

Modern Slavery/Human Trafficking

The issue of modern slavery is a serious and often hidden crime in which people are exploited by individuals, small businesses or organised crime gangs for criminal gain, which is often financial. Modern slavery is an umbrella term, but the four most common elements are slavery, servitude, forced and compulsory labour and human trafficking. All forms of modern slavery means that a victim is, or is intended to be, used, or exploited for someone else's gain, without respect for their human rights.

For example, perpetrators may:

- Deceive victims with false promises of legitimate jobs
- Charge interest on high recruitment fees so the worker is paid less than the minimum wage and unable to earn enough to leave the job due to the debt
- Use the victim's fears about their immigration status to control them
- Find out personal information about the victim and then use threats against their family to manipulate and control the victim

Child victims and adults at risk are not able to give informed consent and therefore exploitation, even without any element of coercion, could constitute modern slavery. In the United Kingdom, the 2015 Modern Slavery Act sets out the definition and penalties for carrying out modern slavery-related offences.

Remember that modern slavery victims sometimes do not know that they are a victim but spotting some of the signs may assist in helping protect them. The signs may include:

Looking unkempt or wearing the same items of clothing often; untreated injuries; not being sure of their own address; distrustful of authorities; expression of fear or anxiety; the person acts as if instructed by another; restriction of movement and confinement to the workplace or to a limited area; passport or documents held by someone else; limited contact with family/social isolation.

Examples of Modern Slavery are:

- Labour exploitation usually involves low pay, harsh or hazardous working conditions and temporary labour, usually in places like hand car washes, nail bars, building sites and farms
- Domestic servitude usually involves working in a private family home where they are ill-treated
- Sexual exploitation usually takes the form of sex work where the person has been promised legitimate employment which does not exist and then are forced into agreeing to work for sex
- Criminal exploitation usually involves a person being coerced into shoplifting, benefit fraud, drug cultivation

It is rare that a person will approach you and tell you they are a victim of modern slavery, but by being alert to some of the signs and remembering that if you see something that concerns you, you should report it in as it may be a small piece of information that completes the jigsaw.

Recognise that a child or adult at risk is being harmed or might be at risk of harm

Respond appropriately if a child or adult tells you something that is concerning

Report the concern to your line manager and/or Safeguarding Lead.

Record the concerns and the actions you have taken

You witness an incident or come upon information which raises concerns about the safety and/or welfare of a Child or Adult at Risk, or an individual's actions or behaviour towards a Child or Adult at Risk

Think: Is there an immediate serious risk to the Child or Adult at Risk or are they in need of urgent medical treatment – if you are not sure speak to a line manager

YES

- Contact the emergency services by calling 999
- Preserve any evidence
- In the case of a child, inform the parent/legal guardian, unless doing so would put the child, yourself or others at risk
- In the case of an adult, where possible and if safe to do so, let the adult know what you are doing
- Record the information on a Birmingham 2022 Safeguarding Report Form via the notification system

NO

- Speak to the Safeguarding Lead or Safeguarding Officer within venue to seek advice
- Record the information on a Birmingham 2022 Safeguarding Report Form via the notification system (on The Foundry)
- The notification will be triaged, assessed by the team and a decision made on how to progress

The government have in place a framework called the National Referral Mechanism (NRM) which helps identify victims of human trafficking and ensures they receive appropriate protection.

Therefore, if you see something that concerns you report it on to the police or frontline professional so that the right support can be offered. More information can be found on the [UK Government website](https://www.gov.uk/government/topics/modern-slavery).