

# Modern Slavery

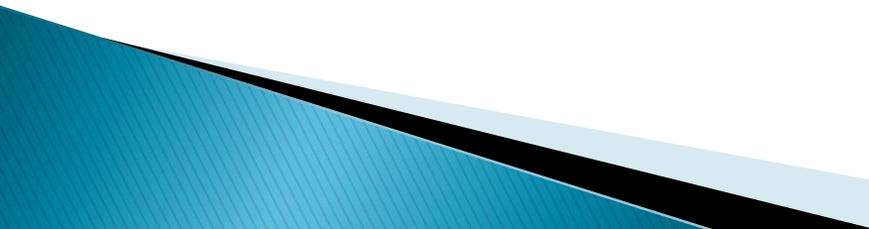
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# Background

- ▶ Modern slavery is an umbrella term, encompassing human trafficking, slavery, servitude and forced labour.
  - ▶ In March 2015 the Modern Slavery Act 2015 received Royal Assent and became law.
  - ▶ The Act consolidated and clarified existing modern slavery and human trafficking offences and increased the maximum sentences for committing these offences
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# Modern Slavery Act 2015

- ▶ introduced slavery and trafficking **prevention orders** and slavery and trafficking **risk orders** – which can be used to disrupt activities by modern slavery perpetrators
  - ▶ created the role of the **Independent Anti- Slavery Commissioner**
  - ▶ introduced **support and protection for victims** including a defence for victims of slavery or trafficking who commit an offence,
  - ▶ Introduced measures on the presumption of age of child victims of modern slavery and introduced the role of **Independent Child Trafficking Advocates**
  - ▶ Introduced a **requirement for certain businesses** to produce and publish a modern slavery statement on what they are doing to tackle modern slavery and trafficking in their supply chains.
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# Provisions for local authorities

- ▶ **Section 52 of the Act** places a duty on LAs to identify and refer modern slavery child victims and consenting adult victims through the National Referral Mechanism (NRM).
- ▶ Councils also have a duty to notify the Home Secretary of **adults who do not consent to enter the NRM.**
- ▶ Different forms for the NRM for adults and children and another form for adults who do not consent, called the MS1 form.
- ▶ Section 43 of the Act states that specified public authorities (including councils) have a duty to cooperate with the Commissioner.

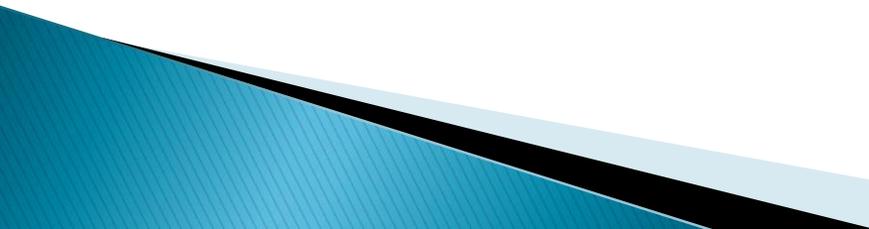
# National Referral Mechanism(NRM)

- ▶ To be referred into the NRM, potential victims of trafficking must first be referred to one of the UK's two competent authorities (CA)
- ▶ The United Kingdom Border Agency (UKBA)
- ▶ UK Human Trafficking Centre (UKHTC).
- ▶ A Single Competent Authority (SCA) has just been set up - an expert case working unit within the Home Office to ensure quicker more certain decision making. A gradual transitioning process from the 2 CAs is underway.
- ▶ This **initial referral** will generally be handled by an authorised agency such as a police force, the UKBA, **social services** or certain NGOs. The referring authority is known as the '**first responder**'. A number of organisations are 'first responders' under the NRM .

# Referral

- ▶ Referrals are made by the first responder submitting a completed NRM Referral Form to the appropriate CA:
- ▶ Separate forms for adults and for children,
- ▶ They includes a check list of human trafficking indicators.
- ▶ Anyone whom the CA finds has “reasonable grounds” to believe has been trafficked will be entitled to a 45 day reflection and recovery period, during which they can access services such as provided by children’s services, the Salvation Army and Poppy Project (for women) and Migrant Help (for men).
- ▶ A ‘conclusive decision’ may be later reached by one of the CAs which, if a positive decision, is a formal recognition of an individual’s trafficked status.

# Tackling modern slavery A council guide (LGA guidance 2017 )

- ▶ identification and referral of victims
  - ▶ supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/ homelessness services
  - ▶ community safety services and disruption activities
  - ▶ Ensuring that the supply chains councils procure from are free from modern slavery
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# Types of Modern Day Slavery

- ▶ **Sexual exploitation:** victims may be forced into prostitution, pornography or lap dancing for little or no pay. They may be deprived of their freedom of movement and subjected to threats and violence.
- ▶ **Labour exploitation:** a victim is made to work with little or no pay, and may face violence or threats. If they are foreign nationals, their passports may be confiscated by their exploiters and they may be made to live in terrible conditions and under constant threat.
- ▶ **Forced criminality:** victims can be forced to participate in a range of illegal activities including pick pocketing, shop lifting, cannabis cultivation, county lines exploitation and other activities. The Modern Slavery Act provides for a defence for victims who have been forced into criminality.
- ▶ **Organ harvesting:** victims are trafficked in order for their internal organs (typically kidneys or the liver) to be harvested for transplant.
- ▶ **Domestic servitude:** victims work in a household where they may be ill-treated, humiliated, subjected to exhausting hours, forced to work and live under unbearable

- ▶ **Debt bondage** can be present in many forms of exploitation, and can take a range of forms : may arise out of the exploitation itself, e.g. for accommodation or travel fees, with victims having little or no control over their debt/ways to pay it back. Deductions from wages, leading to further debts being accrued. A person may be forced to work to pay off the debt and it can also be used as a means of controlling a victim and keeping them enslaved.

Other forms of exploitation include:

- ▶ **forced marriage**: where people are forced into marriage for a range of reasons including exploiting the rights conferred on them by citizenship or for domestic servitude
- ▶ **Financial exploitation**: for example benefit fraud, where benefits are falsely claimed by perpetrators on behalf of their workers; bank accounts being opened in a victim's name but used by perpetrators; or workers' wages being paid directly into the exploiters, own bank accounts by companies who think they are paying a worker individually

# The London Picture from Hestia & Met Anti-Slavery Unit data

- ▶ Hestia has supported victims of modern slavery in London (excl. City) since 2011,
- ▶ 624 individuals in 2016 (+100 since 2015).
- ▶ 870 adults & 315 dependent children in 2017 (78% women 22% men)
- ▶ The Metropolitan Police's Anti-Slavery Unit report the number of suspected victims of modern slavery rose to 1,715 in 2017; a 70% increase compared to 2016.

# East London

- ▶ Individuals accessing Hestia's services in 2016: LBN (46) LBBD (34) LBR (31) LBH(8)
- ▶ In 2017 this increased: LBN (54) LBBD (44) LBR (48) LBH(11)
- ▶ An increase of 3 people accessing services in Havering in 2017 from 2016.
- ▶ In Strategic Assessment (October 2017–September 2018), there were three reports recorded in Havering on the police CRIS which were flagged as human trafficking.

# In Havering,

- ▶ 11 individuals (10 females and one male) accessed Hestia's services although this is not necessarily where they were enslaved or trafficked to.
- ▶ Of the females, three were victims of domestic servitude, while seven were victims of sexual exploitation. The one male was a victim of forced labour
- ▶ The key area of concern for Havering currently relates to young people being exploited into criminality and selling drugs (County Lines).

# Referrals to NRM from Havering

## Adult referrals

- ▶ 4 referrals in 2018–2019 thus far ; 3 were referred to NRM ( 2 with consent of the individual); individual not referred withdrew allegation
- ▶ An organisation was referred with MDS concerns in 2017/18 Police visited MDS concerns unsubstantiated

## Referral of young people

- ▶ July 2017 to November 2018 Havering has referred 13 young people to the National Referral Mechanism

# The Way Forward

- ▶ A Modern Day Slavery working group has been established under the governance of the Safeguarding Boards chaired by the Principal Social Worker . Membership is drawn from a wide range of council departments.
- ▶ An infographic of referral pathways is being drawn up to include routes for children and adults safeguarding teams, and housing services this will inform external and internal referrers.
- ▶ An e-learning training package has been developed, once the referral pathway infographic is complete the e-learning package can be finalised. This will be augmented by face to face training for relevant staff groups delivered via the Safeguarding Boards.
- ▶ A number of Single Points of Contact (SPOCs) have been identified and a representative attended a MOPAC Pan London working group at the end of January

# Next Developments

- ▶ A Corporate Modern Day Slavery Strategy and policy will be completed - expected in April 2019 - this will need to include how employees can access services confidentially and signposting to support services i.e the Employee Assistance Programme .
- ▶ The strategy /policy launch will be supported by a comprehensive communications campaign which will comprise both internal and external strands.
- ▶ We are working to develop a reliable dataset : it is challenging to produce meaningful statistics on such a covert and illegal phenomenon.
- ▶ Staff will be encouraged to consider modern day slavery in their day to day work. For example Landlord licensing visits to homes of multiple occupation (HMOS) include consideration of modern day slavery in all their assessments.