

Modern Slavery Awareness

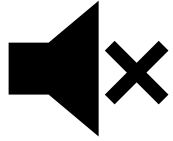
Charlotte Jamieson
Modern Slavery and Exploitation Coordinator



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA



City of Westminster



Act professionally in case you have not muted your audio or camera



When asking a question let us know who is speaking



Protect confidentiality



We will use the chat, breakout rooms and Menti



Allow and accept that there will be silences and technical glitches



Put mobile phones on silent and close emails



- Discussing abuse and exploitation brings up different emotions for people
- Respect everyone's unique experience and level of knowledge
- Challenge statements and not the person

What to expect from today

- Understanding the definition of modern slavery and human trafficking
- Looking at the different types of exploitation
- Recognising the signs to identify individuals who are at risk/are being exploited
- Examining relevant legislation, such as the Modern Slavery Act 2015 and the National Referral Mechanism
- Exploring barriers that prevent victims/survivors disclosing exploitation
- Understanding how to respond when we identify potential victims/survivors

Is this a concern?

(low)1 – 10 (high)

A man from Eritrea is found on the back of a lorry with 12 other people, he has the address of a factory where he is meant to go to find work

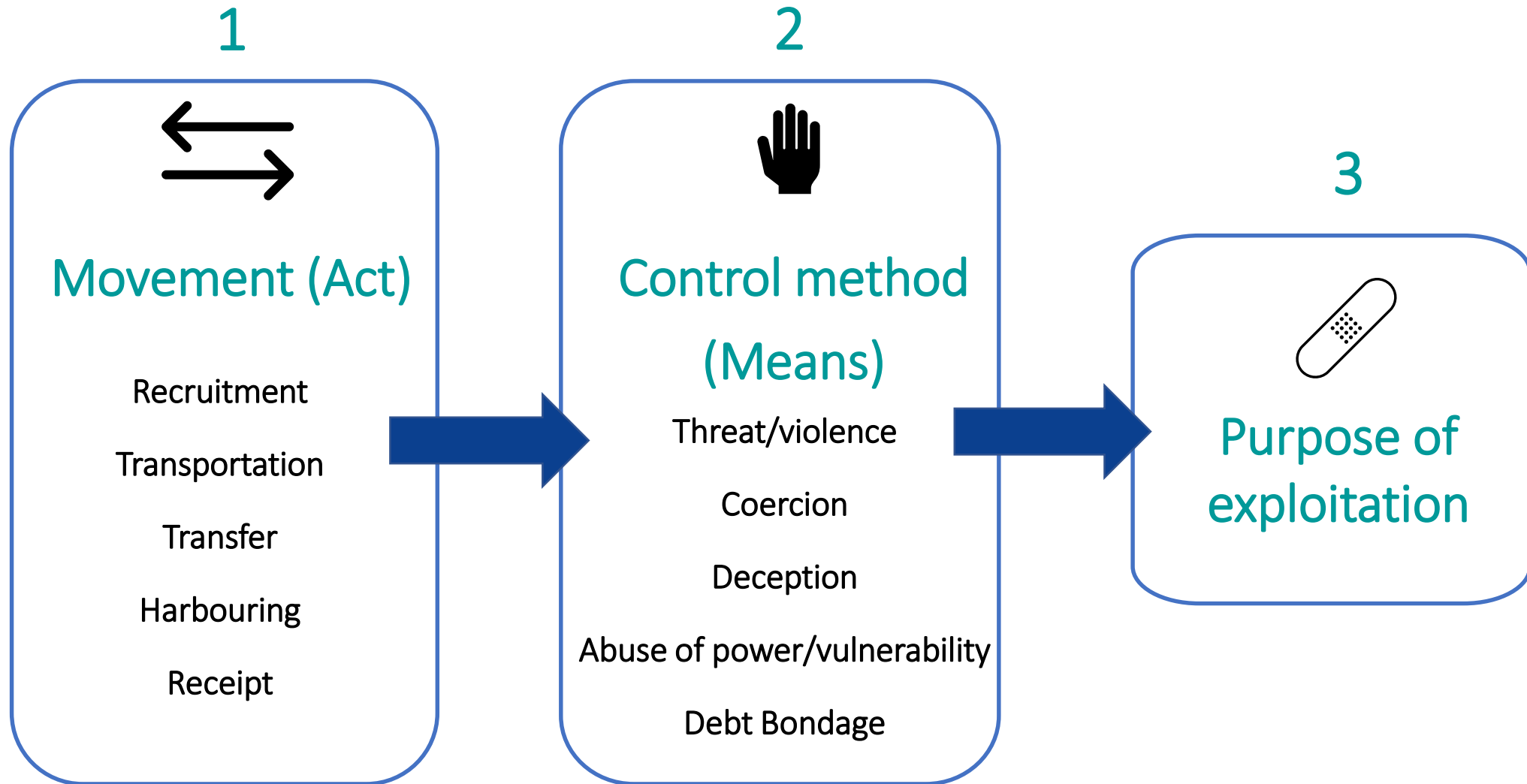
A British woman has her home taken over by a gang where they are selling and storing drugs, she receives drugs in return for letting them stay

A Polish man is selling sex in London to send money home to his family

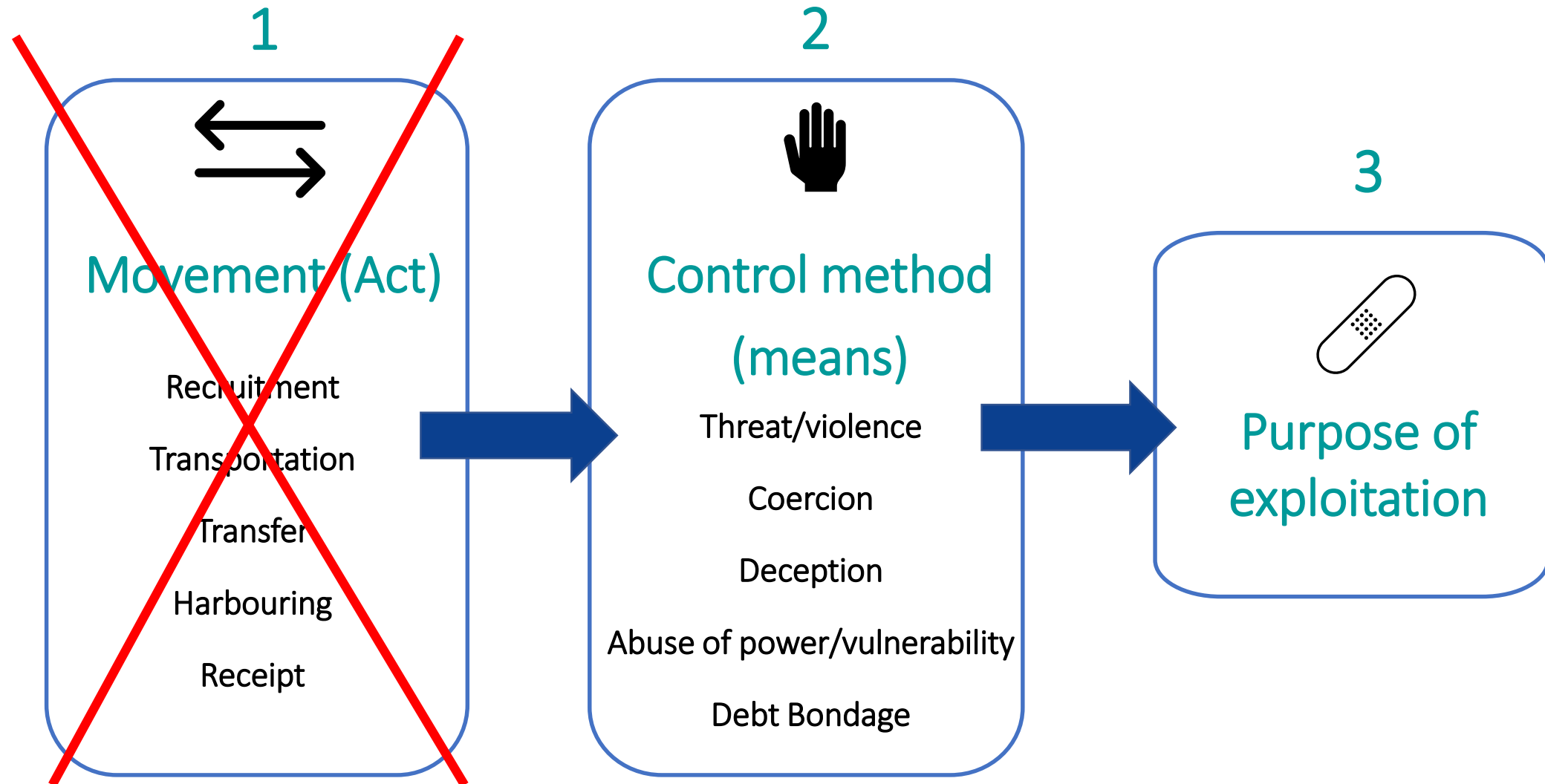
What is modern slavery?



Human Trafficking - Adults



Slavery, Servitude and Forced or Compulsory Labour - Adults



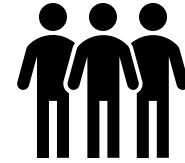
Smuggling or trafficking?

Smuggling



- Crime against the state
- Travel from A to B then relationship ends

Trafficking



- Crime against humanity
- Travel from A to B then relationship continues
- Smuggling can turn into trafficking

What are people trafficked or exploited for?



- Break out rooms – 5 minutes
- Try to name 5 types of exploitation
- Nominate one person to feed back

What are people exploited for?

Labour exploitation

Sexual exploitation

Criminal exploitation

Benefit fraud

Domestic servitude

Organ harvesting





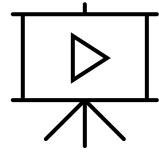
A drawing by a Vietnamese young person of a cannabis house on behalf of the NSPCC Child Trafficking Advice Centre's Young People's Advisory Group

Damilola married Michael, who brought her to the UK to live with him and his sister, with the promise of a better life.

Michael forced Damilola to do housework 13 hours a day for his family and threatened to hit her.

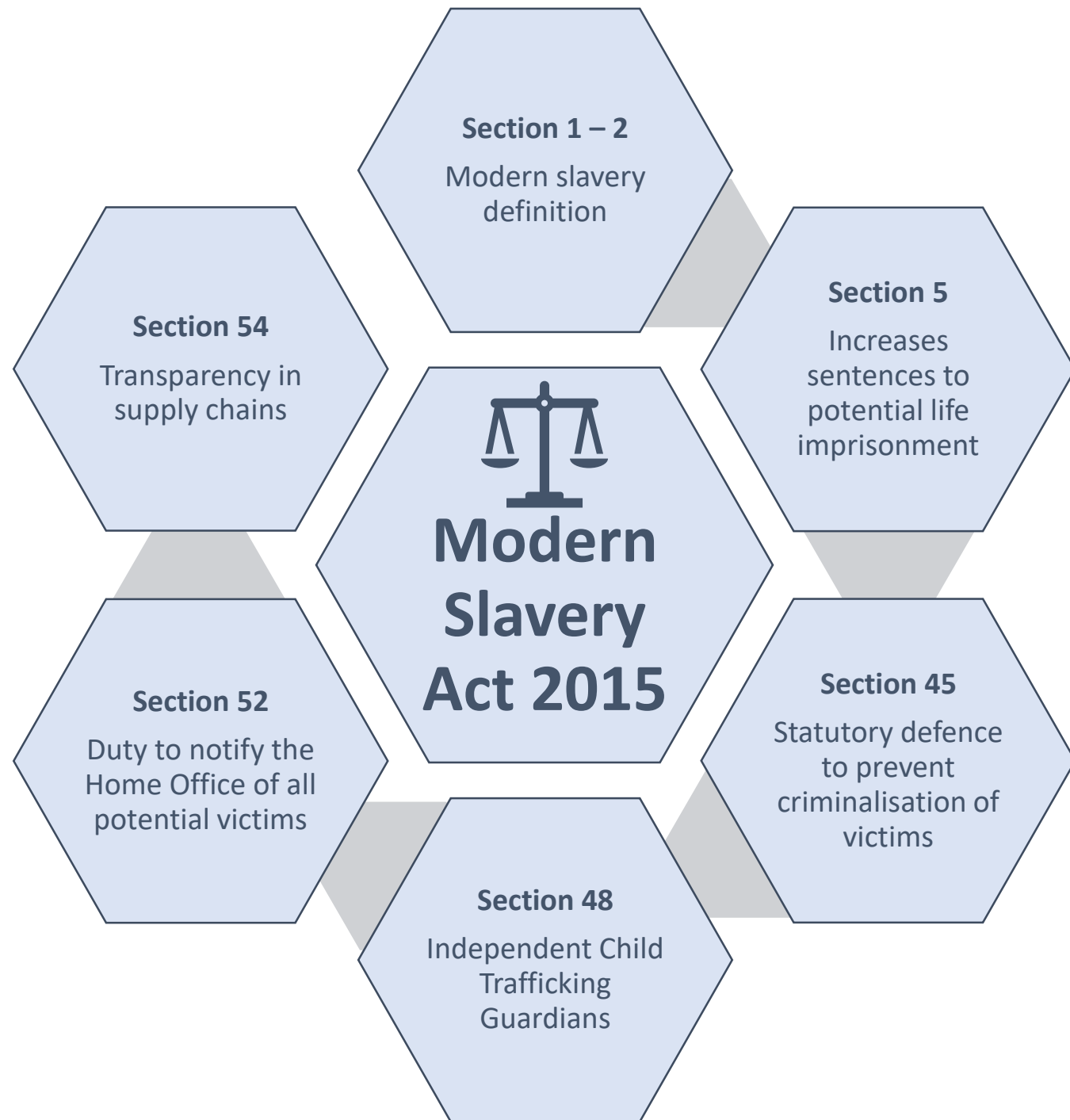
Sami paid £2000 in order to be transported in a boat to England, where he was told he can earn high wages to send to his children. When Sami arrives in the UK he works in a restaurant and is paid cash in hand.

Alisha works in a factory in the midlands making clothes for a fast fashion brand. She is paid £3.50 an hour. Her manager threatened her with violence when she said she wanted to leave because of the poor working conditions.



Video – 3 minutes

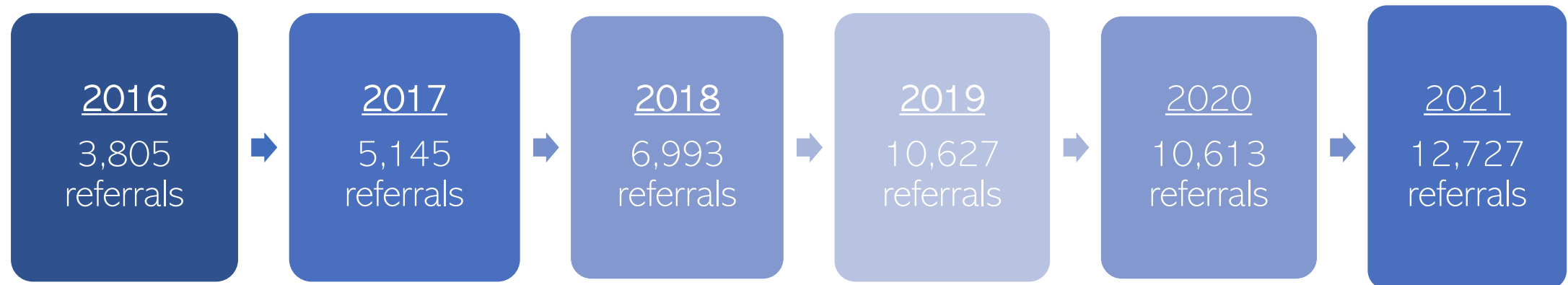




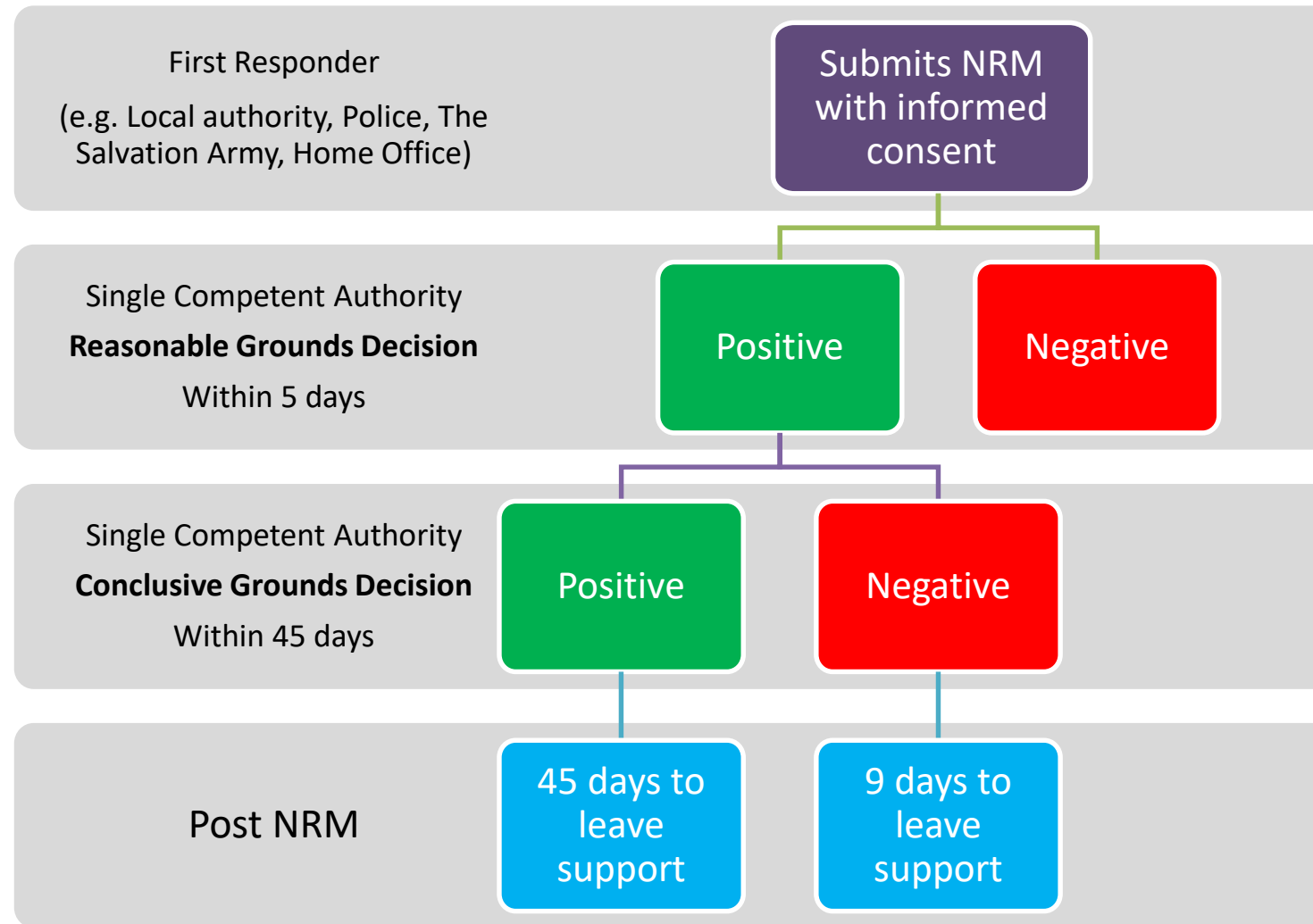
National Referral Mechanism (NRM)

A system to identify a victim of trafficking and modern slavery and support them to leave or recover from exploitation

NRMs can only be completed by first responders (Local Authorities, police, Home Office and some NGOs) who have a duty to report suspected trafficking cases



National Referral Mechanism (NRM)



Duty to Notify

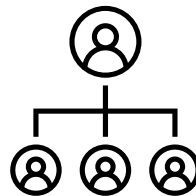
If a potential victim of modern slavery does not want an NRM submitted, first responders have a **Duty to Notify**, fulfilled through completing the NRM Duty to Notify form

If a potential victim does not want to access the NRM:



Provide them with contact details for any organisation, such as an NGO, which could provide support.

[Kensington and Chelsea and Westminster Support Services](#)



Provide them with information on what support is available in and outside the NRM.



Contact your SPOC or safeguarding lead who can keep in touch, should the individual change their mind.

Believe they have a debt to pay off

Brought or moved from another country or location

Does not have days off work

Does not have access to their own documentation

With others who speak for them and may be reluctant to speak for themselves

Has movements controlled or restricted by someone else

Being located in different countries/places for unclear reasons

Missing or unlocated

Resides in poor living conditions / sleeps at work

Physical symptoms; pregnant, STI's, sexual or physical assault, poor dental health

Hidden from universal services for example not registered with a GP

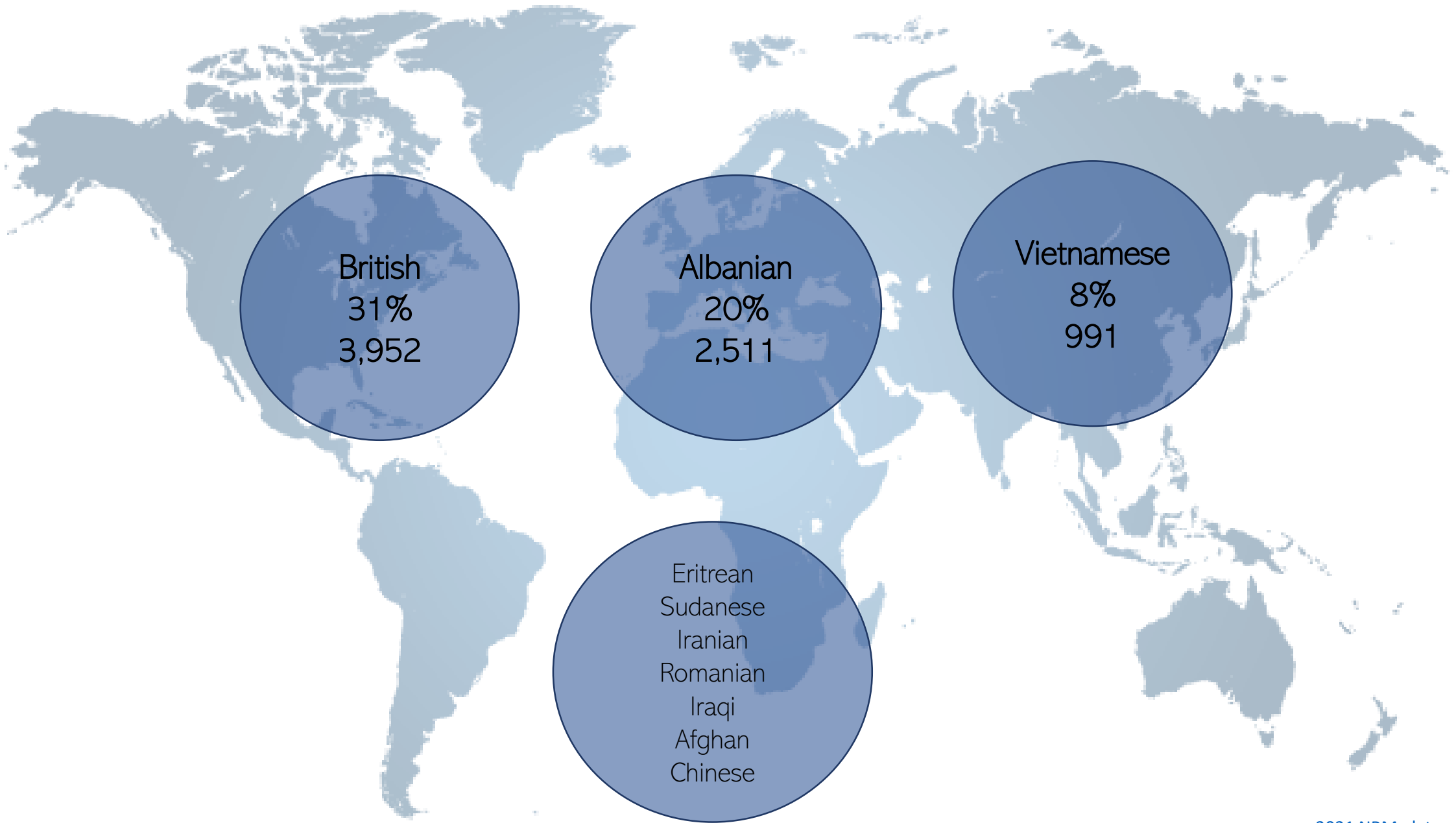
Has limited/no social interaction

Found in a concerning area i.e. a crime hotspot or location where sex is bought and sold

Involved in criminal activity: cannabis factory, drug dealing, begging, pick pocketing

Seems fearful of engaging with authorities

Living with a large amount of other people (HMO properties)

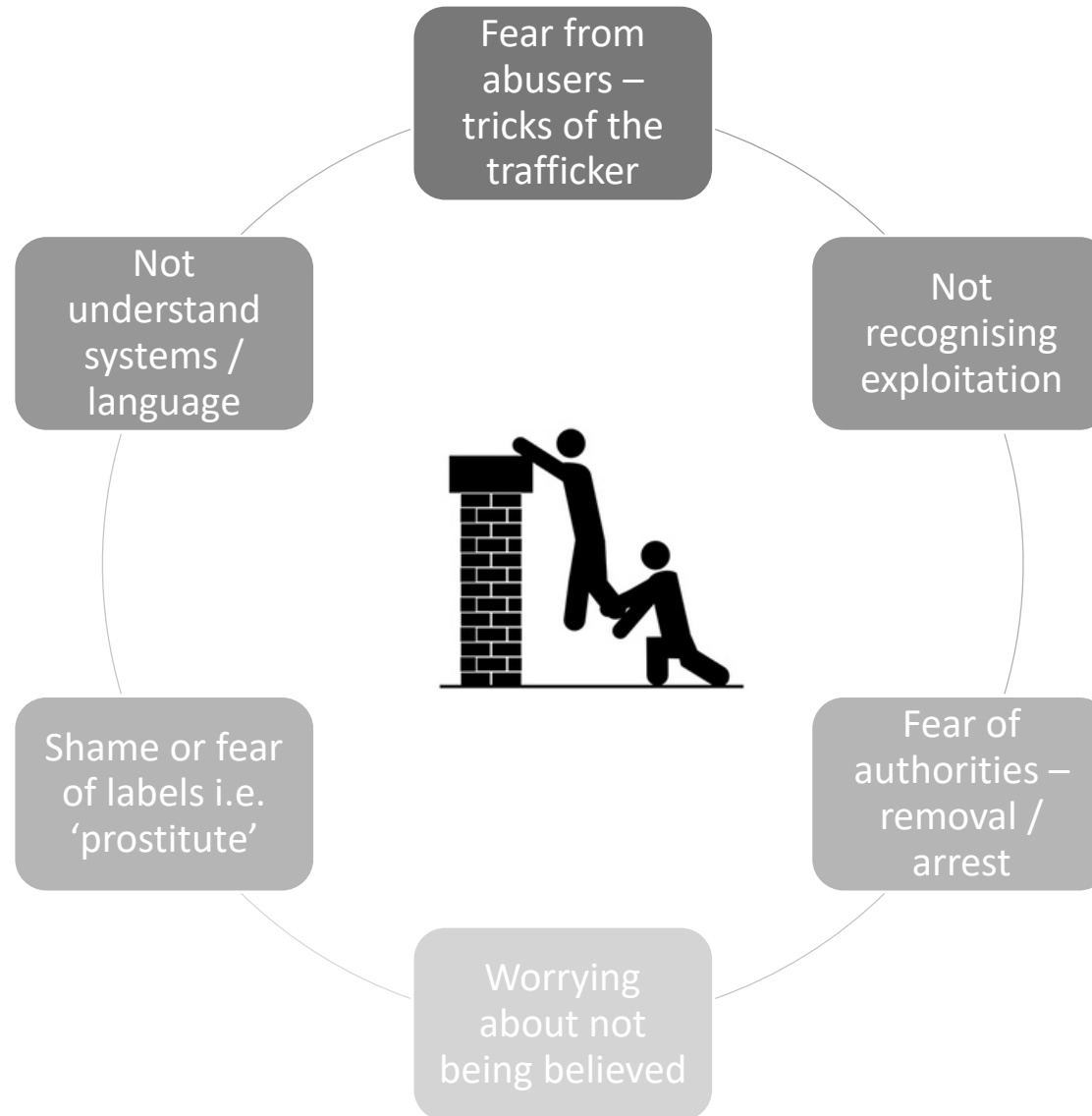


What stops people from speaking out?



- Break out rooms – 6 minutes
- Nominate one person to feed back

Barriers to disclosure





www.menti.com

Voting code 2180 7826



How to respond

- Do not raise your concerns with anyone accompanying the person
- Do not use the accompanying person as an interpreter
- Treat the person as a victim first & foremost
- Explain who you are and what your role is
- Be professionally curious
- Always prioritise welfare concerns over immigration and criminality
- Be mindful of re-traumatising
- Explain to the person what actions you can take



Questions to ask

- Do you feel safe?
- Is anyone making you do something you don't want to?
- How many hours a day do you work?
- Are you being paid for your work?
- Do you have access to your bank account?
- Do you have access to your documents?
- Who would you call if you needed help?
- Are you able to leave the place you work/live?
- Can you tell me about your situation?



Help & Advice

**IF SOMEONE IS AT IMMEDIATE RISK OF HARM –
Call 999**

24 hour help & advice:

Modern Slavery Helpline – 0800 0121 700

24 hour referral:

The Salvation Army – 0300 303 8151

Social Services Line:

RBKC: 020 7361 3013

WCC: 020 7641 1175

Child Victim – Contact Children's Services

Directory of services: www.angelou.org/human-trafficking



Modern Slavery Adult Referral Pathway

Out of Hours
5pm-9am Mon-Fri
24 hours - weekends and bank holidays

Social Services Emergency Duty Teams:
WCC: 020 7641 6000
LBHF: 020 8748 8588
RBKC: 020 7373 2227

Refer to **Housing** via urgent distribution list. Initial response will be received within 4 hours.
traffickingebs@westminster.gov.uk

Housing to complete initial assessment and provide emergency accommodation from approved list of hostels for >7 days

Housing to allocate a Case Worker from the Prevention team to complete the next steps

OUT OF HOURS — Potential victim of modern slavery is identified by an external organisation

IN HOURS — Initial referrer to contact **Social Services Line** and mention Modern Slavery. They will then complete the next step.
WCC: 020 7641 1175
LBHF: 020 8753 4198 (option 3)
RBKC: 020 7361 3013

HOMELESS — NO IMMEDIATE RISK — Refer to the **Information and Advice Team** who will screen for Section 42. Safeguarding 3-Point Test. If the Test is **not** met, the team will complete the step below. If the Test is **met**, safeguarding procedure will be followed and the responsible team should still complete the step below.

CHILDREN <18 — Explain National Referral Mechanism (NRM) Process
Go to www.modernslavery.homeoffice.gov.uk and enter details. Has the victim given their informed consent to enter the NRM?

YES — Complete as a NRM form
Once submitted, send the form to nrm.ms1@westminster.gov.uk to ensure a record of the Duty to Notify is kept. Copy in The Salvation Army if victim requests full support mst@salvationarmy.org.uk.

POSITIVE REASONABLE GROUNDS DECISION (+RG) — Consider Pre-Reasonable Grounds Decision Support (approx. five days):

- If victim is destitute and emergency accommodation cannot be provided, call The Salvation Army 0300 303 8151
- Consider multi-agency case meeting
- Ensure victim is safe and at any point, call 999.
- Consider housing, health, funds, food and legal advice
- If initial referral was made by NGO, liaise back with them

45 Day Rest and Reflection Period
If the victim requests support, The Salvation Army will provide this. If victim is housed in-borough, council to consider assisting NRM Support Worker with exit plan.

NEGATIVE REASONABLE GROUNDS DECISION (-RG) — Reconsideration Request

NEGATIVE CONCLUSIVE GROUNDS DECISION (-CG) —

POSITIVE CONCLUSIVE GROUNDS DECISION (+CG) —

IMMEDIATE RISK

If at any point in the process there is an immediate risk, call 999

Refer to **Children's Services** who will consider need for joint assessment.
WCC: 020 7641 4000
LBHF: 020 8753 6600
RBKC: 020 7361 3013

Complete as a Duty to Notify form
Once submitted, email a copy to nrm.ms1@westminster.gov.uk to ensure a record of the Duty to Notify is kept.
Consider a multi-agency case meeting. Ensure victim is aware they can enter the NRM to access support at a later date.

Signpost:

- Housing
- Immigration advice
- Legal advice
- Health (physical/mental)
- Ongoing psychological support
- Access to funds
- English classes
- Employment and training

Directory of Survivor Support Services:
www.angelou.org/human-trafficking



Resources

NRM Leaflets

[Government NRM Leaflets](#)

[West Midlands Anti-Slavery Network Leaflets](#)

[FLEX NRM leaflets](#)

Rights

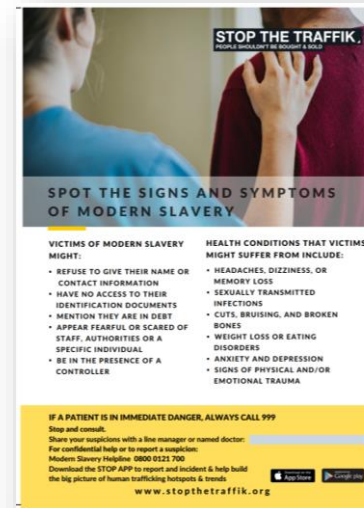
[Migrant Rights Network – know your rights](#)

Enforcement

[Guidelines for enforcement professions and modern slavery](#)

Health professionals

[Stop the Traffik information for health professionals](#)



Questions, thoughts and comments

