at an address, including deal bags and weighing scales
- Individuals frequently seen at an address with large amounts of cash or multiple mobile phones
- An increase in cars or bikes outside the residence
- Curtains at the address are closed most of the time
- An increase in anti-social behaviour outside the address
- A build-up of litter at the address
- A lack of healthcare visitors at the address
2d. 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 assault. There is often restriction of liberty and movement and victims may not be able to leave their accommodation. They cook, clean, care for children and older people, and provide manual labour.

Case Study Example 6
A woman from Nigeria is brought to London to work in the home of a solicitor. She had been promised £50 a week to work as a nanny. Instead, she is forced to work in the home and is not allowed to leave the house without permission. For three years, she is subjected to verbal and physical abuse whilst living in the home. (Source: BBC Radio 4)

Case Study Example 7
A Scottish man who was an alcoholic was sleeping rough in London. A young male Irish traveller approached him and offered him a flat, regular work and food. The Scottish man accepts and is brought to a traveller site in Leighton Buzzard on Watford Road. He is given a cold shed to live in with no running water and a bucket for a toilet. Over a four year period, he is physically and verbally abused and forced to do manual labour for more than 14 hours a day. He is even taken abroad and forced to lay paving slabs in Europe and Ireland. He managed to escape once but is found and brought back to the traveller site where he was drugged and forced to work again. (Source: The Herts Advertiser)

Specific Indicators
People who have been exploited for the purpose of domestic servitude may:

- Live with a family
  - Have been sent to work for other family members of the original employer
  - Not eat with the rest of the family
  - Have no private space

- Sleep in a shared or inappropriate space
  - Be reported missing by their employer even though they are still living in their employer’s house
  - Only be given leftovers to eat or insufficient meals
  - Be subjected to insults, abuse, threats or violence

- Be under the perception that they are bonded by debt
  - Not be allowed to use the facilities of their employer

The following might also indicate that someone may have been exploited for the purpose of domestic servitude:

- They have no labour contract
- They never or rarely leave the house for social reasons
- They never leave the house without their employer

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx

05/2019-01
### 2e. Children:
**Children who have been exploited may:**

<table>
<thead>
<tr>
<th>Have no access to their parents or guardians</th>
<th>Exhibit changes in their behaviour e.g. becoming withdrawn or aggressive</th>
<th>Exhibit adult behaviours that are not suitable for a child of their age e.g. oversexualised</th>
<th>Look intimidated and behave in a way that does not correspond with behaviour that is typical of children their age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have no friends of their own age outside of school</td>
<td>Have no access to education</td>
<td>Have no time for playing</td>
<td>Live apart from other children and in substandard accommodations</td>
</tr>
<tr>
<td>Eat apart from other members of their ‘family’</td>
<td>Only be given leftovers to eat</td>
<td>Be engaged in work that is not suitable for children</td>
<td>Travel unaccompanied by adults</td>
</tr>
<tr>
<td>Travel in groups with persons who are not relatives</td>
<td>Go missing</td>
<td>Have poor attainment and/or attendance at school or college</td>
<td>Lose interest in activities</td>
</tr>
<tr>
<td>Isolate themselves from their normal social networks</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**The following might also indicate that children have been exploited:**

- The presence of child-sized clothing typically worn for doing manual or sex work
- The presence of toys, beds and children’s clothing in inappropriate places such as brothels and factories
- A claim made by an adult that he or she has “found” an unaccompanied child
- The finding of unaccompanied children carrying telephone numbers for calling taxis
- The discovery of cases involving illegal adoption

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [www.stopexploitationherts.org.uk/professionals/professionals.aspx](http://www.stopexploitationherts.org.uk/professionals/professionals.aspx)
3. Identification:

Some signs of exploitation are based on appearance and are physical, whilst others are behavioural, or less obvious to spot. If someone shows a number of these characteristics, they might be being exploited.

No freedom of movement
If a person:
• is unable to communicate freely.
• allows others to speak for them when they’re spoken to.
• has limited family contact.
• shows signs that their movements are being controlled.
• is being forced to work to pay off a debt (even if they are ill).
• is over-dependent on others.
• doesn’t have their passport, travel documents or ID as someone is holding them.

Poor working and living conditions
If a person:
• is forced to work in poor conditions.
• works excessively long hours over long periods.
• has no days off.
• is working against their will.
• is paid little or nothing.
• has no access to their earnings.
• lives in poor accommodation.
• has no access to medical care.

Lack of knowledge
If a person:
• has false ID or travel documents.
• can’t speak the local language.
• doesn’t know their home or work address(es).
• comes from a place known to be a source of human trafficking.
• lives or works in a type of location likely to be used for exploiting people.
Intimidation and coercion

If a person:
- is always anxious or afraid.
- is subjected to violence or threats.
- has injuries that look like they’ve been bound.
- is disciplined through punishment.
- appears distrustful of the authorities.
- is afraid of revealing their immigration status.
- acts as if they were instructed by someone else.

3. (i) Indicators For Specific Professionals

Every professional that may come into contact with a potential victim of modern slavery or human trafficking will have indicators that are specific to the context of their role. As experts in your area, the Partnership therefore encourages you to reflect on relevant indicators that are specific to your sector. Please fill in the boxes below with any relevant indicators to your role. If you would like to have your indicators added to this handbook, then please contact the Partnership Coordinator at kat@shivafoundation.org.uk.
4. Control Methods Used by Exploiters/Traffickers

**Abuse**
- Abducting or kidnapping victims
- Committing verbal, physical, sexual and/or psychological abuse against the victim, their family or someone they know, in private or in public e.g. beatings, branding, starvation etc
- Charging unreasonable fines
- Using threats and intimidation
- Withdrawing basic provisions, e.g. food, accommodation, sanitation, mobility
- Increasing workload.

**Creating Dependency**
- Plying vulnerable victims with free alcohol and/or drugs
- Being the only source for free food and accommodation
- Guarding victim identities and legal documentation so that their mobility and access to state services is controlled, e.g. hospitals
- They are unable to leave and seek work elsewhere
- They are at risk of trouble with the police in other countries if they report an offence without presenting legal identification through a relationship

**Financial Control**
- Managing victims into debt by charging them excessive fees for visas and other travel documents, food, accommodation, tools and transport
- Giving victims a loan that is hard to pay back because the amount of the loan and the interest on it are inflated
- Controlling access to victims’ bank accounts
- Managing wages so that victims are not sure what they are being paid and what fees are being deducted
- Claiming hereditary debt bondage.
### Deception
- Presenting a false scenario in which the potential victim is convinced that they can improve the quality of their life and that of their family
- Recruiting for non-existent jobs and education placements
- Misrepresenting the job and work conditions, e.g. women going abroad and believing they will be employed as domestic workers but ending up in prostitution
- Offering refuge with the intent to exploit

### Emotional Control
- Threatening to harm or intimidate the victim, the victim’s family or someone they know in the UK or in the victim’s home country unless they comply with the perpetrator’s demands
- Making victims believe they are colluding in illegal activities with perpetrators and are complicit in the offence
- Reinforcing to victims that they will not be believed if they approach the UK authorities to make a report, engendering fear and suspicion.
- Victims may have been deceived previously by corrupt authorities in their home country.
- Those who have no experience of the UK police may have been convinced that a similar or worse culture prevails in the UK
- Instilling in the victim a fear of possible deportation or imprisonment in the UK
- Making victims feel attached to the family of perpetrators and ‘adopting’ them as a member of the family, so that they feel unable to make a complaint against the family (victims may call the mother and father figures ‘Ma’ and ‘Pa’ to reinforce familial attachment)
- Indoctrination
- False claims over victim earnings
- Removal of basic human rights including sanitation, food, freedom to choose.

### Isolation
- Locking victims into rooms
- Forcing victims to work and live in the same accommodation
- Allowing very limited or no contact at all with victims’ families, other victims, the local community or those in the locality from the same nationality
- Frequently changing the victim’s location
- Removing privacy
- Denying victims access to a telephone, mobile or the internet.
5. Reporting Pathways

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.

These documents include:

1. HMSP Adult victim referral pathway - This pathway is to be followed if the potential victim is an adult.

2. HMSP Child victim referral pathway - This pathway is to be followed if the potential victim is suspected or known to be a child.

3. HMSP Reporting Form for Professionals & NGOs (Adults Only) - This referral form is to be used if the adult in question does not consent to the NRM; they do not have care and support needs; and the person filling out the form is not a First Responder.

4. HMSP Information Flyer (for victims) - This flyer, 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. HMSP NRM Support Booklet (for victims) - This booklet 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 more information on how to use the pathways and associated documents, please follow the guidelines given in the official launch document (2019-2020).

Purpose

The purpose of the HMSP adult and child victim referral pathways and reporting form is to support staff in Hertfordshire to identify and report possible victims of human trafficking and modern slavery to the appropriate channels. These documents include a step-by-step process from when an adult or a child presents to the service, to submission of specified forms to the Home Office, as well as indicators/questions that can support the original referrer in their interaction with the potential victim. Professionals/NGOs may only have one opportunity to engage with someone and this allows them to do that in the most effective and easiest manner to determine whether someone is potentially being exploited and/or needs support.

Who should use them?

These documents should be used by anyone that may come into contact with possible victims within the remit of their role at work when they suspect exploitation of a person. This includes but is not limited to public sector organisations, non-governmental organisations, government agencies, faith organisations, charities, businesses etc. More specifically, anyone that suspects possible exploitation of a person.
How to use them
1. 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.

2. On the back of each of the pathways, information is given on what to do if someone else is at risk, possible indicators that will help staff to identify whether someone is a potential victim of human trafficking and modern slavery, as well as possible questions to ask that may help in determining the potential victim’s situation.

3. The professional should check the list of First Responders on the first page of the referral pathway to determine whether they should follow the steps in the First Responder or Non-First Responder boxes. Key email addresses and contact information are also provided under the lists.

4. If based on the indicators and initial questions asked, a professional believes that an adult and/or an older child aged 16-18 is potentially being exploited, and they have confirmed with the person that they are able to read, then the initial information flyer should be given to the person to read and to follow the instructions given on the flyer.

5. In cases where the potential victim is an adult with care and support needs, or a child, the professional should notify adult care services or children’s services within 24 hours using the existing Hertfordshire County Council referral mechanisms.

6. In cases where an adult does not wish to be identified on the reporting form, information should be written in such a way that the recipient would not be able to identify who reported the information. (e.g. It was reported that).

7. Trafficking and/or modern slavery concerns should never be raised with or translated through anyone accompanying the adult and child under any circumstances. It is also important to consider whether anyone else who is not present may be at risk and to be aware of your professional responsibility towards them.

Monitoring and Feedback: Communicating Questions and Concerns
The Partnership will be monitoring the dissemination and impact of the reporting pathways and corresponding documents on the interactions of professionals and NGOs with possible and identified victims of modern slavery and human trafficking.

In the first instance, any feedback should be directed at your manager, safeguarding and/or modern slavery organisation lead.

If further advice is needed, managers should reach out to the Partnership Coordinator. Kat Rolle - kat@shivafoundation.org.uk.

Relevant information can also be found on the website: www.stopexploitationherts.org.uk

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx

05/2019-01
6. Key Things to Remember: Contact with a Potential Victim

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>1.</td>
<td>Consult the <strong>HMSP adult and child victim referral pathways</strong>.</td>
</tr>
<tr>
<td>2.</td>
<td>If the adult or child is in imminent danger, call 999 immediately and get them to a place of safety, if required.</td>
</tr>
<tr>
<td>3.</td>
<td>Notify your organisation modern slavery designated lead (if applicable)</td>
</tr>
<tr>
<td>4.</td>
<td>Consider if an interpreter is needed or easy read format.</td>
</tr>
<tr>
<td>5.</td>
<td>Speak to them alone, if possible to do so without raising suspicion. If it is a child, consider whether you are best placed to speak to them. If not, wait for a suitable agency to attend.</td>
</tr>
<tr>
<td>6.</td>
<td>Do not hand them over to someone claiming to be a friend/family member/employer.</td>
</tr>
<tr>
<td>7.</td>
<td>Try to determine whether there is anyone else at risk e.g. ask if there is anyone else who needs help.</td>
</tr>
</tbody>
</table>

11. (i) 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.

Taken from the **Human Trafficking Foundation: The Slavery and Trafficking Survivor Care Standards 2018**.
7. Key Contact Organisations

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

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

**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

**Gangmasters & Labour Abuse Authority** (Labour Exploitation) - 0800 432 0804 / 01159 597052 (intelligence) / intelligence@gla.gov.uk

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7 (i) **Operation Tropic (Hertfordshire Constabulary)**

In Hertfordshire, the police have a specialist modern slavery unit called Operation Tropic, which coordinates Hertfordshire Constabulary’s response to human trafficking and modern slavery. Sitting within Serious and Organised Crime and based at Headquarters, Operation Tropic was set up in 2017.

**Website:** www.herts.police.uk/information-and-services/Advice/Modern-slavery/Modern-slavery

**Email:** RModernSlavery@herts.pnn.police.uk

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7. (ii) **Beacon (Catch 22)**

Independent from the National Referral Mechanism, UK Government and the police, Beacon is a free and impartial service that can provide emotional and practical support around the impact and effects of exploitation to clients in Hertfordshire.

**Beacon supports their clients through allocation of a specially trained case manager who will:**

- Support them through their recovery through an individualised plan of support.
- Act as their advocate.
- Refer them on to partners with specialist skills and knowledge that can better support them (if they consent to this).

**Support could include:**

- Emotional and practical support.
- Advocacy.
- Access to restorative justice and target hardening (Beacon will explain further about this type of support).
- Support ensuring your personal security

*If the client does not initially consent to support from Beacon, please be aware that the service is always open to and they can always self-refer via the website

**Website:** www.hertfordshirebeacon.org

**Email:** info@hertfordshirebeacon.org

**Phone:** 03000 11 55 55 (option 3)
7. (iii) Modern Slavery Helpline (Unseen)
The 24 hours Modern Slavery helpline is run by the charity, Unseen, and is independent, specialist and confidential, providing access to immediate help, support, and advice in over 200 languages. Like Beacon, clients can receive support from the helpline without having to engage with the police or the UK Government and can also self-refer.

Website: www.modernslaveryhelpline.org
Email: www.modernslaveryhelpline.org/report
Phone: 08000 121 700

7. (iv) The Salvation Army
The Salvation Army provides a specialist support programme to protect and care for all adult victims. Their confidential Referral Helpline 0300 3038151 is available 24 hours a day, seven days a week. To access support from them, the adult must agree to enter the National Referral Mechanism at the point of referral.

Website: www.salvationarmy.org.uk/modern-slavery
Email: mst@salvationarmy.org.uk
Phone: 0300 303 8151

7. (v) NSPCC Child Trafficking Advice Centre
The NSPCC Child Trafficking Advice Centre 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.

Their roles and responsibilities include:

- Giving advice by telephone and email to professionals
- Delivering training and awareness-raising presentations in the UK and across the world
- Coordinating multi-agency responses, focused on protecting the child
- Attending child protection meetings
- Producing child trafficking reports for courts

Website: https://learning.nspcc.org.uk/services/child-trafficking-advice-centre/
Email: help@nspcc.org.uk
Phone: 0808 800 5000

7. (vi) Gangmasters and Labour Abuse Authority
The Gangmasters and Labour Abuse Authority 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.

Website: https://www.gla.gov.uk/who-we-are/what-we-do/
Email: intelligence@gla.gov.uk
Phone: 0800 432 0804 / 01159 597052 (intelligence)
For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx

05/2019-01
# HMSP Adult Referral Pathway

## 1. INFORMED CONSENT

To give informed consent, 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.

**Please Note:** This should include exploring the benefits and risks, as well as the likelihood of both of these. There should be a discussion as to any practical alternatives so that individuals are able to make an informed choice.

**If you have concerns that the person may lack capacity in making these decisions, then the Mental Capacity Act will apply.**

| DO NOT RAISE YOUR TRAFFICKING CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THE ADULT UNDER ANY CIRCUMSTANCES. |

## 2. IS ANYONE ELSE AT RISK?

It is important to consider whether anyone else who is not present may be at risk and to be aware of your professional responsibility towards them:

- Keep in mind what could alert somebody to your concerns
- Be aware that there might be a trafficker(s) in the surrounding area
- If you believe that someone is in imminent danger, whether presenting or not, call 999
- Continually assess the situation and the person presenting for risk

## 3. Indicators that may suggest a person is a victim of trafficking or slavery

### A - General Indicators

- Evidence of control or movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Doesn’t know home or work address
- Threats against the individual or their family members (including overseas)

### B – Indicators of Forced Labour

- Dependence on employer for a number of services e.g. work, transport and accommodation
- Any evidence workers are required to pay for tools, clothing, food or accommodation via deductions from their pay
- Imposed place of accommodation
- Poor living conditions or multiple occupancy
- Working excessively long hours with no breaks

### C – Indicators of Domestic Servitude

- No proper sleeping place or sleeping in a shared space, e.g. the living room
- No private space
- Poor living conditions
- Forced to work in excess of normal working hours or being ‘on-call’ 24 hours per day
- Never leaving the house without their employer or a chaperone

### D – Indicators of Sexual Exploitation

- Movement of people between brothels or working in alternate locations
- Person forced, intimidated, threatened or coerced into providing services of a sexual nature
- Person subjected to crimes such as abduction, assault or rape
- Someone other than the potential victim receives the money from clients

## 4. Examples of questions that may be helpful in conversation with a potential victim:

- Have your identity documents or any other valuable possessions been taken away from you? Do you have free access to them?
- Is the work you’re doing in this country the type of work you expected to be doing before you arrived here?
- Are you in debt to someone? Or do you owe someone money?
- Are you worried that someone may hurt you or your family if you don’t do what they want?
- If I helped you today, would there be any consequences for you or your family?

**PLEASE NOTE:** The above are not exhaustive lists and should therefore act as guidance. **Don’t ignore the obvious. e.g. If someone tells you that they have been exploited. If in any doubt, continue with your referral.**

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For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [www.stopexploitationherts.org.uk/professionals/professionals.aspx](http://www.stopexploitationherts.org.uk/professionals/professionals.aspx)

05/2019-01
Unaccompanied or accompanied child presents to service/identified on a visit (Service suspects that child may be a potential victim of trafficking/slavery)

For 24h advice and translation support, call the national Modern Slavery Helpline – 08000 121700 or in complex circumstances, call the NSPCC Child Trafficking Advice Centre - 0808 800 5000.

**Examples of indicators that may suggest trafficking or modern slavery can be found overhead.

Please Note:

- **IF YOU SUSPECT THAT EXPLOITATION IS BEING CARRIED OUT BY THE FAMILY MEMBERS/CARE GIVERS, DO NOT RAISE YOUR TRAFFICKING/SLAVERY CONCERNS WITH, OR TRANSLATE THROUGH THEM OR ANYONE ACCOMPANYING THE CHILD UNDER ANY CIRCUMSTANCES.**
- Follow your organisational child protection and safeguarding procedures.

**Hertfordshire County Council (HCC) Child Safeguarding to follow normal child protection and safeguarding procedures.**

**New Pathways (Wales only).**


**Hertfordshire County Council (HCC) Child Safeguarding** to follow normal child protection procedures.

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [https://www.stopexploitationherts.org.uk/professionals/professionals.aspx](https://www.stopexploitationherts.org.uk/professionals/professionals.aspx).
HMSP Child Referral Pathway

1. WHAT INFORMATION SHOULD I GIVE TO THE CHILD/FAMILY?
Where safe to do so, the child/family 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.

Please Note: This should include exploring the benefits and risks as well as the likelihood of impact. There should be a discussion as to any practical alternatives so that individuals are able to make an informed choice.

IF YOU SUSPECT THAT EXPLOITATION IS BEING CARRIED OUT BY THE FAMILY MEMBERS/CARE GIVERS, DO NOT RAISE YOUR TRAFFICKING/SLAVERY CONCERNS WITH, OR TRANSLATE THROUGH THEM OR ANYONE ACCOMPANYING THE CHILD UNDER ANY CIRCUMSTANCES.

2. IS ANYONE ELSE AT RISK?
It is important to consider whether anyone else who is not present may be at risk and to be aware of your professional responsibility towards them:
- Keep in mind what could alert somebody to your concerns
- Be aware that there might be a trafficker(s) in the surrounding area
- If you believe that someone is in imminent danger, whether presenting or not, call 999
- Continually assess the situation and the person presenting for risk

If you have child protection concerns, also consider whether the child could be a potential victim of trafficking or slavery. Below are some indicators and questions, that may help to form your decision.

3. Examples of indicators that may suggest a child is a victim of trafficking or slavery

**INDICATORS OF IMMINENT DANGER**
- Signs of a significant injury
- Malnourishment
- A disclosure of abuse
- Allegation of abuse

**GENERAL INDICATORS**
- Evidence of control over movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Doesn't know home or work address
- Threats against the individual or their family members
- Living with people with whom they have no known relationship
- Not registered or known to local services (school/health/GP Practice)

4. Examples of questions that may be helpful having a conversation with a potential child victim of trafficking or slavery

- Where are you living?
- Who are you living with?
- How did you arrive in the UK? (modes of transport/other places travelled through en-route could indicate trafficking)
- Who did you come with? How did you meet this person and what is their relationship to you?
- Are you forced to do things you don’t want to do?
- Have you any pain/physical injuries that you need me to help you with?
- Are you worried that someone may hurt you or your family if you don’t do what they want?

**PLEASE NOTE:** The above are not exhaustive lists and should therefore act as guidance. Don’t ignore the obvious. e.g. If someone tells you that they have been exploited. If in any doubt, continue with your referral. (Exploitation can be carried out by a family member or someone that the child knows/trusts.)

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: [www.stopexploitationherts.org.uk/professionals/professionals.aspx](http://www.stopexploitationherts.org.uk/professionals/professionals.aspx)

05/2019-01
For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx.

In the UK, it would be understood that you are being exploited under the following circumstances:

- You are receiving no wage or a very low wage for your work and/or you are working excessively long hours.
- Someone is taking your money.
- You are being forced to work or perform sexual acts.
- You are being held captive or against your will.
- You cannot leave your residence, are being watched and/or are not able to move about freely.
- You have been brought to the UK to work for someone who is now threatening, frightening, hurting or forcing you to do work or other things that you don’t want to do.

Please tick the box if you answer ‘yes’ to the following questions:

- Are you in danger?
- Is it safe for you to talk?
- Would you like help?
- Would you like a translator or an advocate?

In the UK, you may be being exploited if you answer yes to any of the following questions. Please tick what applies to you:

- Are you being forced to work for little or no wages?
- If you are working, are you paid less than £7 an hour?
- Are you working more than 48 hours a week?
- Are you being forced to perform sexual acts in a work or personal capacity?
- Are you living in extremely dirty or impoverished living conditions?
- Are you being controlled by others? (This can sometimes be a relative, friend, or partner.)

(More questions overleaf)
HMSP Information Flyer

☐ Have your identity documents or any other valuable possessions been taken away from you?
☐ If I helped you today, would there be any consequences for you or your family?
☐ Are you worried that someone may hurt you or your family?
☐ Are you in debt to someone? Or do you owe someone money?
☐ Is someone taking your money?
☐ I have a different problem.

You may feel scared, powerless and alone. However, help is available, and you have rights and choices.

If you are found to have been exploited in the UK, you are entitled to receive independent, emotional, medical and practical help from the UK Government. This support can be provided in several different ways, including:

• finding you temporary safe accommodation.
• helping you with medical treatment.
• having someone to help you cope with your experience.
• providing an interpreter/translator to help you communicate in English.
• protection.
• independent legal advice.
• subsistence payments.

Please Note: There are sometimes limitations to this entitlement.

As a worker in the UK, you are entitled to:

1. Pay of at least £8.21 an hour if you are over 25, £7.70 per hour if you are aged 21 to 24, £6.15 if you are aged 18 to 20 and £4.35 if you are aged 16 to 17.
2. A maximum of 48 hours of work a week, including overtime.
3. A rest break during your working day of at least 20 minutes when working more than 6 hours in a day.
4. A minimum number of weeks paid holiday a year, starting from your first day of work.
5. Workplace health and safety information, training, protective clothing and any necessary replacements free of charge, where appropriate.
6. Written details of the terms and conditions of your employment if you have been employed for more than 1 month.
7. Sick pay, which will be detailed in your contract of employment.

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx.
For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx.

The UK Government has created a system called the National Referral Mechanism (NRM), which allows for support to be provided by the state. By consenting to being referred through this system, your case will be investigated, and if it is understood that you are being exploited, you will be offered help and protection from the UK Government.

INSTRUCTION TO PROFESSIONALS & NGOs: Please ensure that the individual presenting can read and has the mental capacity to give informed consent to the National Referral Mechanism (NRM). Refer to the victim referral pathways for further information. This flyer should only be taken home by the individual presenting if they are residing in a safe location. If not, you are potentially putting them at risk.

What happens if I do not get a conclusive grounds decision from the UK Government?

- Dependent on the circumstances, you may be referred to the appropriate law enforcement agency – the relevant police force or the Home Office.
- If you are not British or an EU citizen, and there are no other circumstances that would give you the right to live in the UK, you will be offered support to voluntarily return to your country of origin.

What happens if I refuse support now but decide later that I would like support or more information?

You can self-refer to Beacon on 03000 11 55 55 (option 3). Their website (www.hertfordshirebeacon.org) provides helpful information on dealing with the effects of exploitation and understanding the criminal justice process. It also has details of other local agencies in Hertfordshire that may be able to offer you some emotional and practical support.

You can self-refer to the 24 hour National Modern Slavery Helpline on 08000 121 700, which can provide immediate advice in over 200 languages. This helpline is run by a charity, Unseen, and is independent, specialist and confidential. Like Beacon, you can receive support from the helpline without having to engage with the police or the UK Government.

The Salvation Army provides a specialist support programme to protect and care for all adult victims. Their confidential Referral Helpline 0300 3038151 is available 24 hours a day, seven days a week. To access support from them, you must agree to enter the National Referral Mechanism at the point of referral.

You can self-refer to Beacon on 03000 11 55 55 (option 3). Their website (www.hertfordshirebeacon.org) provides helpful information on dealing with the effects of exploitation and understanding the criminal justice process. It also has details of other local agencies in Hertfordshire that may be able to offer you some emotional and practical support.

The Salvation Army provides a specialist support programme to protect and care for all adult victims. Their confidential Referral Helpline 0300 3038151 is available 24 hours a day, seven days a week. To access support from them, you must agree to enter the National Referral Mechanism at the point of referral.

Can someone help me?

If you are found to have been exploited in the UK, you are entitled to receive independent, emotional, medical and practical help from the UK Government. This support can be provided in several different ways, including:

- finding you temporary safe accommodation.
- police protection, if you report your exploitative situation to them.
- helping you with medical treatment.
- independent legal advice.
- having someone to help you cope with your experience.
- subsistence payments.
- providing an interpreter/translator to help you communicate in English.

The UK Government has created a system called the National Referral Mechanism, which allows for support to be provided by the state.

By consenting to being referred through this system, your case will be investigated, and if it is understood that you are being exploited, you will be offered help and protection from the UK Government.
If you do not consent to support from Beacon, please be aware that the service is always open to you and you can self-refer via the website (www.hertfordshirebeacon.org).

**What support would I get from Beacon?**

You will be allocated a specially trained case manager who will:

- Support you through your recovery through an individualised plan of support.
- Act as your advocate.
- Refer you on to partners with specialist skills and knowledge that can better support you (if you consent to this).

Support could include:

- Emotional and practical support.
- Advocacy.
- Access to restorative justice and target hardening (Beacon will explain further about this type of support).
- Support ensuring your personal security.

No, you don’t. If you do not want to involve the UK Government or the police, then Hertfordshire has a local support service, called Beacon, which is separate from the government and the police. You can receive support from Beacon and do not have to work with the police or the government. Your details will also be kept confidential.

**If the referral is successful, you will be:**

- allocated a place within Government funded safe house accommodation, if required.
- granted a reflection and recovery period of at least 45 calendar days.

If this is confirmed, you may then be entitled to:

- Discretionary leave to remain in the UK for one year if you are co-operating fully in any police investigation and subsequent prosecution. This period of discretionary leave can be extended if required.
- Help and financial assistance to return home if you do not wish to stay in the UK.
- Support from your local embassy and any relevant NGOs.

The Government will decide within around 5 working days from receipt of referral whether there are reasonable grounds that you have been exploited, either abroad or in the UK.

During the 45-day period, you will be able to determine your next steps, whilst waiting for final confirmation that you have been granted positive conclusive grounds that you have been exploited. Upon receipt of a positive conclusive grounds decision, you will be granted another 45 days, amounting to a total 90 days reflection and recovery period.

**Do I have to involve the UK Government or the police if I want to leave my current exploitative situation?**

No, you don’t. If you do not want to involve the UK Government or the police, then Hertfordshire has a local support service, called Beacon, which is separate from the government and the police. You can receive support from Beacon and do not have to work with the police or the government. Your details will also be kept confidential.

**Hertfordshire has a specialist police unit that only works to tackle exploitation of people in the area.**

- They have substantial experience working with individuals like you.
- They will talk to you about what has happened.

**What happens if I do decide to talk to the police?**

- You will be offered protection from anyone that could hurt you.
- They will start an investigation.
- You will be kept informed of the progress of the investigation.

**What happens if I do decide to involve the UK Government through the National Referral Mechanism?**

- Help and financial assistance to return home if you do not wish to stay in the UK.
- Support from your local embassy and any relevant NGOs.
Modern Slavery
Basic Awareness
Training Workbook

For more information on human trafficking/modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: www.stopexploitationherts.org.uk/professionals/professionals.aspx.