

# Modern Slavery and Human Trafficking – At a Glance



## What is Modern Slavery and Human Trafficking?

These are often very complex and hidden crimes.

The Modern Slavery Act 2015 introduced provision about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims; to make provision for an Independent Anti-slavery Commissioner, and for connected purpose.

The MSA places statutory duties upon a range of agencies to report any suspicions or concerns that modern slavery or human trafficking is occurring to the Home Office, National Referral Mechanism (NRM)

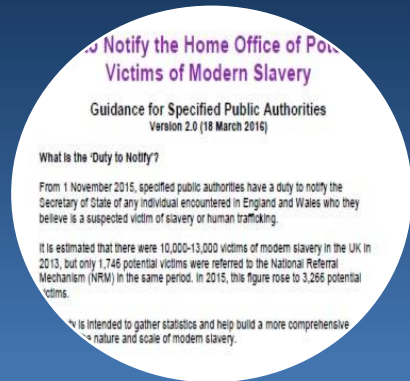
[Modern Slavery Act 2015](#)



## Who is a victim?

Human Trafficking is a form of modern slavery, it can include a range of exploitation including sexual exploitation. For a person to have been a victim of human trafficking there must have been:

1. Action (recruitment, transfer, harbouring, transportation, or receipt, which can include either domestic or cross-border movement)
2. Means (threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability) There does not need to be a means used for children as they are not able to give informed consent
3. Purpose of exploitation (e.g. sexual exploitation, forced labour or domestic servitude, slavery, financial exploitation, illegal adoption, removal of organs)



## What is the duty to notify?

Specified public authorities are required to notify the Home Office about any potential victims of modern slavery they encounter in England and Wales. Completing the National Referral Mechanism form is sufficient to satisfy this duty to notify (if completed appropriately).



## Who are first responders?

Some local agencies are classed as First Responders and can refer a potential victim of modern slavery into the National Referral Mechanism and Single Competent Authority. All referrals to the NRM.

First responders include: The Home Office, Local authorities, Health and Social Care Trusts (HSC Trusts), Police, POPPY Project, National Crime Agency (NCA), Trafficking Awareness Raising Alliance (TARA), Migrant Helpline, Gangmasters and Labour Abuse Authority (GLA), Medaille Trust, Salvation Army, Barnardo's, and Unseen.

See also – Victims of modern slavery – competent authority guidance.



## What about consent?

Adults will only be accepted into the National Referral Mechanism if the consent section of the form has been completed. Informed consent requires that the potential victim have the NRM, the referral process, and potential outcomes, clearly explained to them. **Safeguarding responsibilities should always be considered in parallel.**

If the potential victim does not want to be referred to the NRM, then an MS1 form should still be completed.

Find out more at:

[www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery](https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery)

You can make a report if you are not a first responder.



## Where can I find more information?

You can find a wide range of information and resources to support you, here are some examples:

- The National Referral Mechanism
- The Duty to Notify
- Transparency in supply chains
- Research and publications
- Promotional Materials
- Training Information

Find out more at:

<https://www.gov.uk/government/collections/modern-slavery#-promotional-materials>

Support for victims leaflet in 11 foreign languages.



## Signs Indicators

- Some victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn.
- Some victims may be isolated they may rarely be allowed to travel on their own, seem under the control and influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work.
- Some victims may live in poor conditions – in dirty, cramped or overcrowded accommodation, and/or living and working at the same address.
- Some victims may have few or no personal effects – victims may have no identification documents, have few personal possessions and always wear the same clothes day in day out.
- Some victims have their freedom of movement restricted, they may have limited opportunity to move freely and may have had their travel documents retained e.g. passports.
- Some victims may travel at unusual times – they may arrive or be collected at a workplace very early or late at night on a regular basis.
- Some victims may not know how to or be reluctant to seek/access help – they may appear frightened or shy, not wanting to talk to strangers or the police, for a variety of reasons, they may fear deportation, violence to them or their family or be able to trust others.

## Do's



- Do trust in your own instinct, if it doesn't feel right it probably isn't.
- Do speak to the suspected victim, if it is safe to do so for them and you. Remember they may be coerced or controlled by others.
- Do speak to your safeguarding designated lead, and refer to your policies.
- Do remember 'consent' even if a victim does not give consent remember the duty to notify – MS1 forms.
- If you are concerned that the adult is vulnerable under the Care Act contact Social Care Direct on 03000 267979 or seek advice from 101 ([Referral pathway on next page](#)).

## Don'ts



You **don't** have to prove it, only a suspicion or belief that someone is a victim is enough to alert police or the local authority.

**Don't** ignore it, it's everybody's business!

# Modern Slavery Referral Pathway

## Adult Presents at Service/Agency

- Do you suspect they are a potential victim of modern slavery?
  - Are they in immediate danger? (Ring 999)

Are they alone and able to talk to you freely?

NO

YES

If they are unable to talk, can they return on their own.  
Report/Seek advice from 101 or Social Care Direct 03000 267979

Did they return?

Talk to the potential victim about the situation. Tell them your suspicions, and why.  
Report/Seek advice from 101 or Social Care Direct 03000 267979

Talk to the potential victim about the situation. Tell them your suspicions, and why. Report/Seek advice from First Responder  
Complete a NRM duty to notify form and share with police if appropriate (Note signs/indicators and other relevant info – see toolkit)

Would they like to go to a place of safety?

NO

YES

Does the person have a child/ren?  
Refer to Child Protection Procedures

In all instances provide information on National Referral Mechanism/ Salvation Army Support and Victim Leaflet

<https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking>

Do they wish to proceed?

In all instances, if there is a duty to notify, complete the NRM Duty to notify MS1 forms (see links for further guidance)

<https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

## Sexual Exploitation (Adults) – At a Glance

Seeking assurance that victims of sexual exploitation, modern slavery, and human trafficking sits with the Durham Safeguarding Adults Board. Sometimes victims of Sexual exploitation are also a victim of modern slavery (see above). This tool is a guide to support staff and volunteers, if it is known or suspected that an adult is experiencing or at risk of sexual exploitation. For all concerns related to children visit the [Durham Safeguarding Children Board – Child Protection Procedures](#).



### Signs Indicators of Sexual Exploitation

Exploitation is the deliberate maltreatment, manipulation or abuse of power and control over another person. It is taking advantage of another person or situation usually, but not always, for personal gain. Being able to recognise the signs or indicators that someone is being exploited can help to prevent victims from further abuse and offer access to help, support and protection. Everybody has a responsibility to keep people safe from abuse.

Some Signs of potential increased risk include – Low Self Esteem, lack of engagement with protective networks, history of sexual abuse, social isolation, breakdown of relationships, coercion or control, substance misuse, learning disability or difficulty, unusual internet activity or susceptibility to grooming, going missing, changes in appearance or behaviour, sexual health issues, and or self harm. This is not exhaustive. **See also - Durham Safeguarding Adults Board – Risk Threshold Tool**

If you suspect someone displays signs that they are experiencing or at risk of sexual exploitation, you can use the **Risk Factor Recording Sheet** to assist your decision-making, and the potential of increased risk.

**REMEMBER** to document your decision making, have you taken action to manage the current risk, have you recorded whether you will share information or your reasons for not sharing.

# Sexual Exploitation (Adults) – Referral Pathway

**Victim has the appearance of care and support needs**

**3 Tips**

Safeguarding Adults procedures include sexual exploitation as a form of abuse. If you suspect a victim of sexual exploitation is an adult at risk as defined by the Care Act 2014:

1. aged 18 or over; and
2. has needs for care and support (whether or not those needs are being met); and
3. as a result of those needs is unable to protect him or herself against the abuse or neglect or the risk of it.

**Telephone Social Care Direct  
03000 267979**

**Case meets MARAC criteria**

**3 Tips**

1. Explain to the victim what the Multi-Agency Risk Assessment Conference (MARAC) procedure is, and confidentiality.
2. Complete the **DASH Risk Checklist**. Find out more and checklists in a range of languages and formats.
3. Complete the MARAC referral form.

**Where DASH risk checklist highlights a high risk, you must make a MARAC referral. (MARAC also applies to 16 years and over)**

**Does not meet MARAC or Safeguarding**

**3 Tips**

1. Don't do nothing, consider any immediate or longer term risk.
2. Signpost to relevant services. e.g. **Harbour**
3. Reconsider the DASH Risk Checklist and MARAC referral, regularly.

**If you cannot identify a victim but suspect modern slavery, human trafficking or sexual exploitation, ring 101**