



A Guide to Understanding Modern Slavery and Safeguarding

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1. INTRODUCTION

This guide has been produced to give third sector organisations, including churches and community groups an increased understanding of the issues surrounding Modern Slavery and a greater confidence in how to respond appropriately. It also highlights the breadth of resources available and organisations who can give specialised support and advice.

Modern Slavery now ranks as the second most profitable worldwide criminal enterprise after the illegal arms trade. There are an estimated 40.3 million people kept in modern slavery in the world today including:¹

- 10 million children
- 24.9 million people in forced labour
- 15.4 million people in forced marriage
- 4.8 million people in forced sexual exploitation
- 1 in 4 victims of Modern Slavery are children

The National Crime Agency estimates there are tens of thousands of victims of Modern Slavery within the UK. Previous estimates of 10,000 -13,000 victims in the UK were found to be the "tip of the iceberg"². The Global Slavery Index estimates there are 136,000 people kept in Modern Slavery in the UK.³

The UK's Modern Slavery Act categorises Modern Slavery as offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking. In the UK forced labour ranks as the most common form of Modern Slavery with people enslaved in industries such as car washes, manufacturing, hospitality,

¹ <http://www.alliance87.org/2017ge/modernslavery#!section=0> [accessed 23 March 2018]

² <http://www.bbc.co.uk/news/uk-40885353> [accessed 07 April 2018]

³ <https://www.globalslaveryindex.org/2018/findings/country-studies/united-kingdom> [accessed 29 August 2019]

agriculture and construction. Many women and girls and some men and boys are trafficked into sexual exploitation.

For many of our communities the different forms of modern slavery are a new issue. There is a need to be able to spot the signs of modern slavery and know how to respond.

2. WHAT IS MODERN SLAVERY AND HUMAN TRAFFICKING?

Modern Slavery is an umbrella term for offences involved when one person obtains or holds another person in compelled service. The UK's Modern Slavery Act⁴ identifies these crimes as holding a person in a position of slavery, servitude forced or compulsory labour, or trafficking through facilitating their travel with the intention of exploiting them soon after.

Slavery is when someone takes ownership of another person like a piece of property and often requires them to perform forced or compulsory labour.⁵ This usually restricts that person's freedom of movement and exercises power over that person's choices.

Servitude is similar to slavery, in that a person is under an obligation to provide a service which is imposed on them. An individual might live in a person's

⁴ Modern Slavery Act, 2015
http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf [accessed 3 Sept 2019]

⁵ <https://www.equalityhumanrights.com/en/human-rights-act/article-4-freedom-slavery-and-forced-labour> [accessed 23 March 2018]

Modern Slavery Act, pp1, 2015
http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf [accessed 3 Sept 2019]

premises, work for them and be unable to leave.⁶

Forced or Compulsory Labour is 'work or service which is exacted from any person under the menace of any penalty and for which the person has not offered himself voluntarily' and has been found in a number of different industries including manufacturing, food processing, agriculture and hospitality.

Human Trafficking is when a person arranges or facilitates the travel of a woman, man or child with a view to that person being exploited.⁷ The movement could be international but also within the country, from one city to another or even just a few streets. A person is a victim of Human Trafficking even if they haven't yet been exploited but have been moved for the purposes of exploitation. The United Nations defines Human Trafficking in the Palermo Protocol:

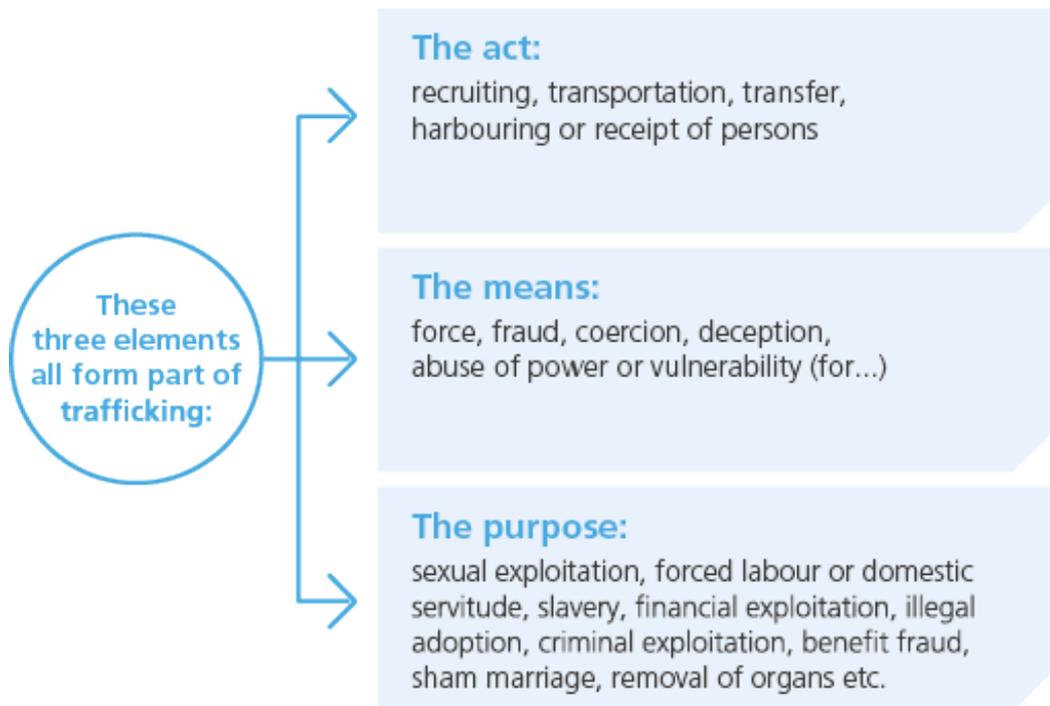
Trafficking in persons shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs⁸.

⁶ <https://www.equalityhumanrights.com/en/human-rights-act/article-4-freedom-slavery-and-forced-labour> [accessed 23 March 2018]

⁷ Modern Slavery Act, pp2, 2015
http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf [accessed 23 March 2018]

⁸ <https://www.ohchr.org/EN/ProfessionalInterest/Pages/ProtocolTraffickingInPersons.aspx> [accessed 19 December 2010]

Human Trafficking = Act + Means + Purpose



All three components must be present for an adult to be considered trafficked.⁹

The National Crime Agency¹⁰ highlights that within the UK there are several broad categories of exploitation linked to Human Trafficking, including:

- Forced labour
- Sexual exploitation
- Domestic servitude
- Organ harvesting
- Child related crimes such as child sexual exploitation, forced begging, illegal drug cultivation, organised theft, related benefit frauds, etc.

⁹ Diagram from The Human Trafficking Foundation
<https://www.humantraffickingfoundation.org/theissue> [accessed 19 December 2019]

¹⁰ <http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking> [accessed 23 March 2018]

- Forced marriage and illegal adoption (if other constituent elements are present)

Someone is in Modern Slavery if they are:

- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on his/her freedom¹¹

2.1 RISK FACTORS AND VULNERABILITY

Exploiters prey on people's vulnerability. A person may come from a situation of poverty and lack of opportunity receives an offer of an apparently good job. 'Push' factors such as poverty or lack of education, result in them accepting an attractive job, and 'pulling' them into exploitation. This could be a person from abroad being offered a job in the UK, or a UK national being offered employment. Some individuals are more vulnerable to exploitation than others. This can be for different reasons include external and internal risk factors.

External Risk factors include:

- Poverty
- Lack of Education
- Limited Opportunities
- Lack of support networks from family and friends
- Unstable social and political conditions
- Economic Imbalance

¹¹ <https://www.unseenuk.org/modern-slavery/modern-slavery> [accessed 23 March 2018]

- War and Conflict
- Lack of local language or knowledge

Internal risk factors may include

- Social Isolation
- Poor Mental Health
- Learning Disabilities
- Addictions

These 'push' and 'pull' factors, combined with an individual's vulnerabilities, for example, poverty, addictions or poor mental health, highlight how Modern Slavery occurs.

These vulnerabilities are exploited further once the individual is manipulated or deceived. For example, in accepting a job in a different location, the victim may need to take a loan from an agent to pay for the recruitment fees, the journey to the place of transportation, or the accommodation they receive. When the person arrives at the place of employment, the job and the conditions they were promised are completely different. Their passport and identification is taken away, and they're told they need to pay off the debt before they can leave. Violence or threats are common practice, both against the victim as well as their family back home.

The UN states that those who fall prey to traffickers,

are often forced to use their bodies for sex, pornography, labour, begging, forced marriage, or organ donation against their will. They may also be frightened into handing over money or personal documents and unable or too afraid to ask for help. They may not trust, or know how to access, health or police services. Some may have been economic

migrants or illegal immigrants in the first place, believing that their captors will help them travel to another country or get them jobs¹².

Modern Slavery and Human Trafficking (MSHT) now ranks as the second most profitable worldwide criminal enterprise after the illegal arms trade. Modern slavery is a low risk and high reward crime. Individuals can be exploited many times over resulting in great financial gain for their captor. The United Nations states that those who fall prey to traffickers are often forced to use their bodies for sex, pornography, labour, begging, forced marriage, or organ donation against their will. Victims may be frightened into handing over money or personal documents and are unable or too afraid to ask for help. They may not trust, or know how to access, health or police services. Some may economic migrants or illegal immigrants in the first place, believing that their captors will help them travel to another country or get them jobs.

Due to the hidden nature of the crimes it is often difficult to find victims and catch perpetrators. Many victims don't identify themselves as victims due to being manipulated and developing attachment to their captor. Others live in fear of their captors. Without a victim coming forward to give evidence, it is difficult to catch and prosecute perpetrators. People who come from contexts of poverty, with limited opportunities or other vulnerabilities are often preyed upon by exploiters. MSHT is therefore attractive to criminals due to the low risk of prosecution.

2.2 CHILDREN AND MODERN SLAVERY

Children due to their vulnerability and need for care and protection are at great risk from traffickers, especially when support and care is lacking. Children are

¹² <http://www.osce.org/odihr/19223> United Nations' Protocol to prevent, suppress and punish trafficking in persons (2000) [Accessed 2 September 2017]

particularly vulnerable to exploitation by individual opportunists, traffickers, organised crime groups or people who should protect them.

In 2018, of the 6993 potential victims of Modern Slavery identified, 3137 were minors.¹³ Of those, 1421 were British children, making them the most common nationality to experience Modern Slavery. Other nationalities commonly represented as potential victims of Modern slavery include Vietnam, Sudan, Albania and Eritrea.

Children can be subjected to any of the exploitative conditions outlined within this booklet.¹⁴ Labour exploitation was the most frequent form of Modern Slavery experienced by children in 2018, followed by sexual exploitation.

The International Labour Organisation estimates that more girls under the age of 16 work in domestic service than in any other category of child labour. Some domestic workers are migrant workers from other countries or regions, mainly from rural areas to the city. For many, domestic work is one of the very few options available to enable them to provide for themselves and their families. Within some cultures, domestic workers are not considered 'workers' but rather as informal 'help' and therefore their rights are wrongly viewed as being excluded from national labour regulations.

The impact that Modern Slavery has on an individual whether an adult or minor, will vary from person to person. Traffickers and exploiter's objectives are to coerce, control and dehumanise each person to ensure obedience. Consequently, those who have been enslaved will mostly experience lasting

¹³ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

¹⁴ <http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking/types-of-human-trafficking> [accessed 23 March 2018]

trauma. This trauma may result in psychological and mental health effects, physical and emotional effects, substance misuse and post-traumatic stress.

Some physical effects caused by slavery may be alleviated by medical staff. Mental health and emotional effects may need ongoing professional care, some of which may last a lifetime.

3. MODERN SLAVERY IN THE UK AND THE MODERN SLAVERY ACT

Within the UK in 2018, 6993 potential victims of Modern Slavery were identified.¹⁵ Key facts from these potential victims include:

- Representing 130 different nationalities.
- UK, Albanian and Vietnamese nationals remain the most commonly reported potential victims.
- The most common exploitation type recorded for potential victims exploited as adults and minors was labour exploitation, which also includes criminal exploitation. Sexual exploitation was the second most common form of exploitation.
- Minor exploitation referrals in the UK increased 48% to 3137 in 2018, compared to 2118 in 2017.

Modern Slavery within the UK is noted to be affecting "every large town and city in the country".¹⁶

¹⁵ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

¹⁶ <http://www.bbc.co.uk/news/uk-40885353> [accessed 26 March 2018]

The UK Government is responding to Modern Slavery. In 2009, the Government set up the National Referral Mechanism (NRM) to which potential cases are referred and through which victims can access relevant support. The Mechanism experienced challenges with limited support for victims, and traffickers were getting away with crimes.

In 2015, Parliament passed the Modern Slavery Act. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking. The Modern Slavery Act¹⁷:

- increases sentences for slavery offences. Slavery and trafficking offences can now carry a maximum sentence of life imprisonment
- a statutory defence for victims of trafficking or slavery who are forced to commit crime
- bans prosecuting victims of slavery for crimes they were forced to commit by their traffickers, such as drug production or petty thefts
- introduces child trafficking advocates to better protect trafficked children
- makes big UK businesses publically report on how they tackle slavery in their global supply chains
- a requirement for businesses operating in the United Kingdom with a turnover in excess of £36 million a year to make an annual statement on their actions to address modern slavery in their supply chains
- establishes an independent Anti-Slavery Commissioner to overlook the UK's policies to tackle slavery
- makes prosecuting traffickers easier

¹⁷ <https://www.antislavery.org/slavery-today/slavery-uk/> and <https://www.gov.uk/government/collections/modern-slavery-bill> [accessed 23rd March 2018] <https://www.gov.uk/government/news/pm-calls-for-global-action-to-stamp-out-modern-slavery> [accessed 29 September 2017]

Teresa May, while Prime Minister, stated:

We owe it to the innocent men, women and children who are being tricked into a life of hard labour and abuse to rid our world of this evil. Just as it was Britain that took an historic stand to ban slavery two centuries ago, I am determined that the United Kingdom will once again lead the way in defeating modern slavery and preserving the freedoms and values that have defined our country for generations.¹⁸

4. FORMS OF MODERN SLAVERY

4.1 Labour Exploitation

Labour exploitation is forced or compulsory labour. It is any work or service which people are forced to do against their will, under threat of punishment. This is usually for very long hours in hard conditions. Relevant training or safety equipment is not given. Almost all slavery practices contain some element of forced labour. The majority, if not all of the person's wages are handed to their traffickers¹⁹.

Labour exploitation was the most common form of Modern Slavery within the UK in 2018. Out of the 6993 people identified as possible victims of Modern Slavery in 2018, 3980 were exploited for labour. 1987 of those were minors. The countries of origin of these potential victims frequently include: the UK, Albania, Vietnam, China, Romania and Sudan.²⁰

¹⁸ <https://www.gov.uk/government/news/pm-calls-for-global-action-to-stamp-out-modern-slavery> [accessed 29 September 2017]

¹⁹ <https://www.antislavery.org/slavery-today/forced-labour/> [accessed 7 April 2018]

²⁰ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

The types of work and working environment can often be described as ‘dirty, demeaning or dangerous’. Forced labour crucially implies the use of coercion and lack of freedom of choice for the victim. In many cases victims are subjected to verbal threats or violence to achieve compliance.²¹ Forced or Compulsory Labour can be found in many industries, including:

- Car Washes
- Nail bars and beauty salons
- Cannabis Cultivation
- Agriculture and fishing
- Domestic work
- Clothes manufacturing
- Factories
- Construction
- Manufacturing, processing and packaging
- Prostitution and sexual exploitation
- Market trading and illegal activities

Forced labour happens in the context of poverty, lack of sustainable jobs and education, as well as where there is demand for cheap services. Migrant workers are targeted because they often don’t speak the language, have limited support of family and friends around them, have limited rights and depend on their employers.

The Homeless community are also especially vulnerable to being exploited for labour. A recent report surveying Modern Slavery and Homeless notes:

The potential link between homelessness and modern slavery is, therefore, evident from two angles. Homeless people are vulnerable to

²¹ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

being trafficked or held as victims of modern slavery by virtue of being homeless and having associated support needs (such as alcohol or drug misuse and mental health issues), that can impair their judgement or ability to protect themselves. Alternatively, victims of modern slavery are vulnerable to becoming homeless since they do not have support networks and have nowhere to go after they leave safe-house support provision.²²

The International Labour Organisation has identified six elements which individually or collectively can indicate forced labour. These are:

- Threats or actual physical harm
- Restriction of movement and confinement to the workplace or to a limited area
- Debt-bondage
- Withholding of wages or excessive wage reductions that violate previously made agreements
- Retention of passports and identity documents (the workers can neither leave nor prove their identity status)
- Threat of denunciation to the authorities regardless of whether the worker holds legal status in the UK or not.

Often large numbers of people are housed in single dwellings and there is evidence of 'hot bunking', where a returning shift takes up the sleeping accommodation of those starting the next shift.

²² The Passage: Understanding and Responding to Modern Slavery within the Homelessness Sector, pp5. <http://passage.org.uk/540927-2/the-passage-anti-slavery-document-for-web-24-01-17/> [accessed 7 April 2018]

Indicators of Labour Exploitation

- No or limited access to earnings or labour contract
- Dependence on employer for a number of services for example work, transport and accommodation
- Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay
- Imposed place of accommodation
- Found in poor living conditions Evidence of excessive working days or hours
- Deceived about the nature of the job, location, or employer
- Employer or manager unable to produce documents required when employing migrant labour
- Employer or manager unable to provide record of wages paid to workers
- Poor or non-existent health and safety equipment or no health and safety notices
- Any other evidence of labour laws being breached

Case Study of Labour Exploitation

Richard, became homeless in his early twenties after losing his job. He was housed by a well known homeless charity in the North West of England. One day he was called to the charity's reception and was offered a job by a traveller family. In return for labour, Richard would receive money, accommodation and travel. Richard accepted the job and travelled with the family to Germany.

Richard's work involved paving and tarmacking people's driveways within the Germany, France, Austria and the UK. Richard would frequently work 14-18 hours each day. Days off were rare. Accommodation was in a caravan,

sometimes shared with the large dog of the family. Sometimes he was fed only a sandwich a day. Although Richard tried to escape, he and his family were threatened. He was told 'we know where your family live'. He stayed.

The traveller family used Richard's identification documents many times without his knowledge or permission. Companies were set up in Richard's name in the Netherlands, Austria, Spain and Norway. These companies would take out financial loans in Richard's name not to be repaid. Expensive equipment and cars were rented and not always returned. The police arrested Richard in the Netherlands. He was charged for theft and fraud and sent to prison. Having served two years in prison, Richard was released and it was the first time he was able to get away from his captors in twenty years. Richard returned to the UK and was homeless once more. He started attending a Baptist church's community meal and eventually found accommodation. Richard is trying to get his life back together and come to terms with over twenty years of exploitation.

4.2 Sexual Exploitation

The National Crime Agency describes sexual exploitation as:

any non-consensual or abusive sexual acts performed without a victim's permission. This includes prostitution, escort work and pornography. Women, men and children of both sexes can be victims. Many will have been deceived with promises of a better life and then controlled through violence and abuse. It is also possible to exploit a person who consensually engages in providing sexual services.²³

Sexual exploitation was the second most common form of Modern Slavery within the UK in 2018. Out of the 6993 people identified as possible victims of

²³ <http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking/types-of-human-trafficking> [accessed 23 March 2018]

Modern Slavery in 2018, 1927 were exploited sexually. 638 of those were minors. The countries of origin of these potential victims frequently include: Albania, UK, China, Nigeria and Romania.²⁴

Indicators of Sexual Exploitation

- Advertises for sexual services offering individuals from particular ethnic or national groups²⁵
- Sleeping on work premises
- Movement of individuals between brothels or working in alternate locations
- Individuals with very limited amounts of clothing or a large proportion of their clothing is 'sexual'
- Only being able to speak sexual words in local language or language of client group
- Having tattoos or other marks indicating 'ownership' by their exploiters
- Person forced, intimidated 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
- Difficulty in walking or sitting
- Health symptoms (including sexual health issues)
- Bruising to the body and arms

²⁴ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

²⁵ Modern Slavery: A Council Guide, pp51
https://www.local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%20.pdf [accessed 7 April 2018]

Case Study of Sexual Exploitation

Joanna grew up in an abusive and unkind family in Columbia. Yet, she had a dream to make something of her life and move far away from them. She worked hard so that she could study accounting and have a professional career. During her studies she became very unwell and had to undergo major treatment. All her savings paid for medical bills. When Joanna recovered she was unable to carry on with her studies having no resources to do so. She met someone who said they could help her get work to pay the bills quickly. Joanna knew it wasn't what she wanted to do but it was a means to an end. Little did she know that at that point she would lose her freedom.

For the next decade Joanna was at the mercy of pimps who moved her to Spain and then between countries in Europe, finally reaching the UK. She was sold for sex and kept her under the control of her pimps. During those years there were two times Joanna attempted to escape. Each time she was captured and severely punished for her boldness. One day, however, a new opportunity of freedom presented itself and she made a run for it. She ran until she couldn't run anymore. Eventually she was picked up by the authorities. She was terrified, but came to realise she was safe. Joanna was referred to the Medaille Trust who provide safe-houses for survivors of trafficking. This was the first time in a decade that Joanna felt truly safe. Joanna was moved into longer supportive accommodation at Ella's Home where she has continued her journey of freedom. Through Joanna's brave testimony, she helped to imprison some of those who had exploited her.²⁶

²⁶ Contributed by Emily Chalke, founder of Ella's Home

4.3 Domestic Exploitation

Domestic exploitation involves the victim being forced to work in private households. Their movement will often be restricted and they will be forced to perform household tasks such as child care and house-keeping over long hours and for little if any pay. Victims will lead very isolated lives and have little or no unsupervised freedom. Their own privacy and comfort will be minimal, often sleeping on a mattress on the floor in an open part of the house.

In rare circumstances where victims receive a wage it will be heavily reduced, as they are charged for food and accommodation. Some domestic workers may not be paid at all or only receive 'payment in kind' such as food or accommodation.

Domestic workers perform a range of tasks in private homes including: cooking, cleaning, laundry, taking care of children and the elderly and running errands. Some domestic workers also live in their employers' homes and are often considered 'on call' to undertake work for their employer 24 hours a day.

Some domestic workers experience slavery due to the circumstances and conditions of their work. This happens when employers don't pay domestic workers their wages, use violence or threats, stop them from leaving the house, withhold their identity documents, limit their contact with family and force them to work.

Some domestic workers are migrant workers from other countries or regions, mainly from rural areas to the city. For many, domestic work is one of the very few options available to enable them to provide for themselves and their families. Within some cultures, domestic workers are not considered 'workers' but rather as informal 'help' and therefore their rights are wrongly viewed as being excluded from national labour regulations.

Within the UK in 2018, 515 people were potential victims of Modern Slavery. 96 minors were potentially identified as victims of Domestic Servitude. The nationalities of victims of most likely to experience domestic servitude include Philippines, Nigeria, Pakistan, Vietnam, Eritrea and Ethiopia.²⁷

*Indicators of Domestic Servitude*²⁸

- Living with and working for a family in a private home or place of accommodation
- Not eating with the rest of the family or being given only leftovers, or inadequate food
- No private sleeping place or sleeping in shared space for example the living room
- No private space
- Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
- Employer reports them as a missing person
- Employer accuses person of theft or other crime related to the escape
- Never leaving the house without permission from the employer

Case Study of Domestic Servitude

A Baptist Minister in an affluent area of South East England first met Izna at his church. He writes, 'Izna became a regular attender at our Sunday morning

²⁷ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

²⁸ Modern Slavery: A Council Guide, pp51
https://www.local.gov.uk/sites/default/files/documents/22.12_Modern_slavery_WEB%202.pdf [accessed 7 April 2018]

worship services. Izna was shy, she was nervous, and she was scared. The family she worked for would drop her off at the door and collect her exactly one hour after the service started; she was permitted to attend worship but not to engage with the other worshippers.

In our brief conversations it became clear that Izna was not paid properly for her work. She was unable to leave because the family she worked for had bought a small house for her family in India. She would had to stay to work in order to pay off the debt. Her husband is disabled and unable to work. Her children remained in India. The amount being removed from the debt it was claimed she owed the family was very small. It would have taken her many decades to pay off something that would have taken a short stay to do had she been paid at the UK minimum wage.

Izna was not allowed out of the house without permission. She thought she was located in London rather than Essex. The two sons in the house ridiculed her and dismissed her. The parents, both working as Doctors, showed little concern for Izna's welfare. For over two years Izna pleaded with them that she could return home. Eventually they permitted her to do so. Izna could never walk out because her family in India would then be homeless. She could not speak out because the family denied her the opportunity, and they were well respected members of the local community.

It was a shock to those of us in the church who came to know Izna over her time with us that this situation was happening yards from our own homes. We have not heard from Izna since her return to India, but we pray that she is well and that she has been able to find good employment in or near her own family'.²⁹

²⁹ Submit by Rev David Mayne

4.4 Forced Criminal Exploitation

Forced Criminality involves exploiters forcing victims to commit criminal acts. These crimes could include street crime such as selling counterfeit DVDs, bag snatching, ATM theft, pick-pocketing and forced begging. In some cases, children are forced to beg or steal by their parents or family members; they may feel obliged to commit criminal activity 'for the good of the family'.

Victims may also be exploited for benefit fraud. In some cases, extra tax credits, housing benefits or in the case of child victims, child benefit is claimed. Vulnerable individuals may be held captive by their exploiter who permits them only to go and claim benefits. The money is then taken by the exploiter.

Some organised crime gangs control their victims by blackmailing them with the threat of prosecution and imprisonment. Some victims have been prosecuted, convicted and imprisoned for crimes they have committed whilst they have been trafficked.

Cannabis Cultivation

The rate of home grown cannabis has rapidly increased over the last decade, taking over from the problem of cannabis being imported to the United Kingdom by drug traffickers. The use of trafficked labour has become such a problem that it is now the largest trend of child trafficking within Britain.

Gangs or individuals often rent accommodation on residential streets. Cannabis plants are cultivated in these buildings, often in every room. The plants need continual watering and heat in order to grow and require a great deal of attention. There has been a high rate of Vietnamese children who have been trafficked into the UK by gangs to cultivate the cannabis. These children are frequently locked in the houses or flats to tend the growing cannabis. Infrequent

food is delivered to them. There have been a number of cases where the children could not speak any English and did not know which country they were in, and had been held for 4-5 years³⁰.

Countyline Gang Exploitation

Countylines³¹ is the police term for urban gangs supplying drugs to suburban areas and market and coastal towns using dedicated mobile phone lines or “deal lines”. Children and vulnerable people are often used by gangs to move drugs and money. It is noted that ‘Referrals for minor exploitation categories increased 48% to 3,137 in 2018, compared to 2,118 in 2017. This increase is due, in the majority, to a continued increase in the recorded NRM referrals related to the county lines criminal business model of exploiting vulnerable individuals and other forms of criminal labour exploitation.’³²

Children as young as 12 have been used to courier drugs out of their local area. 15 – 16 years of age is the most common age range. Both male and female are being exploited. White British children are targeted because gangs perceive they are more likely to evade police detection. Social media is often used to make initial contact with children and young people.³³

Vulnerable adults as well as Class A drug users are targeted so that gangs can takeover their homes as ‘Traphouses’. This is often done through force or

³⁰ <https://www.theguardian.com/society/2017/mar/25/trafficked-enslaved-teenagers-tending-uk-cannabis-farms-vietnamese> [accessed 31 July 2018]

³¹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/626770/6_3505_HO_Child_exploitation_FINAL_web__2_.pdf [accessed 7 April 2018]

³² <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

³³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/626770/6_3505_HO_Child_exploitation_FINAL_web__2_.pdf [accessed 7 April 2018]

coercion. This takeover is known as 'Cuckooing'.

Indicators of Forced Criminality Involving County Lines

- Persistently going missing from school or home and / or being found out-of-area;
- Unexplained acquisition of money, clothes, or mobile phones
- Excessive receipt of texts / phone calls
- Relationships with controlling / older individuals or groups
- Leaving home / care without explanation
- Suspicion of physical assault / unexplained injuries
- Parental concerns
- Carrying weapons
- Significant decline in school results / performance
- Gang association or isolation from peers or social networks
- Self-harm or significant changes in emotional well-being

Case Study of Forced Criminality

Jack lives in the suburbs of an English town. Although his parents separated, they were able to provide for their family. Jack was thirteen when one of his friends introduced him to Tony. Although Tony was only eight years older than Jack, he wore designer clothes and sported an expensive watch. Tony was

friendly and asked Jack if he wanted to make some money. Jack agreed. The money was easy. He just needed to transport a back-pack several miles away. Jack didn't ask what was in the back-pack. Jack wanted the flash lifestyle promoted on gang music videos he'd seen on Utube. He believed Tony that 'he could make loads of dosh'.

As Jack's experience increased he was given increased responsibility. A mobile phone with 30 numbers on it was given to him. This mobile phone line (or 'countyline') enabled Jack to contact and transport packages to the thirty people. This was done from a central flat in the community belonging to a man with learning difficulties. Tony and his mates had taken the over the flat as a 'Traphouse', where the drugs stored when brought from London. Over time Jack realised he was transporting drugs. Although this made him uncomfortable, he was happy with his pay and the risks were low. The Police rarely searched teenagers. Some of his clients were rough and for his how protection he started carrying a knife.

Although Jack was happy with the money he received, his grades deteriorated at school. He started to go missing for short and then longer periods of time. His parents and teachers couldn't understand what was happening and when Jack was confronted, he become aggressive and withdrew. Surrounded by older guys at the Traphouse, Jack started taking cannabis to help him cope with the stress. Sometimes he wanted to leave it all behind, but Tony told him, 'it's not that easy. We are your family now'.

4.5 Organ Harvesting

Organ harvesting involves trafficking people in order to use their internal organs for transplant. The illegal trade is dominated by demand for kidneys, which can demand a high price on the black market. These are the only major organs that

can be wholly transplanted with relatively few risks to the life of the donor.³⁴ This form of exploitation is more common overseas, although it occasionally occurs in the UK. Within the UK in 2018 there were 6 potential victims of organ harvesting. 4 out of the 6 were minors. These involved Albanian, Vietnamese, Polish, Ethiopian and Iranian potential victims.³⁵

Due to desperate financial need, donors occasionally agree to sell a kidney in return for a large cash amount. Having undergone the general anaesthetic, they awake after the operation to find their kidney, surgeon and money gone.

³⁴ <http://www.nationalcrimeagency.gov.uk/crime-threats/human-trafficking/types-of-human-trafficking> [accessed 23 March 2018]

³⁵ <https://nationalcrimeagency.gov.uk/who-we-are/publications/282-national-referral-mechanism-statistics-end-of-year-summary-2018/file> [accessed 29 August 2019]

5. SAFEGUARDING

5.1 Introduction

Safeguarding means enabling people to live their lives free from harm, abuse and neglect, and to have their health, wellbeing and human rights protected. Consequently, each person has a right to be protected from abuse, coercion and control, which usually form part of someone's experience of Modern Slavery. Safeguarding ensures that an individual's well-being is promoted, while taking their feelings, beliefs, wishes and views into account.

Many Community Groups and Faith Groups run programs where MSHT is prevalent or maybe encountered.³⁶ Some examples include:

- Work with young people
- Work with deprived families and children
- Work with people who have vulnerabilities
- Homeless work and shelters
- Food banks
- Refugee and Asylum work

In addition, aspects of MSHT may present particular safeguarding issues that are not commonly seen elsewhere.³⁷

- immigration or residence in the UK
- abuse may have occurred outside of the UK
- cultural and/or language issues
- 'Age Dispute' cases

³⁶ Church of England, *Safeguarding and Modern Slavery, Online Courses 1 & 2*
<https://safeguardingtraining.cofeportal.org/> [accessed 30 Aug 2019]

³⁷ Church of England, *Safeguarding and Modern Slavery, Online Courses 1 & 2*
<https://safeguardingtraining.cofeportal.org/> [accessed 30 Aug 2019]

- victim may have given their consent to the crime
- lack of understanding in public and statutory agencies
- psychological and emotional barriers to reporting

5.2 Freedom of Religion and Belief

Victims / survivors of MSHT have often experienced trauma through their experiences of exploitation which can increase their vulnerability. It is therefore important that any help offered is provided equally to those of any religion, belief, or none. The Human Trafficking Foundation's Survivors Care Standards highlight best practice relating to freedom of thought, religion and belief:

Survivors may wish to access religious support. Service providers should be prepared to signpost to pastoral care or religious support if requested. This might include, for example, directing to an appropriate local place of worship. Service providers must not engage in proselytization - that is seeking to persuade someone to join a religion, cause or group.

In order to enable freedom of thought, religion and belief it is important that service providers:

- are careful about discussing religious views with, or offering to pray for, service users, as survivors are vulnerable persons and may experience this as an imposition or coercion;
- refrain from inviting survivors to participate in religious activities, unless the survivor has previously expressed an interest in doing so;
- avoid discussing personal religious views, unless such a conversation has been initiated by the survivor;

- are willing to facilitate and support access to faith-based services as requested by survivors as long as there are no identified risks in doing so.³⁸

5.3 Spotting the Signs of Modern Slavery and Human Trafficking

Indicators are given as examples and may occur in different types of abuse. They may however alert you to the possibility of abuse and modern slavery. They can help you to spot the sign of modern slavery, to observe and to report any concerns.

Although some indicators of how to spot the signs have been highlighted above for the respective forms of Modern Slavery, some common indicators include:

Appearance:

- Expression of fear or anxiety
- Untreated injuries and signs of physical or psychological abuse
- Evidence of sleep disturbance
- Limited access to bathroom or hygiene facilities
- Malnourished
- Wearing same clothes everyday
- No or little safety equipment worn, even if work requires it

³⁸ Human Trafficking Foundation, Survivor's Care Standards, pp21
<https://www.humantraffickingfoundation.org/policy> [accessed 19th December 2019]

Behaviour

- Signs of psychological trauma (including post-traumatic stress disorder)
- Reluctant to seek help
- Distrustful of authorities and fear of police
- Afraid of deportation or being handed over to authorities
- The person acts as if instructed by another
- Substance misuse
- The person's words seem scripted and rehearsed
- Doesn't know home or work address
- Lack of access to medical care
- Limited social contact/isolation
- Limited contact with family
- Person forced, intimidated or coerced into providing services

Travel

- Regularly dropped off / picked up, often in crowded minibus
- Rarely allowed to travel alone
- Restriction and control of movement and confinement to the workplace or to a limited area

Other Descriptors

- Found in or connected to a type of location likely to be used for exploitation
- Passport or documents held by someone else
- They are in debt to their employer
- They are paid little or nothing for their work
- Money is deducted from salary for food or accommodation
- Threats against the individual or their family members
- Being placed in a dependency situation
- Offering a service that seems especially cheap

5.4 How to Respond

As MSHT is often a hidden crime, it isn't always possible to know exactly the circumstances of exploitation. We may therefore have doubt and questions about whether to report. The most important thing we can do is to take action and to report if we suspect something is wrong, even if we aren't completely sure. In this situation, the right thing to do is:

- Record your concerns
- Maintain a relationship with the affected person
- Report to the Safeguarding Officer of your Organisation or Church
- Inform the leader of your Organisation or Church

If you suspect that someone is a possible victim of Modern Slavery be aware of your own safety or that of the potentially trafficked person and don't do anything to endanger either. Ask any questions sensitively and discreetly. Try to remember helpful details including helpful details including date, time, location, description of the people and any vehicle. Move to safety and take notes. Leave at the slightest hint of danger and keep well clear of potential trafficker. Never investigate dangerous locations or go alone.

If you are in contact with a possible victim of Modern Slavery remember the following points:³⁹

- Potential victims of modern slavery are likely to be extremely vulnerable. They may fear revealing their status or experiences to state authorities and will often mistrust individuals in authority.
- There may be language and communication barriers, including literacy or learning disabilities, as well as cultural considerations.
- Victims may present as unwilling to co-operate, especially if they are with their traffickers or other victims.
- Victims may not identify themselves as a victim of modern slavery.

If you are in contact with someone who is a possible victim of Modern Slavery it is best to obtain consent from that person in order to report a safeguarding issue.

5.5 Capacity

It is likely that within a safeguarding case, the issue of 'capacity' will arise. Capacity refers to the ability of an individual to understand a situation and make decisions about how to respond to it. Under normal safeguarding guidelines, as

³⁹ Modern Slavery Guidance Southend – Council Document 2017

long as someone has the capacity to make a decision, an adult can refuse you to report a safeguarding issue unless there is risk of physical harm or to prevent a criminal offense. However due to the nature of the crime of Modern Slavery and manipulation and control that person may be under, they may not be able make an informed decision about disclosure.

The Church of England highlights the complexity of safeguarding relating to victims/survivors of Modern Slavery.

In many instances, adult safeguarding authorities will argue that if a person has capacity then there is not a safeguarding issue. These positional stances are often resource-driven and designed to 'gate-keep' the limited resources of a service provider. It is to be remembered that safeguarding adults means protecting a person's right to live in safety, free from abuse and neglect.

The predicted response of an agency we refer to should not be a consideration in reporting or referring. It may often, however, be necessary to advocate or argue around the issue of capacity.

In cases of human trafficking and modern slavery it will often be necessary to point out that capacity has been severely impaired by the methods of coercion or deception used in recruitment, the physical, psychological and emotional techniques used to control the victim and their (possible) status as a foreign national.

For child victims there is no assumed capacity and the safeguarding environment is somewhat more benign⁴⁰.

⁴⁰ Church of England *Safeguarding and Modern Slavery, Online Courses 1 & 2*
<https://safeguardingtraining.cofeportal.org/> [accessed 30 Aug 2019]

Given that slavery and exploitation are criminal activities and that almost certainly there will be others who are at risk in addition to the person being helped this would be a reason for not needing the consent of the person. Consent is always preferable.

5.6 The 5 R's

The 5 R's relating to vulnerable people disclosing abuse about Modern Slavery. These are a helpful way to remember the steps of the process when handling a disclosure⁴¹:

Receive

- Listen to what is being said without displaying shock or disbelief.
- Accept what is being said without judgement.
- Take it seriously.
- Let the person tell their story and don't push for information.
- Do not ask leading questions

Reassure

- Do reassure them that they are right to tell.
- Explain that you will have to pass their information to the Safeguarding Officer or Safeguarding Advisor, who will make ensure the matter is dealt with appropriately. A DSA can also provide further advice regarding what additional support may be available.

⁴¹ Adapted by the Church of England for cases relating to MSHT. Church of England, *Safeguarding and Modern Slavery, Online Courses 1 & 2* <https://safeguardingtraining.cofeportal.org/> [accessed 30 Aug 2019]

React

- Do not investigate, interrogate or decide if they are telling the truth.
- Be honest, never make promises to keep what you are being told confidential. If abuse is involved, you will need to tell someone.

Record

- At your earliest opportunity, make a note of the disclosure and the date.
- Note what was said using the exact words and phrases spoken when possible.
- Describe the circumstances in which the disclosure came about.
- Separate fact from opinion.
- Be mindful that your written comments may be needed in the event that further legal or disciplinary action is taken.

Refer

- Pass the information to the Safeguarding Lead or Regional Safeguarding Advisor in your setting.
- In case of an emergency call the police or dial 999.

5.7 Reporting and Advice

In addition to notifying your safeguarding lead and organisational lead, help and advice can be found from:

Police

Telephone: 999 (Emergency) or 101 (non-Emergency)

National Crime Agency

Leads the UK's fight to cut serious and organised crime.

Telephone: 0370 496 7622
Website: <https://nationalcrimeagency.gov.uk>

Modern Slavery Helpline

For advice and reporting. Available 24/7 with translators.

Telephone: 0800 0121 700
Website: www.modernslaveryhelpline.org

The Salvation Army

The Salvation Army provides safe-houses for victims/survivors of Modern Slavery

Telephone: 0300 3038151 (National Referral System)
Website: www.salvationarmy.org.uk/modern-slavery

Crimestoppers

An independent charity, that enables anonymous reporting of crime

Telephone: 0800 555 111
Website: <https://crimestoppers-uk.org>

NSPCC (National Society for the Prevention of Cruelty to Children)

A charity providing safeguarding advice and referrals relating to the abuse of Children.

Telephone: 0808 800 5000
Email: help@nspcc.org.uk
Website: www.nspcc.org.uk

Gangmasters & Labour Abuse Authority (GLA)

The GLA investigates labour offences in England and Wales only including: gangmaster offences, non-payment of the National Minimum Wage, forced and compulsory labour and any associated trafficking and other modern slavery offences.

Telephone: 0800 432 0804

Website: www.gla.gov.uk/report-issues/english-report-form

Survivors UK

Support for survivors of male rape or sexual abuse.

Email: info@survivorsuk.org

Website: www.survivorsuk.org

Trading Standards

If someone has experienced a situation where they feel they have been charged excessive amounts of money for services provided, or pressurised into buying something they did not want by unscrupulous traders, Trading Standards may be able to help.

Phone: 08454 040 506

Website: www.tradingstandards.gov.uk

Victim Support

Victim Support is the independent charity for victims and witnesses of crime in England and Wales.

Support line: 0808 16 89 111

Website: www.victimsupport.org.uk

Women's Aid

A national charity working to end domestic violence against women and children. Supports a network of over 500 domestic and sexual violence services across the UK.

National Domestic Violence Helpline: 0808 2000 247

Website: www.womensaid.org.uk

6. RESOURCES

There are many organisations who fight against Modern Slavery. The following websites contain further information relating to Modern Slavery as well as videos, apps, posters, resources and opportunities for speakers to run workshops.

- Together Free: www.togetherfree.org.uk
- The Salvation Army: www.salvationarmy.org.uk/modern-slavery
- The Clewer Initiative: www.theclewerinitiative.org
- Stop the Traffik: www.stopthetraffik.org
- Unseen: www.unseenuk.org
- The Medaille Trust [www. Medaille-Trust.org.uk](http://www.Medaille-Trust.org.uk)
- International Justice Mission: www.ijmuk.org
- Freedom Sunday: www.freedomundayglobal.org
- The Ministry of Justice:
<https://www.gov.uk/government/publications/modern-slavery-closer-than-you-think>
Includes foreign language leaflets to provide advice and support to those affected by Modern Slavery. Leaflets are available in Albanian, Chinese, Czech, English, French, Lithuanian, Polish, Romanian, Slovak, Thai, Vietnamese, and Welsh.

Short Awareness Raising Films

BT and Unseen: *Free the Unseen*

<https://www.youtube.com/watch?v=1RBbIPD60Wg>

National Crime Agency *Modern Slavery & Human Trafficking Campaign: Elena*

<https://www.youtube.com/watch?v=Cej6avHPIbg>

The Guardian: *How migrants were trafficked to work on Britain's free-range farms*

<https://www.youtube.com/watch?v=gTpZFRUdZ3U>

Home Office: *Modern Slavery is closer than you think: Understanding Modern Slavery and Human Trafficking*

https://www.youtube.com/watch?v=Jv1H_fAoOG4&t=111s

Salvation Army: *Can you spot the signs of modern slavery?*

<https://www.youtube.com/watch?v=AyJgptisFNI&t=9s>

Thomas Reuters: *Modern day slavery - Supply Chains*

<https://www.youtube.com/watch?v=YRu6CaXTAxA>

The Clewer Initiative; *Why are Homeless People Vulnerable to Exploitation*

https://www.youtube.com/watch?v=GSELSqv_KB4&t=2s

The Clewer Initiative: *How to spot the signs of exploitation amongst rough sleepers*

<https://www.youtube.com/watch?v=g7RzD8mVkJHw>

The Clewer Initiative: *Charlie's Story*

<https://www.youtube.com/watch?v=zrJrn25ch0>