

# Modern Slavery and Human Trafficking in Hertfordshire: Basic Awareness Training

[www.stopexploitationherts.org.uk](http://www.stopexploitationherts.org.uk)

**Why do I need to know about human trafficking and modern slavery?**

**I don't employ slaves!**

**It's got nothing to do with me!**

# Today's Session

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



## August 2018:

One of Europe's most wanted men is arrested leaving a Watford gym for running a sex trafficking ring

BREAK THE CHAIN

# Modern Slavery Act 2015

**1.**

Slavery, servitude  
and forced or  
compulsory  
labour

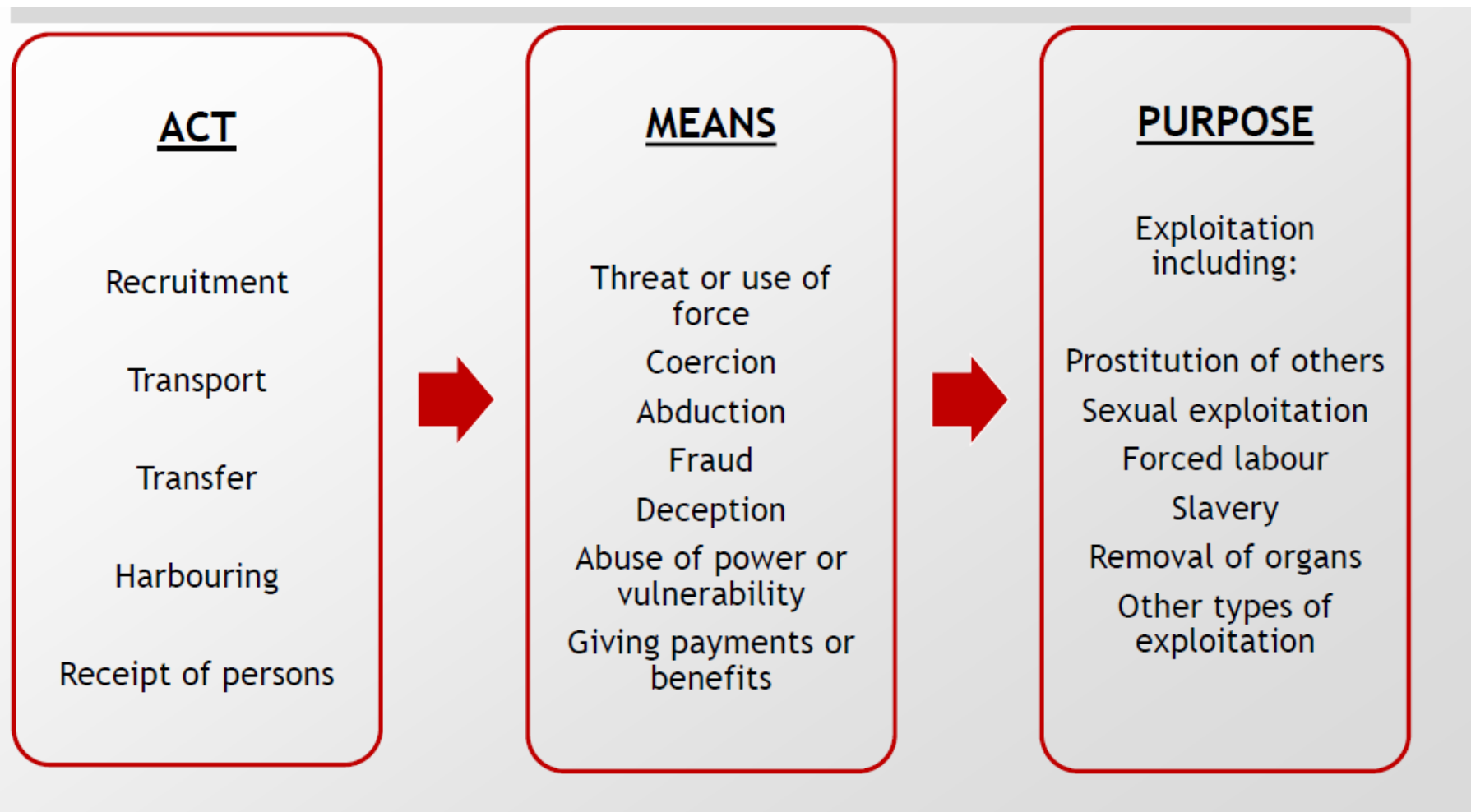
**2.**

Human  
Trafficking

**3.**

Meaning of  
Exploitation

# Human Trafficking (UN Palermo Protocol)



# Modern Slavery Act 2015



## Section 2 – Offences

- 1/ – A person commits an offence if the person arranges or facilitates the travel of another person (“V”) with a view to V being exploited
- 2/ – It is irrelevant whether V consents to the travel (whether V is an adult or a child)
- 3/ – A person may in particular arrange or facilitate V’s travel by recruiting V, transporting or transferring V, harbouring or receiving V, or transferring or exchanging control over V



# Other Key Legal Terms

1. Child labour
2. Chattel slavery
3. Contract slavery
4. Debt bondage
5. Forced labour

# Price of a Slave: Past and Present


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



**April 2015:**

**The UN uncovers a genuine ISIS 'price list' for child slaves**

**How much do you think  
a child slave was priced  
at on this list?**



*Human trafficking has become  
the second most profitable  
industry, after drug trafficking.*

# Worldwide Facts

- 40.3 million people live in slavery today, including 24.9 million within the private sector (labour exploitation) - *ILO figures*
- 600,000-800,000 people are trafficked across international borders each year - *UNODC figures*
- 1 in 4 victims of modern slavery are children - *ILO figures*
- UK estimates are as high as 136,000 (2.1 victims per 1000 people) - *TRF figures*
- Reports suggest that traffickers are changing cargo from drugs to humans: lower risk - *UNODC figures*

**Do you know which are the top countries of origin for victims found in the UK?**

# Top 5 Countries of Origin for Victims in the UK



**Albania**



**Vietnam**



**United Kingdom**



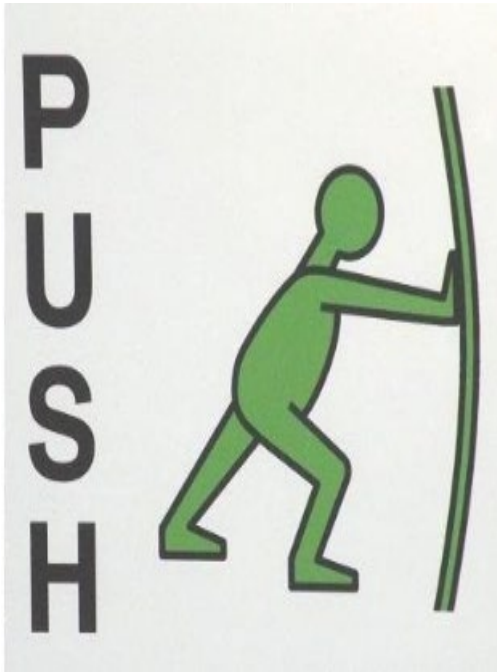
**China**



**Romania**

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

# PUSH and PULL Factors



## PUSH

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



## PULL

- Safety
- Opportunity
- Stability
- Freedom
- Work
- Education
- Benefits
- Family links





# Russia

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



# Nigeria

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

# Human Trafficking vs Smuggling

	<b>Smuggling</b>	<b>Trafficking</b>
<b>Crime</b>	Against state	Against individual
<b>Relationship</b>	Provides service	Exploited as commodity
<b>Length</b>	Voluntary short-term	Longer-term exploitative
<b>Profit</b>	One-off payment	Ongoing appropriation
<b>Borders</b>	Always across borders	Can be internal

# Horse Trading

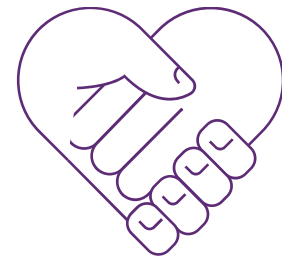
# How can you identify a potential victim in Hertfordshire?



**Behaviour**



**Appearance**



**Medical Care**

# How can you identify a potential victim in Hertfordshire?

- No freedom of movement
- Poor working and living conditions
- Intimidation and coercion
- Lack of knowledge

# Most Common Types of Modern Slavery in Hertfordshire

**1. Sexual  
Exploitation**

**2. Labour  
Exploitation**

**3. Criminal  
Exploitation**

**4. Domestic  
Servitude**

# Other Exploitation Types

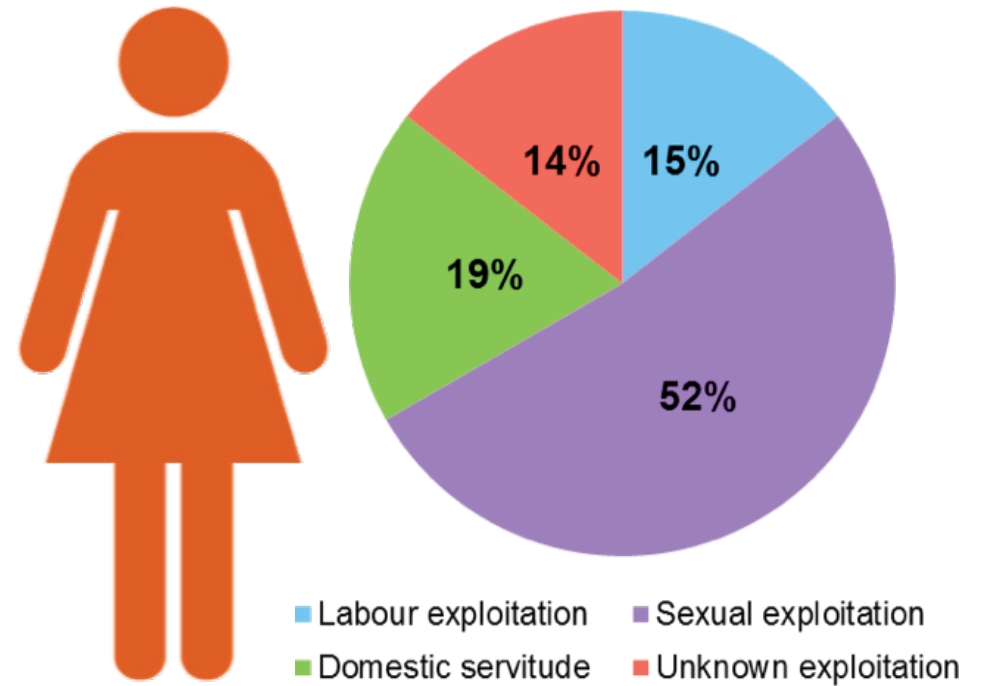
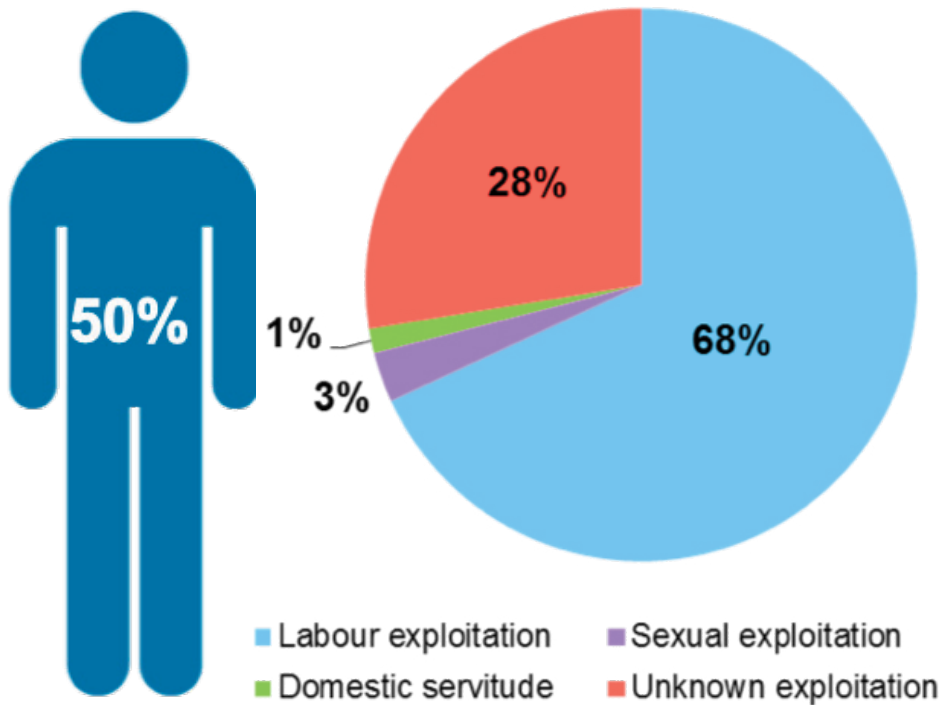
- Forced or Sham Marriage
- Organ Harvesting
- Illegal Adoption
- Baby Farming



# Hertfordshire Profile

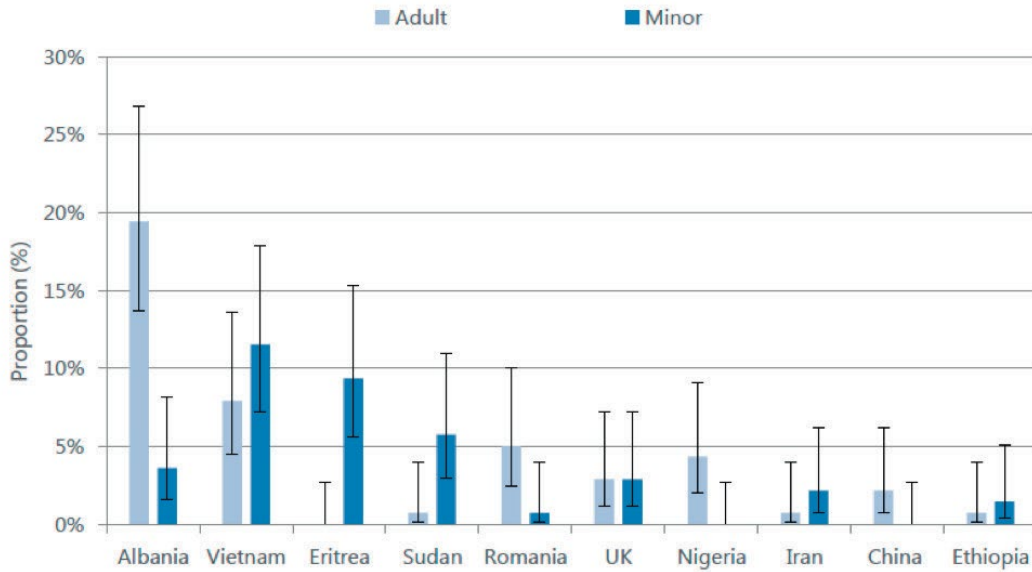
(based on Hertfordshire NRM referrals 2016-18)

Gender and exploitation type



Nationality

Figure 16: Hertfordshire NRM referrals by top ten victim nationalities and age group, 2016-18 (YTD)



**1 in 5 referrals were Albanian adults (mostly sexual exploitation)**

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



**Age**

**58% exploited as an adult.**

**41% exploited as a minor.**

**126% increase in referrals for minors in the last year.**



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

# Criminal Exploitation

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

## Indicators: Cuckooing

- Individual's taking over a vulnerable resident's address.
- Vulnerable people seem to be threatened, scared or being coerced.
- Frequent or high numbers of visitors at the address.
- Signs of drug misuse, including deal bags and weighing scales.
- Individuals with large amounts of cash or multiple mobile phones

# 33 London Gangs have now been identified as active across Hertfordshire

300 Blok

410/Myatts Field

Afghan Gang

Beckton Boys

Cathall Boys / Leytonstone Soldiers

Crs - Church Road Soldiers

Ctm - Church Town Massive

Da - Dem Africans

Dm - Drive Marlowe / Dangerous

Minds Dockyard

Ec - Easy Cash

Gp - Grahame Park

Grahame Park Estate

Grey Set

Grey Set Gang

Lgm - Lisson Green Men

New Finchley Gang

Npk - Northumberland Park

Killers Oliver Close

Pembury Boys

Queens Crescent

Red Gang / Piru / Ida Road

Rocblock 150/Angel Town

Shooting Starz

Smalley Bois

# Indicators: Children

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

# Modern Slavery Vulnerabilities

- Social
- Political/legal
- Economic

# Control Methods Used by Exploiters/Traffickers

- Abuse
- Financial control
- Creating dependency
- Grooming
- Deception
- Emotional control
- Isolation
- Exploiting cultural beliefs around dishonour



# Trauma Suffered by Victims of Modern Slavery

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

**Dr. Katy Robjant, Clinical Psychologist**

Data courtesy of Expert Panel on the International Day for the Abolition of Slavery December 2017

# Coffee Break

# Local Authority Powers (Not Duties)

## Care Act 2014

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

## Localism Act 2011

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

## Housing Act 1996

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

## Homelessness Reduction Act Code of Guidance–Chapter 25

- Potential victims may be referred to the local housing authority to provide accommodation after a Homelessness Assessment is completed.

## Rough Sleeping Strategy 2018

- Links homelessness and modern slavery.

# Modern Slavery & Homelessness

**Exploiters and organised crime groups target homeless people at:**

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

**They offer employment, accommodation, good wages, a safe place to sleep and/or drugs and alcohol**

# Exploiters Play on Existing Vulnerabilities

## **Vulnerabilities such as:**

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

**They aim to create DEPENDENCY on them**

# What is your professional responsibility?

## Duty to Notify

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

# National Referral Mechanism

**Identified victims are entitled to receive independent, emotional, medical and practical help from the UK Government**

# **This support can be provided in several different ways, including:**

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



# The NRM

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

## **Types of possible decisions made by the Home Office:**

- Positive reasonable grounds decision
- Negative reasonable grounds decision
- Positive conclusive grounds decision
- Negative conclusive grounds decision

# First Responder organisations have the following responsibilities:

- 1) Identify potential victims of modern slavery and recognise the indicators of modern slavery
- 2) Gather information in order to understand what has happened to them
- 3) Refer victims into the NRM via the NRM form (in England and Wales this includes notifying the Home Office if an adult victim doesn't consent to being referred)
- 4) Provide a point of contact for the SCA to assist with the Reasonable and Conclusive Grounds decisions and to request a reconsideration where a First Responder believes it is appropriate to do so

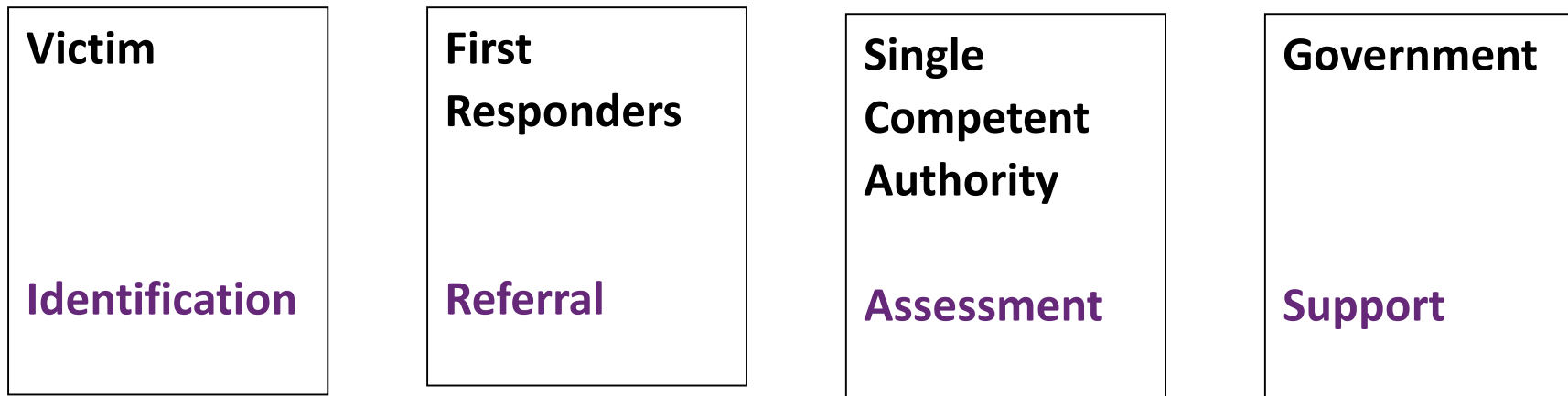
**A First Responder is an individual working at a First Responder Organisation that is involved in discharging one of the duties of the organisation listed above.**

**Are you a  
First Responder?**

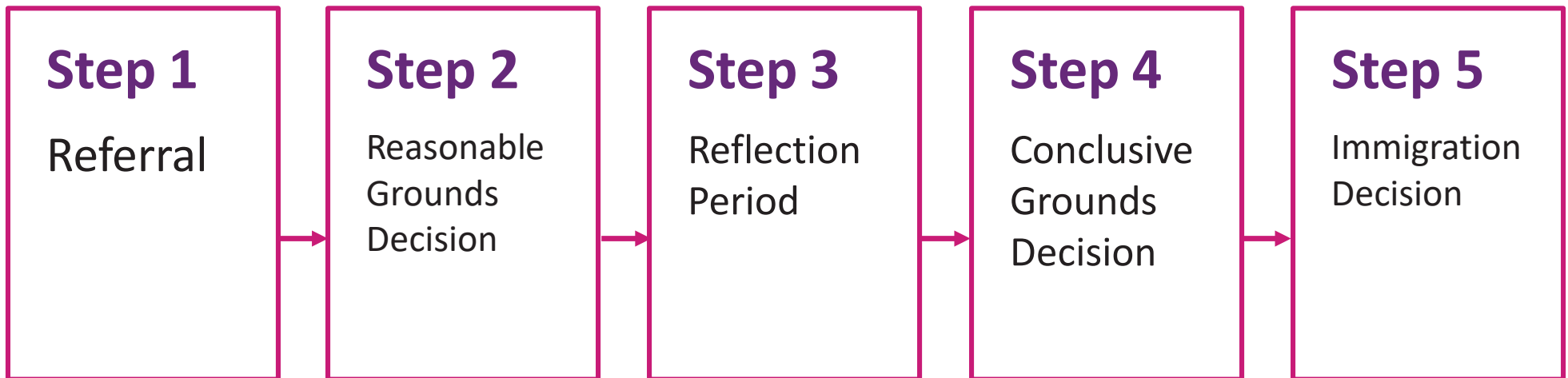
# First Responder Agencies

- [Police forces](#) and [Local authorities](#)
- [National Crime Agency](#) and [Gangmasters and Labour Abuse Authority](#)
- [UK Border Force](#), [Home Office Visas and Immigration](#) and [Home Office Immigration Enforcement](#)
- [Salvation Army](#) and [Unseen](#)
- [Migrant Help](#) and [Refugee Council](#)
- [Medaille Trust](#) and [Kalayaan](#)
- [Barnardos](#) and [NSPCC \(CTAC\)](#)
- [BAWSO](#) and [New Pathways](#) (for Wales only)

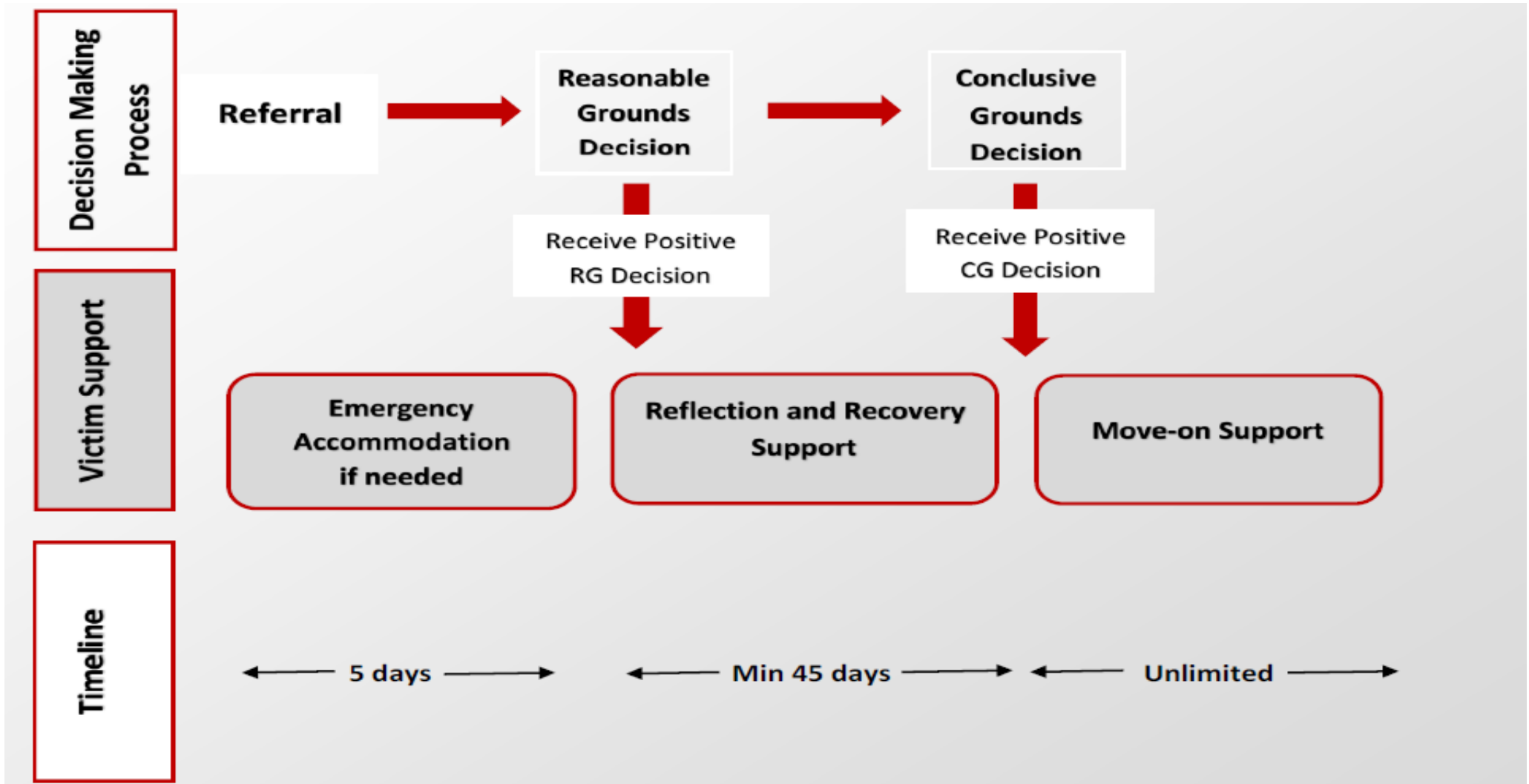
# Process to be referred to the Government and receive support



# The NRM: How it Works



# Victim Support



# Importance of Informed Consent

**1**

Why an organisation or individual is concerned about them.

**2**

An explanation of support available to them.

**3**

An understanding of what accepting this support would mean.



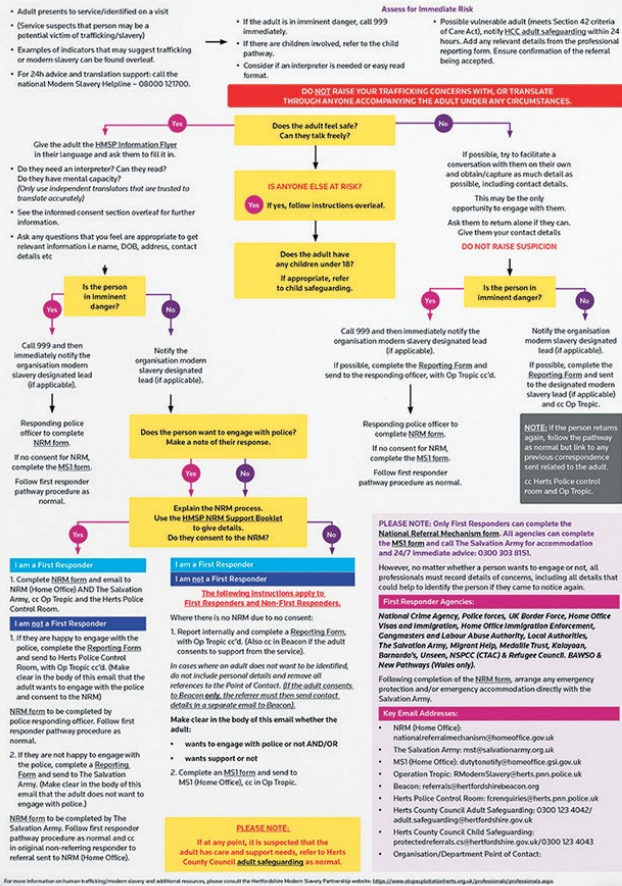
# Possible Questions to Ask

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

# Victim Strategy and Use of Interpreters

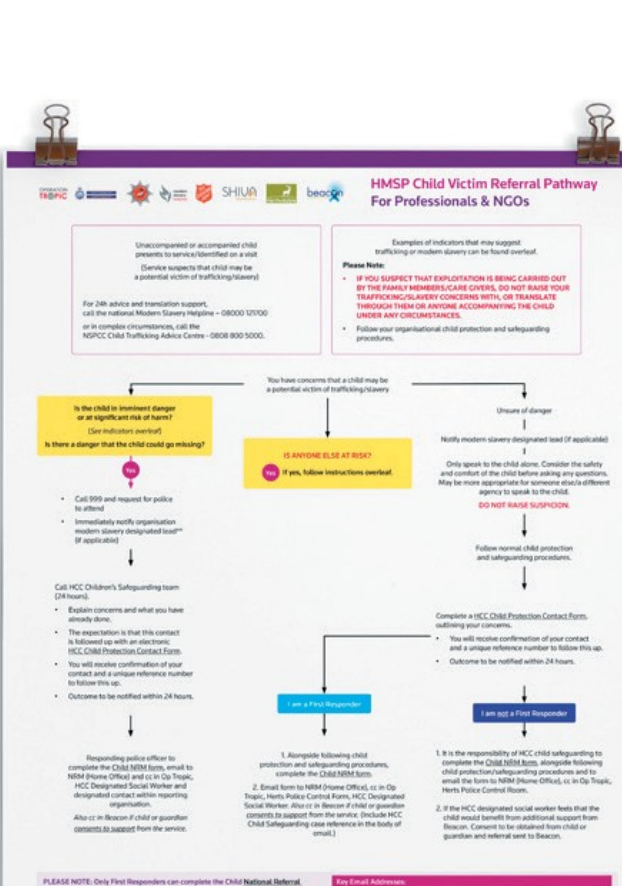
- Only use official interpreters from the national register, do **not** use family members/friends/others discovered with potential victims as these may be an **exploiter**
- Offer the victim a choice in the gender of their interpreter, check the dialect, and don't change interpreters, unless they request it
- Appoint a victim coordinator and at every stage help the victim to understand the process. Research the cultural background of the victim.
- Use neutral spaces for interviews which will put the victim at ease rather than make them feel more anxious
- Ensure interviewers are not in uniform and understand the time/nature of the task.
- Check the victim's health and fitness for interview first

### HMSP Adult Victim Referral Pathway For Professionals & NGOs



For more information on how to support modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: <https://www.hertfordshire.gov.uk/professionals/professionals.aspx>

### HMSP Child Victim Referral Pathway For Professionals & NGOs



For more information on how to support modern slavery and additional resources, please consult the Hertfordshire Modern Slavery Partnership website: <https://www.hertfordshire.gov.uk/professionals/professionals.aspx>

# HMSP Victim Referral Pathways & Corresponding Documents: Adult and Child

# Victim Support - Hertfordshire

[MS Helpline](#)  
**Advice/Interpreters  
/NRM**

[Beacon](#)  
**Casework**

[District  
Council](#)  
**Housing**

[County Council](#)  
**Adult Social  
Care**

[Migrant Help](#)  
**NRM (Outreach)**

[The Salvation Army](#)  
**NRM (Outside  
county)**

[Herts Help](#)

**Community  
Support**

# Case Studies

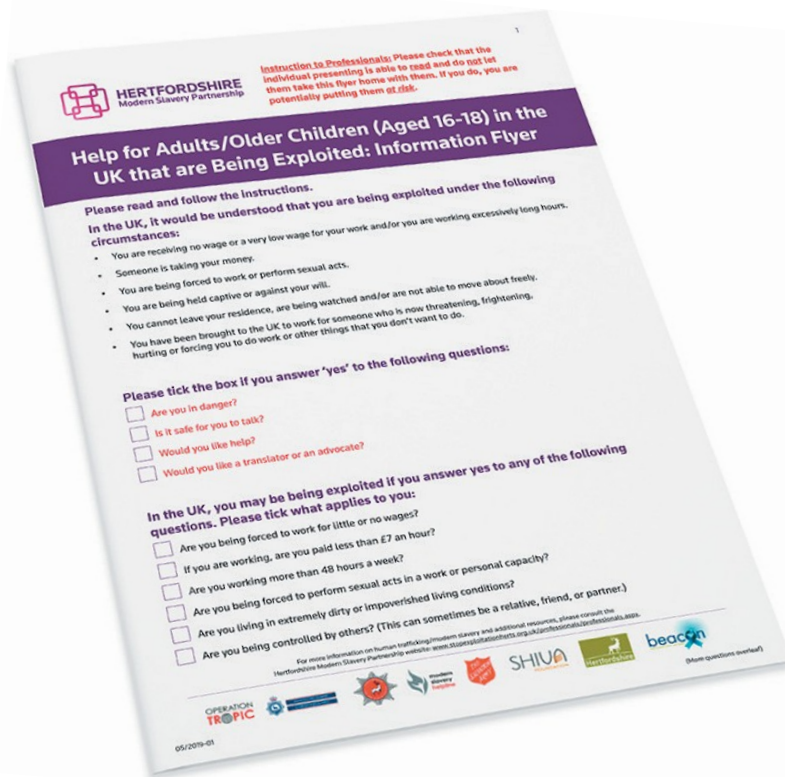
# Additional HMSP Documents to Support You

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

HMSP Website ([www.stopexploitationherts.org.uk](http://www.stopexploitationherts.org.uk))

Human Trafficking Foundation Survivor Care Standards:  
<https://www.humantraffickingfoundation.org/policy/>

# 1. Information flyer (for victims)



# 2. NRM support booklet (for victims)



# In Summary:

## What do you do if you are presented with a potential case of modern slavery?

1. Consult the HMSP adult and child victim referral pathways.
2. If the adult or child is in imminent danger, call 999 immediately and get them to a place of safety, if required.
3. Notify your organisation modern slavery designated lead (if applicable).
4. Consider if an interpreter is needed or easy read format.
5. Speak to them alone, if possible to do so, without raising suspicion and ask questions.



6. Be aware that the potential victim might be fearful of authority figures or under threat from traffickers/exploiters.

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

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

**DO NOT RAISE YOUR TRAFFICKING CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THEM UNDER ANY CIRCUMSTANCES.**



# NRM Update: First Responders

- All modern slavery/human trafficking referrals must be submitted through the single NRM form online: <https://www.modernslavery.gov.uk/start>.
- An offline version of the form with amendable fields for use by all organisations can be accessed [here](#).
- [Home Office Updated Guidance](#): How to report cases of modern slavery in the UK if you're a First Responder (Nov 2019)
- [Home Office Recovery Needs Assessment Guidance](#): How to assess whether someone requires ongoing support in the NRM through needs based analysis following a positive conclusive grounds decision.
- Email [NRMReform@homeoffice.gov.uk](mailto:NRMReform@homeoffice.gov.uk) to sign up to the NRM Reform newsletter, as well as receive quarterly NRM Statistics updates.

# NRM Appeals Process: Submitting a Reconsideration Request

Any organisation can submit an NRM reconsideration request; this right is not only reserved to First Responders. Practitioners should follow these steps:

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

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

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

# Key Contact Organisations



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



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

**NSPCC**

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



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



**Beacon:**  
0300 011 5555 (option 3)/  
[referrals@hertfordshirebe  
acon.org](mailto:referrals@hertfordshirebeacon.org)



Gangmasters &  
Labour Abuse Authority

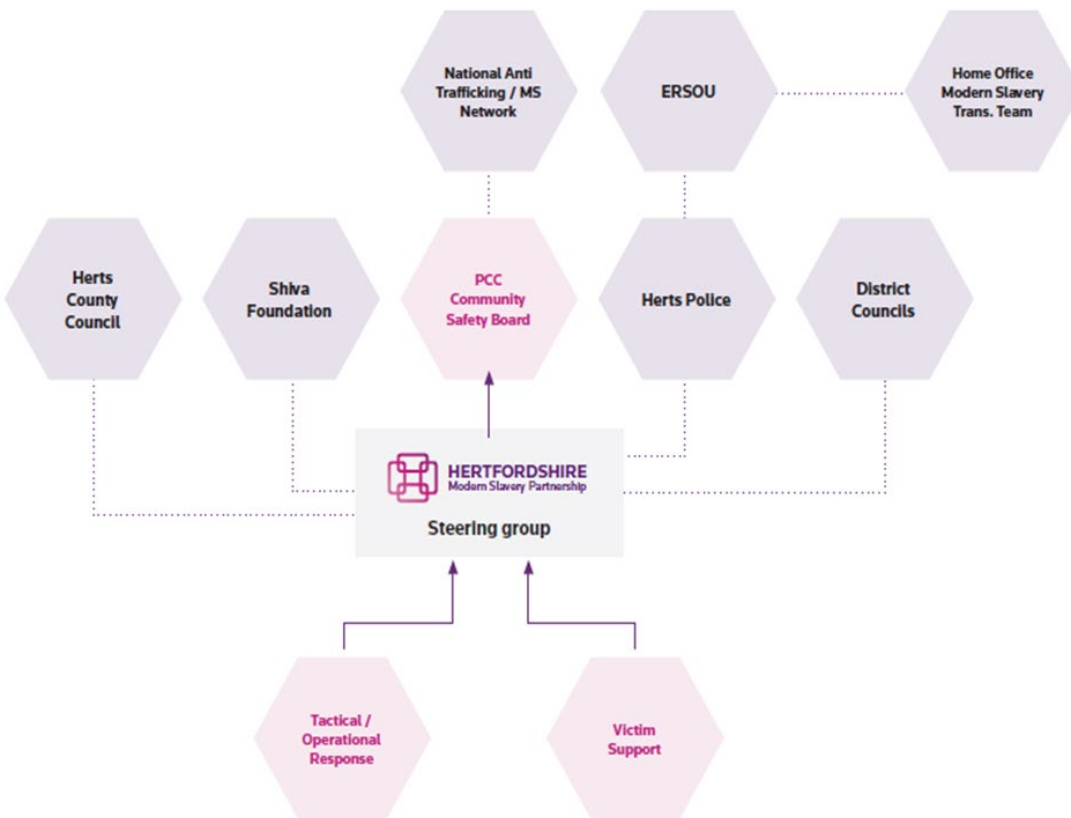
**Gangmasters & Labour Abuse  
Authority: 0800 432 0804/  
01159 597052 (intelligence)/  
[intelligence@gla.gov.uk](mailto:intelligence@gla.gov.uk)**



## HERTFORDSHIRE Modern Slavery Partnership

# Working Together to Combat HTMS in Herts

The Hertfordshire Modern Slavery Partnership is a multi-agency anti-slavery partnership in Hertfordshire, made up of **more than 80 statutory and non-statutory agencies** and charities, which has been set up to **tackle human trafficking and modern slavery (HTMS) in the county:**

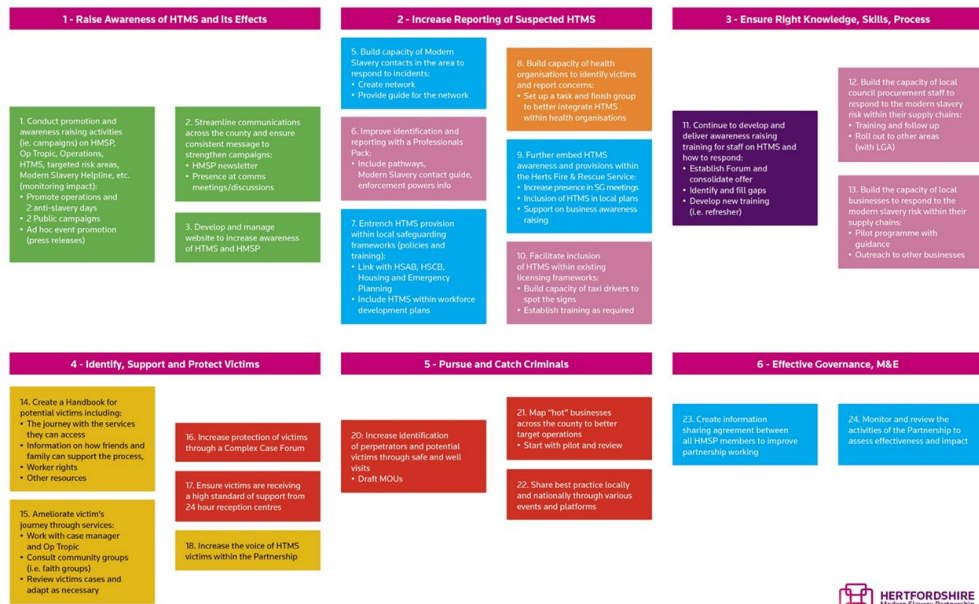


- **12 core member Steering Group:** Herts Constabulary, HCC, Shiva Foundation, Hertsmere BC, Herts FRS & OPCC
- Associate members
- **2 area specific subgroups:** Tactical/Operations and Victim Support

# HMSP Strategic Priorities

## HMSP Action Plan 18/19: In Summary

KEY  
■ Communications Team  
■ Steering Group  
■ Partnerships Subgroup  
■ Training Forum  
■ Operational Subgroup  
■ Victim Support Subgroup  
■ Health Subgroup



1. Raise awareness of HTMS & its effects



2. Increase reporting of suspected HTMS



3. Ensure right skills, knowledge and process



4. Support, Protect and Empower Victims



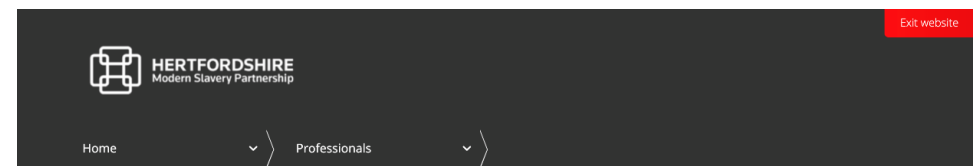
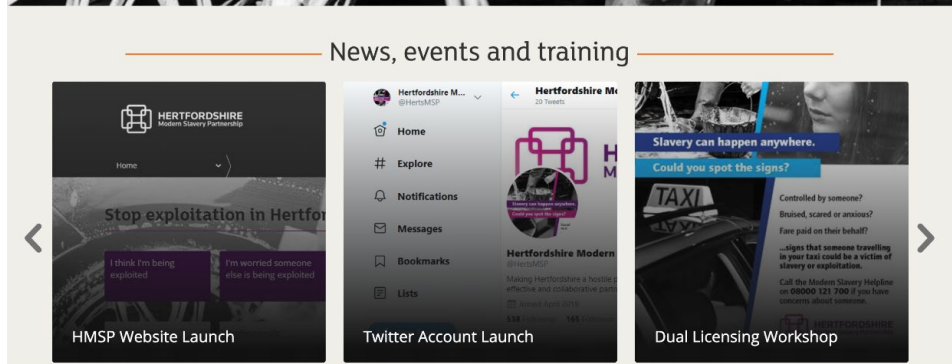
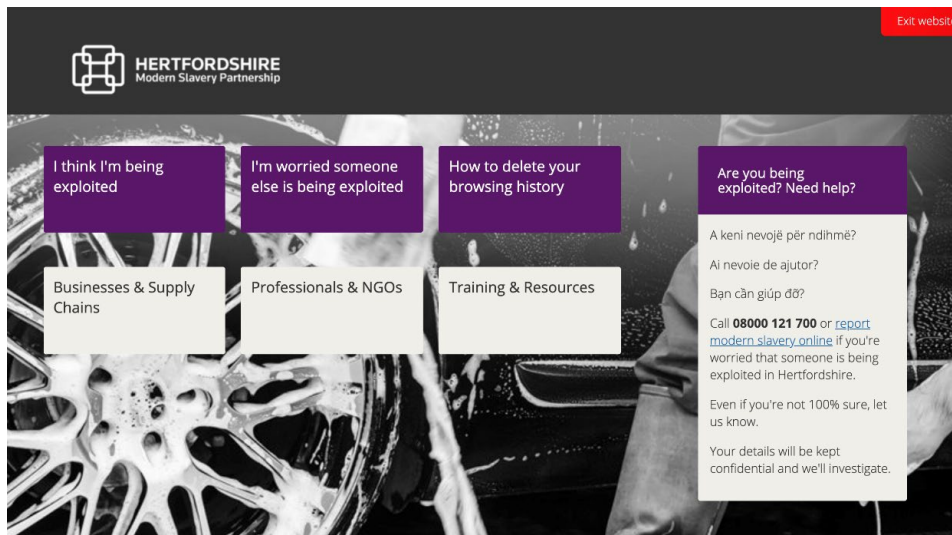
6. Effective Governance, Monitoring & Evaluation



5. Pursue & Catch Criminals



# HMSP Website: Stop Exploitation in Hertfordshire



## Professionals

Cases of people being exploited, forced into modern forms of slavery and trafficked into the UK are on the increase.

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

### Modern Slavery Act 2015

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

### Duty to Notify

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

### National Referral Mechanism (NRM)

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

### MS1 form

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

### Identification

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

### Report a concern

If you have concerns that someone is being exploited, or suspect modern slavery/human trafficking, **call 08000 121 700 (National 24h Helpline) or report online.**

The specialist helpline is confidential and independent, with access to translation services for over 200 languages.

Even if you are unsure, report your concerns.

**In an emergency, call 999.**

# HMSP Materials

## Training Package

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

## HMSP Identification and Reporting Documents

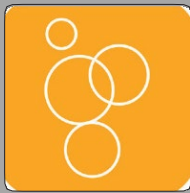
- 1) [HMSP Referral Pathways \(Adult & Child\)](#)
- 2) [NRM Offline Form \(Adult & Child\)](#)
- 3) [HMSP Information Flyer \(for victims\)](#) Translated in 12 foreign languages (see Training and Resources on website)
- 4) [HMSP NRM Support Booklet \(for victims\)](#) Translated into 12 foreign languages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

## HMSP Publicity Materials

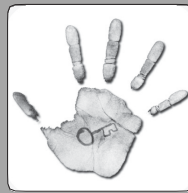
- [Business card – Hertfordshire Modern Slavery Partnership \(PDF, 593kb\)](#)
- [Information flyer for the general public \(PDF, 930kb\)](#)
- [Information flyer for taxi drivers \(PDF, 933kb\)](#)
- [Information flyer for homeless people \(A4 and A3 Posters\) + leaflet for homeless support workers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



# Reporting Apps for the Public



The Clewer  
Initiative Safe  
Car Wash App



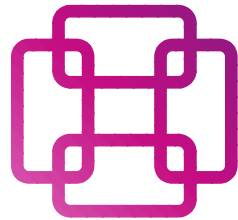
Stop  
App



Unseen  
App



All are available on apple  
store/google play.



**Thank you**

[kat@shivafoundation.org.uk](mailto:kat@shivafoundation.org.uk)

[www.stopexploitationherts.org.uk](http://www.stopexploitationherts.org.uk)

Modern Slavery and Human Trafficking in Hertfordshire: **Basic Awareness Training**