Housing Safeguarding Conference (Modern Slavery Workshop)
Kat Rolle, Coordinator, Hertfordshire Modern Slavery Partnership
Monday 7th October 2019
Modern Slavery and Human Trafficking in Hertfordshire: Basic Awareness Training
What is HTMS?

**Human Trafficking** is the illegal trade of human beings for the purposes of reproductive slavery, commercial sexual exploitation, forced labour, or a modern-day form of slavery.

**Modern Slavery** is a system under which people are treated as property and are forced to work.
Why do I need to know about human trafficking and modern slavery?

I don’t employ slaves!
It’s got nothing to do with me!
Today’s Workshop

1. Context
2. Identification
3. National System
4. Modern Slavery & Homelessness
5. Reporting
Aug 2018: One of Europe’s most wanted men is arrested leaving a Watford gym for the suspected running of a sex trafficking ring
Break the Chain
Working Together to Combat HTMS in Herts

The Hertfordshire Modern Slavery Partnership is a multi-agency anti-slavery partnership in Hertfordshire, made up of more than 60 statutory and non-statutory agencies and charities, which has been set up to tackle human trafficking and modern slavery (HTMS) in the county:

- **10 core member Steering Group**: Herts Constabulary, HCC, Shiva Foundation, Hertsmere BC, Herts FRS & OPCC
- **Associate members**
- **2 area specific subgroups**: Tactical/Operations and Victim Support
1. Raise awareness of HTMS & its effects

2. Increase reporting of suspected HTMS

3. Ensure right skills, knowledge and process

4. Support, Protect and Empower Victims

5. Pursue & Catch Criminals

6. Effective Governance, Monitoring & Evaluation

HMSP Strategic Priorities
Modern Slavery Act 2015

1. Slavery, servitude and forced or compulsory labour
2. Human Trafficking
3. Meaning of Exploitation
Modern Slavery Act 2015

Section 2 – Offences

1/ – A person commits an offence if the person arranges or facilitates the travel of another person (“V”) with a view to V being exploited

2/ – It is irrelevant whether V consents to the travel (whether V is an adult or a child)

3/ – A person may in particular arrange or facilitate V’s travel by recruiting V, transporting or transferring V, harbouring or receiving V, or transferring or exchanging control over V
In 1850, the average cost of a slave in the Southern States of America was approximately £30,000 in today's money.
April 2015:
The UN uncovers a genuine Isis 'price list' for child slaves

How much do you think a child slave was priced at on this list?
Human trafficking has become the second most profitable industry, after drug trafficking.
Worldwide Facts

• 40.3 million people live in slavery today, including 24.9 million within the private sector (labour exploitation) - *ILO figures*

• 600,000-800,000 people are trafficked across international borders each year - *UNODC figures*

• 1 in 4 victims of modern slavery are children - *ILO figures*

• UK estimates are as high as 136,000 (2.1 victims per 1000 people) - *TRF figures*

• Reports suggest that traffickers are changing cargo from drugs to humans: lower risk - *UNODC figures*
Do you know which are the top countries of origin for victims found in the UK?
Top 5 Countries of Origin for Victims in the UK

- Albania
- Vietnam
- United Kingdom
- China
- Romania

Taken from National Referral Mechanism Statistics – End of Year Summary 2018 (National Crime Agency)
PUSH and PULL Factors

PUSH: Poverty, Fear, Disaster, Unemployment, War, Disaster, Medical Care (lack of), Opportunity (lack of), Slavery

Nearly 800,000 people are modern day slaves, equivalent to about 0.55% of the population.

Taken from Global Slavery Index (2018 Figures)
Horse Trading
How can you identify a potential victim in Hertfordshire?

- No freedom of movement
- Poor working and living conditions
- Intimidation and coercion
- Lack of knowledge
Most Common Types of Modern Slavery in Hertfordshire

- Sexual Exploitation
- Labour Exploitation
- Criminal Exploitation
- Domestic Servitude
Hertfordshire profile
(based on Hertfordshire NRM referrals 2016-18)

Gender and exploitation type

- **Labour exploitation**
- **Sexual exploitation**
- **Domestic servitude**
- **Unknown exploitation**

**Hertfordshire Public Health Evidence & Intelligence**

Taken from JSNA on Modern Slavery (2016-2018 Figures)
Nationality

Figure 16: Hertfordshire NRM referrals by top ten victim nationalities and age group, 2016-18 (YTD)

- 58% exploited as an adult.
- 41% exploited as a minor.
- 126% increase in referrals for minors in the last year.

Age

- 1 in 5 referrals were Albanian adults (mostly sexual exploitation)
- 1 in 8 referrals were for Vietnamese minors (mostly labour exploitation)
Criminal Exploitation

- County Lines
- Cuckooing
**What is County Lines & Cuckooing?**

**County Lines** is when gangs and organised crime networks exploit children to sell drugs. Often these children are made to travel across counties, and they use dedicated mobile phone ‘lines’ to supply drugs.

**Cuckooing** is a form of crime in which drug dealers take over the home of a vulnerable person in order to use it as a base for drug dealing.
33 London Gangs have now been identified as active across Hertfordshire

- 300 Blok
- 410/Myatts Field
- Afghan Gang
- Beckton Boys
- Cathall Boys / Leytonstone Soldiers
- Crs - Church Road Soldiers
- Ctm - Church Town Massive
- Da - Dem Africans
- Dm - Drive Marlowe / Dangerous Minds
- Dockyard
- Ec - Easy Cash
- Gp - Grahame Park
- Grahame Park Estate
- Grey Set
- Grey Set Gang
- Lgm - Lisson Green Men
- New Finchley Gang
- Npk - Northumberland Park Killers
- Oliver Close
- Pembury Boys
- Queens Crescent
- Red Gang / Piru / Ida Road
- Rocblock 150/Angel Town
- Shooting Starz
- Smalley Bois
Indicators: Children

- Appearance
- Unexplained physical injuries
- Association with known or suspected gang members
- Poor school attendance and withdrawal from activities, family, friends etc
- Tiredness
- Fear
- Aggression
- Travel unaccompanied by adults or in groups with persons who are not relatives.
Indicators: Cuckooing

• Individual’s taking over a vulnerable resident’s address.

• Vulnerable people seem to be threatened, scared or being coerced.

• Frequent or high numbers of visitors at the address.

• Signs of drug misuse, including deal bags and weighing scales.

• Individuals with large amounts of cash or multiple mobile phones.
Control Methods Used by Exploiters/Traffickers

- Abuse
- Financial control
- Creating dependency
- Grooming
- Deception
- Emotional control
- Isolation
- Exploiting cultural beliefs around dishonour
What is your professional responsibility?

Duty to Notify

- National Referral Mechanism
- Prior to Aug 2019: Two Forms
- Post Aug 2019: Single Online Digital Form
- MS1 Form
National Referral Mechanism

Identified victims are entitled to receive independent, emotional, medical and practical help from the UK Government.
This support can be provided in several different ways, including:

- Accommodation
- Medical treatment
- Emotional support
- Interpreting/translation services
- Police protection
- Independent legal advice
- Financial support
The NRM: How it Works

Step 1 Referral
Step 2 Reasonable Grounds Decision
Step 3 Reflection Period
Step 4 Conclusive Grounds Decision
Step 5 Immigration Decision
First Responder Agencies

- Police forces and Local authorities
- National Crime Agency and Gangmasters and Labour Abuse Authority
- UK Border Force, Home Office Visas and Immigration and Home Office Immigration Enforcement
- Salvation Army and Unseen
- Migrant Help and Refugee Council
- Medaille Trust and Kalayaan
- Barnardos and NSPCC (CTAC)
- BAWSO and New Pathways (for Wales only)
Importance of Informed Consent

1. Why an organisation or individual is concerned about them.
2. An explanation of support available to them.
3. An understanding of what accepting this support would mean.
Trauma Suffered by Victims of Modern Slavery

“They have had no control over their basic needs. They have been dependent on those who control and exploit them for the basic thing they need for survival: food, clothing, shelter. They have not had the choice about whether they can go to the toilet or have a shower. Year after year this has an enormous impact on an individual’s sense of autonomy, self efficacy and ability to relate to, and trust others.”

Dr. Katy Robjant, Clinical Psychologist

Data courtesy of Expert Panel on the International Day for the Abolition of Slavery December 2017
Key Scenarios: Interaction with Adult Social Care

- As a safeguarding referral (pre, during or post NRM)
- A referral for a capacity assessment pursuant to the Mental Capacity Act 2005 (e.g. to consent to an NRM referral)
- Referral for an assessment of care and support needs pursuant to the Care Act 2014 (pre, during or post NRM)
- Assessment and support of children and young people with special educational needs or disabilities (Children and Families Act 2014)
- Age Assessments
Key Scenarios: Interaction with Housing/Homelessness Services

• Victim has not yet been identified as a potential victim:
  • has fled situation of modern slavery and presented as homeless to a local authority.
  • still in exploitation and sent out by the exploiter to homeless charities to obtain food.
  • the threat of homelessness is being used as a controlling mechanism by exploiter.

• Victim is identified as a potential victim:
  • awaiting reasonable grounds decision.
  • has a reasonable grounds decision but has been exited from NRM support due to behaviour.
  • been through the National Referral Mechanism, received a positive conclusive grounds decision but is now homeless due to system fractures.
International Obligations to Identify, Protect and Support Victims

European Convention on Human Rights (ECHR) and Human Rights Act 1998

• **Article 3: Prohibition of Torture** (no one shall be subjected to torture or to inhumane or degrading treatment or punishment)

• **Article 4: Prohibition of Slavery and Forced Labour**
  NB: it is unlawful for a public authority to act in a way which is incompatible with a Convention right (see section 6 Human Rights Act 1998)
Domestic Provision: Homelessness Reduction Act 2017

• Amends Housing Act 1996. Main provisions effective 3 April 2018

• The major changes:
  ➢ Assess all eligible applicants and agree an individual Personal Housing Plan.
  ➢ To take reasonable steps to prevent homelessness.
  ➢ To relieve homelessness by helping an applicant secure accommodation.
  ➢ Duty of specific agencies to refer if homeless or threatened with homelessness (from 1st October 2018).

• Victim may present as homeless – duty to make enquiries (section 184).
• Criteria of homeless/threatened with homelessness, priority need, eligible for assistance, intentional homelessness, local connections.
• Homelessness Code of Guidance 2018 helpfully refers to obligations pursuant to Articles 3 and 4 ECHR and has a specific chapter on Modern Slavery (Chapter 25).

“...housing authorities should try to ensure that their policies or decisions take measures to protect victims of modern slavery or trafficking and to protect individuals who they are aware are at risk of such treatment.” (section 1.24 Homelessness Code of Guidance 2018).
Domestic Provision: Care Act 2014

• Intended to promote and secure wellbeing; protection from abuse and neglect is fundamental to that aim. Victims can be re-exploited or re-trafficked if not safeguarded. (Chapter 1 para. 1.5 and 14.62 Guidance)

• Section 42 Safeguarding Enquiry by a Local Authority
  (1) This section applies where a local authority has reasonable cause to suspect that an adult in it’s area
    (a) has needs for care and support
    (b) is experiencing, or is at risk of, abuse or neglect, and
    (c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.
Domestic Provision: Care Act 2014

• Section 9 Assessment
• If eligibility criteria are met there is a duty to meet the adults needs for care and support (see s18).

BUT
• Even if eligibility criteria aren’t met, there is a power to meet needs for care and support (see s19).
• Schedule 3 of the Nationality, Immigration and Asylum Act 2002 bars certain individuals from receiving care and support under Part 1 Care Act.
• In Department of Health correspondence to the NRPF Network it has stated that the bar applies to the provision of care and support under s18 – 20 Care Act rather than duties such as prevention, provision of information and advice.
• However the exclusion does not apply if the exercise of a duty or power is necessary for the purpose of avoiding a breach of a person’s rights under the ECHR or European Community Treaties (see above).
• A power to meet needs should be considered in light of international obligations to identify, protect and support victims, including from risks of being re-trafficked or re-exploited.
Localism Act 2011

• Broad residual powers for local authorities to “do anything that individuals may do” (section 1).

• These powers are being used to protect and support victims where they do not neatly fit into local authority criteria and/or are technically ineligible for homelessness assistance and/or assistance under the Care Act.
Exploiters and organised crime groups target homeless people at:
- Soup kitchens
- Local rough sleeping spots
- Day centres
- Night shelters
- Places of worship

They offer employment, accommodation, good wages, a safe place to sleep and/or drugs and alcohol
Exploiters Play on Existing Vulnerabilities

Vulnerabilities such as:
- Drug/alcohol dependency
- Mental health problems
- Learning difficulties
- Poor accommodation/shelter
- People with no family or few people to miss them.
- Poverty
- Immigration status

They aim to create DEPENDENCY on them.
Exploiters are Innovative

Recruitment Methods:
- They arrive in vans/expensive cars, hanging out near locations of interest
- Posing as formerly homeless people to gain trust
- Telling false stories of success and money
- Registering as volunteers with homeless charities
- Using positions of trust to coerce service users into exploitation

They also recruit online, through social media, in work places, foster homes and in care settings.
Homelessness: Exploitation Trends

- Vulnerable homeless men tend to be targeted for forced labour

- Most common industries: 1) construction, 2) car washes & 3) hospitality

- Rough sleepers tend to be targeted for criminal exploitation e.g. forced begging, with victims predominantly being men

- Vulnerable homeless women tend to be targeted for 1) sexual exploitation and 2) criminal exploitation
Homelessness: Exploitation Trends

- High risk that men and women will become homeless after exploitation, regardless of being homeless prior or not.
- Men are more likely to be homeless or rough sleeping during exploitation, which almost always continues after.
- A far higher number of men are already homeless prior to exploitation.
- Most homeless men are recruited by coercion and false promises.
Homelessness: Issue of NRM

- Following a conclusive grounds decision, support is the same as a negative decision: NONE

- Lack of statutory support post-NRM is a cause of homelessness

- Vulnerable victims are then at further risk of exploitation

- No leave to remain or recourse to public funds is common, with securing safe accommodation practically impossible
Case Study: Bedfordshire

- A Scottish man who was an alcoholic was sleeping rough in London.
- A young male Irish traveller approached him and offered him a flat, regular work and food.
- The Scottish man accepts and is brought to a traveller site in Leighton Buzzard on Watford Road.
- He is given a cold shed to live in with no running water and a bucket for a toilet.
- Over a four year period, he is physically and verbally abused and forced to do manual labour for more than 14 hours a day. He is even taken abroad and forced to lay paving slabs in Europe and Ireland.
- He managed to escape once but is found and brought back to the traveller site where he was drugged and forced to work again. (Source: The Herts Advertiser)
Possible Questions to Ask

• Why and how did you come to the UK? Who arranged your travel?
• Do you owe money for your trip?
• What did you expect when you came and what did you end up doing?
• Were you or are you scared of anyone?
• Where are your travel documents or valued possessions?
• When did you speak to your family last?
• Do you have your own phone or access to a land line?
• Where and who are you living with?
Know the Signs

There are a number of signs that could indicate exploitation:

• Is your client displaying fear, anxiety, injuries or poor health?
• Do they appear confused, traumatised or controlled by someone else?
• Are they without ID, or unable to speak English?
• Are they working to pay off debts or for very low wages?

Ask Your Client Questions:

• Have you been exploited or are you being exploited?
• Do you feel safe? Why/why not?
• How was your experience of employment? Were you treated well and paid properly?
Suspect Exploitation?

What you should do if you suspect your client is being exploited:

• Always talk to your manager or project leader
• Suspicions should be reported to the police by calling 101 (request for the modern slavery unit)
• Or if you prefer, you can report your concerns to the independent, charity-run 24/7 Modern Slavery Helpline on 08000 121 700. With translators in 200 languages, your clients can also call this number for help.
• Always call 999 if someone is in immediate danger.
Know the Signs

There are a number of signs that could indicate an exploiter is targeting your clients:

• Vans/large cars turn up outside day centres/night shelters and people are seen observing the location.
• People who have not been seen using your services before and who are reluctant to engage with staff and volunteers.
• They may not look like a ‘typical’ rough sleeper, tending to be more well dressed.
• They seem to be very friendly with other clients and may target people who speak the same language.
• They have smartphones.
• They may be seen recruiting people on that day and showing them to a van.
• They may arrange an alternative time and place (for example, a bus stop) for your client to be collected.
What you should do if you suspect an exploiter

1. NEVER approach or engage with a suspected exploiter
2. Take down any license number plates and descriptions of the suspect
3. Collate and write down your concerns (reporting form prompts)
4. Always talk to your manager or project leader
5. Call the police on 101 (ask to speak to the modern slavery unit) or call 999 in an emergency
HMSP Victim Referral Pathways & Corresponding Documents: Adult and Child
Additional HMSP Documents to Support You

1. Reporting form for professionals & NGOs (adults only)
2. Information flyer (for victims)
3. NRM support booklet (for victims)
4. Basic Awareness Training Materials

HMSP Website (www.stopexploitationherts.org.uk)
In Summary:
What do you do if you are presented with a potential case of modern slavery?

1. Consult the HMSP adult and child victim referral pathways.
2. If the adult or child is in imminent danger, call 999 immediately and get them to a place of safety, if required.
3. Notify your organisation modern slavery designated lead (if applicable).
4. Consider if an interpreter is needed or easy read format.
5. Speak to them alone, if possible to do so, without raising suspicion and ask questions.
6. Be aware that the potential victim might be fearful of authority figures or under threat from traffickers/exploiters.
7. Do not hand them over to someone claiming to be a friend/family member/employer.
8. Try to determine whether there is anyone else at risk e.g. ask if there is anyone else who needs help.

DO NOT RAISE YOUR TRAFFICKING OR EXPLOITATION CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THEM UNDER ANY CIRCUMSTANCES.
What Can You Do?

1) Ensure your staff are trained on how to spot the signs of a potential victim or exploiter
2) Raise awareness of exploitation among service users and rough sleepers
3) Ensure effective governance and oversight for volunteer coordinators
4) Engage with the Herts Modern Slavery Partnership
5) Monitor supported accommodation, vulnerable residents, street kitchens, day centres and night shelters etc
6) Intelligence sharing with local police
7) Agree information sharing protocols locally
8) Work together and establish an agreement around accommodation support to modern slavery victims with your LA
9) Create a modern slavery (+ suspected) recording measure on your
Homelessness and Modern Slavery

1) We need to equip vulnerable and homeless people with the skills and knowledge to spot exploiters

2) We need to equip vulnerable and homeless people with the skills and knowledge to understand modern slavery, what is acceptable & give them the confidence to say no

3) Only by working together can we make the homeless sector a hostile environment for traffickers and exploiters
Key Contact Organisations

- **Modern Slavery Helpline** (24h advice and support): 08000 121 700
- **The Salvation Army** (24h accommodation support and advice – adult victims): 0300 303 8151/ mst@salvationarmy.org.uk
- **NSPCC Child Trafficking Advice Centre** (Children only) - 0808 800 5000/ help@nspcc.org.uk
- Operation Tropic (Hertfordshire Constabulary Modern Slavery Unit): RModernSlavery@herts.pnn.police.uk
- **Beacon**: 0300 011 5555 (option 3)/referrals@hertfordshirebeacon.org
- **Gangmasters & Labour Abuse Authority**: 0800 432 0804/01159 597052 (intelligence)/intelligence@gla.gov.uk
Homelessness Campaign: Dec 2019

1) Handwarmers
2) Flyer (Homeless) (Translated in top languages)
   FEEDBACK
3) Flyer (Support Workers)
4) Poster (Translated in top languages)
5) Social Media Posts and Images
6) Press Release
Resources

3) The Passage (Jan 2017) Understanding and Responding to Modern Slavery within the Homelessness Sector
4) Homeless Link: https://www.homeless.org.uk/our-work/resources/modern-slavery-human-trafficking
5) The Clewer Initiative: https://www.theclewerinitiative.org/homeless (Great videos)
6) Human Trafficking Foundation Survivor Care Standards: https://www.humantraffickingfoundation.org/policy/