



Modern Day Slavery Guidance

Guidance for staff regarding the identifying and addressing issues of Modern Day Slavery

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1. Introduction to Modern Day Slavery

Slavery is closer than you think. Would you recognise it?

This document sets out to help practitioners understand and recognise modern day slavery and their responsibilities under safeguarding procedures, and to help recognise the signs and how to report it.

2. What is Modern Day Slavery?

The Modern Day Slavery Act 2015 was introduced in July 2015 and consolidates slavery, servitude, forced and compulsory labour and human-trafficking into one act with maximum life sentences.

The Act ensures that Police and other law enforcement agencies have the powers they need to pursue, disrupt and bring to justice those engaged in human trafficking, slavery, servitude and forced compulsory labour.

Section 1 of the Act concerns slavery, servitude, and forced and compulsory labour. A person commits an offence if:

- a) The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other is held in slavery or servitude; or
- b) The person requires another person to perform forced or compulsory labour and the circumstances are such that a person knows or ought to know that the other person is being required to perform forced or compulsory labour

Section 2 of the Act concerns human trafficking. A person commits an offence if the person arranged or facilitates the travel of another person with a view to that person being exploited. Exploitation, for the purposes of the act, is slavery, servitude, forced or compulsory labour, sexual exploitation, removal of organs, securing services etc by force, threats or deception and securing the services etc from children and vulnerable people.

Modern day slavery and trafficking is happening today on a local, regional, national and global scale. There is no particular victim profile. They can be a child or an adult. However, it is likely that the person is already vulnerable in some way and could be of a minority or socially excluded group.

Some of the reasons people may be vulnerable to slavery or trafficking may include poverty, limited opportunities for education and employment, unstable social and political conditions, economic imbalances and war. Victims can be passed from one trafficker to another and may be subject to more than one type of abuse, slavery or exploitation.

3. Types of Modern Day Slavery

- **Forced/bonded labour**

Victims (often legitimate migrant workers) reach a destination country having been promised work and a chance for a better life. Often they are found legitimate work (factories, takeaways, food packaging, recycling) and given accommodation but are forced to forfeit their wages as payment for expenses. Essential documents and access to information is often withheld and verbal and physical violence can be used or threatened. This type of arrangement is modern day slavery

- **Sexual exploitation**

Victims are forced to perform non-consensual or abusive sexual acts against their will. Whilst women and children make up the majority of victims, men can also be affected. Adults are coerced often under the threat of force, or another penalty. This type of arrangement could be modern day slavery

- **Criminal exploitation**

Victims are often controlled and maltreated and forced into crimes such as cannabis cultivation or pick pocketing against their will. This type of arrangement could be modern day slavery

- **Domestic servitude**

Once their employment transfers into a situation whereby they cannot move around freely or leave, it is enslavement. Victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very little or no free time and minimal privacy often sleeping where they work. This type of arrangement could be modern day slavery

4. Possible indicators:

- Physical appearance
- Isolation
- Poor living conditions
- Few or no personal possessions (to include documentation such as passports, bank details, visas).
- Restricted freedom of movement
- Unusual travel times
- Reluctant to seek help (often frightened and unsure of who to trust)

5. Case Study - the case of Dorina (Sourced from Unseen)

I'm 24 years old and from Romania. My mother left when I was a child and my father was an alcoholic and couldn't get any work. I left school when I was 10 and earned money through lots of different jobs in the city, but getting there and back was difficult as there wasn't transport. I did agricultural work in the summer months.

Then, I met a man who promised me a job and a house and a better life in the UK. He paid for my coach ticket to the UK, but when I arrived things were different. I was forced to have sex with lots of different men and often beaten. I was taken to lots of different places. After 2 months I managed to escape and stop a police officer in the street. He brought me to Unseen.

On arriving at Unseen Dorina required support with accessing physical health services where she was diagnosed with and treated for numerous sexually transmitted diseases. She then chose to begin a 10-week counselling programme.

Dorina was helped with financial and budgeting advice, translation services, access to welfare benefits and support with police investigation and court cases. She needed help finding work, accessing clothes and other material belongings, access to a dentist and assistance to contact her family abroad.

Dorina received emotional support as well as advice on healthy eating, resettlement procedures and access to education in the community.

6. Commissioning and Safe Recruitment

There will be a legal duty requiring all businesses above a certain size to disclose annually what action they are taking to ensure that their business and supply chains are not tainted by modern slavery.

7. What to do

It is your duty to report any suspicions of modern slavery or trafficking to the police.

Joint working between the police, social services and health is essential in tackling this crime, safeguarding and supporting the victims and prosecuting offenders.

If you suspect that someone is a victim of modern day slavery and they meet the adult safeguarding threshold, local safeguarding children and adults procedures should be followed. The Safeguarding Adults Concern (SAC) form can be accessed via the [online Safeguarding Adults Portal](#) and the Threshold Guidance Tool can be accessed on the [Sunderland Safeguarding Adults Board website](#).

The Safeguarding Children referral form can be accessed at:
www.safeguardingchildrensunderland.com

Contact the Police 999 in an emergency or 101 if it is less urgent

The National Referral Mechanism (NRM) is part of the National Crime Agency. The crime should always be reported to them www.nationalcrimeagency.gov.uk

Section 52 of the Act has created a statutory duty for specified public authorities¹ to notify the home office when they have reasonable grounds to believe that a person may be a victim of slavery or human trafficking. This will help raise awareness of modern slavery and build a more comprehensive picture of the nature and scale of modern slavery.

A notification to the Home Office will either be:

- A referral to National Referral Mechanism (NRM) for children and adults who consent. The NRM provides victims of modern slavery with access to a range of support and assists in developing our understanding of modern slavery, which can be used to improve our operational response and support victims;
OR
- An anonymised notification to the Home Office for adults who do not consent

Voluntary notifications by agencies not covered by the duty

Other organisations, including non-governmental organisations, may put forward notifications to the Home Office. However Safeguarding Boards would encourage staff to raise any concerns about modern slavery or human trafficking with the Police or the Local Authority (as per normal safeguarding procedures). The Police or Local Authority will then take responsibility for notifying the Home Office.

8. Other useful contacts

Modern Day Slavery helpline: 0800 0121 700

The Salvation Army is an international Christian Church and charity with responsibility for delivering the UK Government's contract for support services for adult victims of human trafficking.

Unseen: www.unseenuk.org

Tackles modern day slavery by providing safe refuge for survivors, training frontline services to spot the signs of human trafficking and shaping government policy to prevent it happening in the future.

Further Information/reading: www.gov.uk/government/collections/modern-slavery

¹ These specified authorities are the Police and Local Authorities