

PAN LANCASHIRE  
**ANTI SLAVERY  
PARTNERSHIP**

A toolkit providing an overview of Modern Slavery and a detailed pathway and guidance for everyone across Lancashire to use



*V1 April 2022*

<b>Contents</b>	<b>Page Number</b>
Introduction	<b>2</b>
What is Modern Slavery?	<b>2</b>
Referral Pathway for Victims of Modern Slavery & Human Trafficking	<b>3</b>
Detailed Guidance to Modern Slavery and Human Trafficking Pathway	<b>4</b>
Modern Slavery The legislation	<b>6</b>
How can you Identify Victims of Modern Slavery?	<b>7</b>
Safeguarding Children, Young People and Adults at Risk	<b>11</b>
Use of Interpreters	<b>12</b>
Trauma Informed Lancashire	<b>12</b>
Code of Conduct for Professionals	<b>12</b>
Lancashire Violence Reduction Network (VRN)	<b>13</b>
Asylum Seeking Children and Adults	<b>13</b>
National Referral Mechanism (NRM)	<b>13</b>
NRM Outcomes	<b>15</b>
Additional Information on Victim Support Services	<b>16</b>
Housing Support for Victims of Modern Slavery	<b>16</b>
Training	<b>16</b>
Modern Slavery Statement	<b>17</b>
Duty to Notify (DTN)	<b>18</b>

**Modern Slavery Helpline: 08000 121 700**

**(Confidential helpline, 24 hours a day 365 days a year)**

## INTRODUCTION

This document aims to explain plainly what Modern Slavery and Human Trafficking are and how everyone across Lancashire can help tackle this complex and hidden crime. We may not be able to eradicate it completely but we can make it more difficult for criminals who exploit others for their own personal gain.

Partnership is essential to effective action against modern slavery.

We want everyone across Lancashire (this includes Blackburn with Darwen and Blackpool) to know how to recognise it and have the confidence to report it to ensure the victims are supported and criminals are brought to justice.

This toolkit compliments agencies own Safeguarding Policies and Procedures and the Pan-Lancashire Safeguarding Adults Boards Policy and Procedures. It has been developed through a collaboration of the Pan-Lancashire Anti-Slavery Partnership and recognised national guidance.

## WHAT IS MODERN SLAVERY?

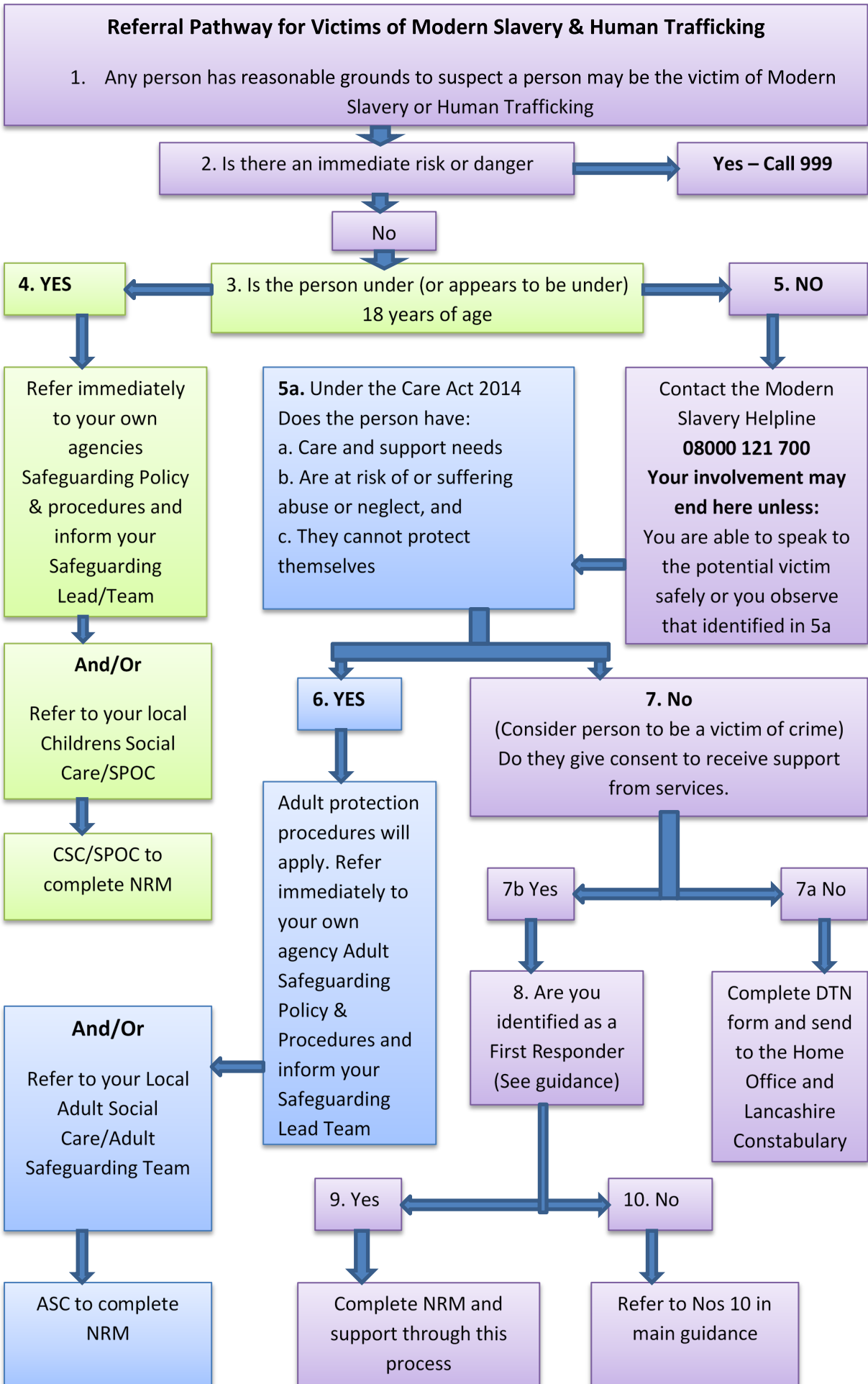
Modern Slavery is illegal and encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.

A person commits an offence if:

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

Victims of modern slavery are likely to come into contact with a wide range of services and public authorities in the course of their journey. Each of these services has an opportunity to disrupt the individual's trafficking experience and prevent further harm.

**Over the next three pages is the pathway and detailed guidance of what to do in the event you have a disclosure of modern slavery, or you recognise someone may be a victim of modern slavery.**



## DETAILED GUIDANCE TO MODERN SLAVERY AND HUMAN TRAFFICKING PATHWAY

1	Trust your instinct. You only have a reason to believe someone maybe a victim. You don't have to prove it.
2	Risk Assessment – In emergency cases and there is an immediate threat or emergency medical treatment is needed or the victim is still in the place of exploitation please call 999.
3	Does the victim say they are (or appears to be under) 18 years of age then follow step 4. If not follow step 5
4	<p>Organisations will have their own safeguarding procedures to follow in line with the Pan Lancashire <a href="#">Lancashire Safeguarding Partnership - Lancashire Safeguarding Partnership</a> Policies and Procedures and these must be followed: <a href="#">5.6 Children from Abroad, including Victims of Modern Slavery, Trafficking and Exploitation (proceduresonline.com)</a></p> <p>In the first instance contact your Safeguarding Lead or Team who will take details and refer to Childrens Social Care.</p> <p>If you are not a member of an organisation, then you need to contact Children's Social Care directly and immediately giving as much information as you can.</p> <p>Childrens Social Care / SPOC will complete the National Referral Mechanism (NRM) and ensure the child / young person is protected from further abuse</p> <p>.....</p> <p><b>Blackburn with Darwen</b> Children's Safeguarding 01254 666400 Emergency Duty team (out of office hours) 01254 587547 - Please note BWD have a SPOC</p> <p>Adults Safeguarding: - 1254 585 949 or e-mail: <a href="mailto:safeguarding.adults@blackburn.gov.uk">safeguarding.adults@blackburn.gov.uk</a> outside of hours, please contact our Emergency Duty Team on 01254 587 547</p> <p>.....</p> <p><b>Blackpool</b> Childrens Duty and Assessment Team : 01253 477299</p> <p>Adult Social Care Team: 01253 477800 or Emergency out of hours Team: 01253 477600.</p> <p>.....</p> <p><b>Lancashire</b> Children ,Family Safeguarding : 0300 123 6720 or out of hours 0300 123 6722 <a href="#">Requesting support from Children's Services - Lancashire County Council</a></p> <p>Adult Safeguarding :- 0300 123 6720 <a href="#">Reporting a Safeguarding Concern</a></p>
5	<p>If you are unable to speak to the potential victim contact <b>the Modern Slavery Helpline</b> and report your suspicions with as much detail as possible: 08000 121 700 <b>At this point this may be the end of your involvement unless you can speak to the person or identify anything as outlined in 5a:</b></p> <p>If it is safe to do so have a conversation with the person. Use an approved interpreter / language line- do not use anyone accompanying them.</p>

5a	<p>The Care Act 2014 is quite clear about the criteria to be met for adult safeguarding and many victims of modern slavery do not have care and support needs* (e.g. they are able to care for themselves despite the situation they are in). Victims are also able to make decisions for themselves under the Mental Capacity Act even though exploitation involves coercion and control.</p> <p><b>However if through conversation and / or from observation the potential victim does appear to have care and support needs or lacks the mental capacity to make an informed decision themselves then follow 6 – Adult Protection procedures</b> - otherwise follow 7 onwards</p> <p><a href="#">Lancashire Safeguarding Adults Board - Lancashire Safeguarding Children Board</a></p> <p>*People who are in need of practical support to enable them to live as well as possible with any illness or disability they may have.</p>
6	<p>Organisations will have their own safeguarding procedures to follow in line with the Pan-Lancashire Safeguarding Adults Boards Policies and Procedures and these must be followed:</p> <p>In the first instance contact your Safeguarding Lead or Team who will take details and refer to Adult Social Care.</p> <p><a href="#">pan-lancs-multi-agency-policy-july-2024.pdf</a></p> <p>If you are not a member of an organisation then you need to contact Adult Social Care/ Safeguarding immediately and give as much information as you can.</p> <p>Adult Social Care (Safeguarding) will complete the National Referral Mechanism (NRM) and ensure the adult is protected from further abuse by working with adult and support services via initial risk assessment and a safeguarding strategy discussion / meeting.</p> <p>Blackburn with Darwen: 01254 585949 and 01254 587547 Emergency Duty team (out of office hours)  Blackpool: 01253 477800 (out of office hours) 01253 477600  Lancashire: 0300 123 6720 and 0300 123 6722 for out of office hours.</p>
7	<p>Victims of modern slavery are victims of crime but they still have to give consent to receive support and you <b>must</b> obtain consent to refer to support services.</p>
7a	<p>If the potential victim does not give consent to have their details given to services who can support them please inform them they can get support and help if they change their mind at any time. They should contact the Modern Slavery Helpline in the first instance: 08000 121 700.</p> <p>Inform the victim that by contacting the helpline they will assist in getting support through service who can assist in housing, immigration, benefits, health care etc. (often victims can then be supported into the NRM process)</p> <p>All staff in statutory and non-statutory settings are requested to complete the Duty to Notify Form with as much information as possible (this must not contain the personal victims details if they do not wish them to be used) and send to:</p> <ul style="list-style-type: none"> <li>• Lancs Police: <a href="mailto:humantrafficking@lancashire.pnn.police.uk">humantrafficking@lancashire.pnn.police.uk</a></li> <li>• The Home Office: <a href="mailto:dutytonotify@homeoffice.gsi.gov.uk">dutytonotify@homeoffice.gsi.gov.uk</a></li> </ul> <p>Alternatively if your organisation has a Safeguarding Lead / Team please inform them and they may complete this on your behalf – refer to your own internal procedures.</p>

	The Duty to Notify form is available as part of this toolkit on pages 18-22.																								
<b>7b</b>	If the potential victim is willing to receive support remember this opportunity is time limited and you must act fast as the victim needs to be supported through the National Referral Mechanism (NRM)																								
<b>8 + 9</b>	<p>Firstly consider are you identified as a First Responder as only members of the following organisations can refer potential victims of Modern Slavery to the NRM:</p> <table border="1"> <thead> <tr> <th>First Responders</th> <th>Contact Number (where applicable)</th> </tr> </thead> <tbody> <tr> <td>Lancashire Constabulary</td> <td>Report non urgent cases on 101 or online to: <a href="#">Home - Lancashire Constabulary - Report Online</a></td> </tr> <tr> <td>UK Border Agency</td> <td></td> </tr> <tr> <td>Immigration and Visas</td> <td></td> </tr> <tr> <td>Gangmasters Labour Abuse Authority (GLAA)</td> <td>0345 602 5020 (General Enquiries)</td> </tr> <tr> <td>Local Authorities (this only applies to Social Care professionals)</td> <td>See sections 4 (children &amp; young people) and Section 6 (adults) - currently safeguarding cases only</td> </tr> <tr> <td>Salvation Army</td> <td>0300 3038151 (24-hour helpline)</td> </tr> <tr> <td>Barnardo's</td> <td>0208 550 8822 (General enquiries)</td> </tr> <tr> <td>Unseen</td> <td>NB This is not a local service</td> </tr> <tr> <td>NSPCC (Child Trafficking Advice Centre)</td> <td>0808 800 5000</td> </tr> <tr> <td>Refugee Council</td> <td>See website advice pages</td> </tr> <tr> <td>Medaille Trust</td> <td>0161 817 2260</td> </tr> </tbody> </table> <p>NRM forms are sent to: <a href="mailto:nrm@nca.x.gsi.gov.uk">nrm@nca.x.gsi.gov.uk</a> and Lancashire Constabulary: <a href="mailto:humantrafficking@lancashire.pnn.police.uk">humantrafficking@lancashire.pnn.police.uk</a></p>	First Responders	Contact Number (where applicable)	Lancashire Constabulary	Report non urgent cases on 101 or online to: <a href="#">Home - Lancashire Constabulary - Report Online</a>	UK Border Agency		Immigration and Visas		Gangmasters Labour Abuse Authority (GLAA)	0345 602 5020 (General Enquiries)	Local Authorities (this only applies to Social Care professionals)	See sections 4 (children & young people) and Section 6 (adults) - currently safeguarding cases only	Salvation Army	0300 3038151 (24-hour helpline)	Barnardo's	0208 550 8822 (General enquiries)	Unseen	NB This is not a local service	NSPCC (Child Trafficking Advice Centre)	0808 800 5000	Refugee Council	See website advice pages	Medaille Trust	0161 817 2260
First Responders	Contact Number (where applicable)																								
Lancashire Constabulary	Report non urgent cases on 101 or online to: <a href="#">Home - Lancashire Constabulary - Report Online</a>																								
UK Border Agency																									
Immigration and Visas																									
Gangmasters Labour Abuse Authority (GLAA)	0345 602 5020 (General Enquiries)																								
Local Authorities (this only applies to Social Care professionals)	See sections 4 (children & young people) and Section 6 (adults) - currently safeguarding cases only																								
Salvation Army	0300 3038151 (24-hour helpline)																								
Barnardo's	0208 550 8822 (General enquiries)																								
Unseen	NB This is not a local service																								
NSPCC (Child Trafficking Advice Centre)	0808 800 5000																								
Refugee Council	See website advice pages																								
Medaille Trust	0161 817 2260																								
<b>8 + 10</b>	<p>If you are not a first responder but you have a Safeguarding Lead / Teams in your agency please contact them in the first instance immediately.</p> <p>If you do not have a Safeguarding Lead / Team you can contact any of the first responders above but we recommend you contact the Modern Slavery Helpline in the first instance: 08000 121 700</p>																								

## MODERN SLAVERY THE LEGISLATION

There are many different characteristics that distinguish slavery from other human rights violations, however only one needs to be present for slavery to exist. Someone is in slavery if they are:

- Forced to work - through mental or physical threat.
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse.
- Dehumanised, treated as a commodity or bought and sold as 'property'.
- Physically constrained or has restrictions placed on his / her freedom of movement; and
- Human Trafficking.

Contemporary slavery takes various forms and affects people of all ages, gender and races. Adults who are enslaved are not always subject to human trafficking. Recent court cases have found homeless adults, promised paid work opportunities enslaved and forced to work and live-in dehumanised conditions, and adults with a learning difficulty restricted in their movements and threatened to hand over their finances and work for no gains.

Human trafficking is the movement of a person from one place to another, using methods of deception, coercion, the abuse of power or of someone’s vulnerability and for the purposes of exploitation. It is possible to be a victim of trafficking even if their consent has been given to being moved. Human trafficking may occur across international borders or take place within one country.

Legislation: Specified public authorities have a duty to notify the Secretary of State of any individual identified in England and Wales as a suspected victim of slavery or human trafficking, under Section 52 of the Modern Slavery Act 2015.

Pan-Lancashire Anti-Slavery Partnership promote that all those who come in contact with a potential victim complete the Duty to Notify Form if the victim is unwilling to be supported through the National Referral Mechanism (NRM)

There are three components to human trafficking

The Act (Or action)	Recruitment, transfer, transportation, harbouring or receipt of persons.
The Means	Threat or use of force, coercion, abduction, fraud, deception, abuse of power or position of vulnerability, giving or receiving of payments or benefits used to control a person.
The Purpose (exploitation)	To exploit a person through prostitution, other forms of sexual exploitation, forced labour or services, forced criminality, slavery, servitude or removal of organs from a person.

## HOW CAN YOU IDENTIFY VICTIMS OF MODERN SLAVERY?

### Identifying Victims<sup>1</sup>

- Is the victim in possession of a passport, identification or travel documents? Are these documents in possession of someone else?
- Does the victim act as if they were instructed or coached by someone else? Do they allow others to speak for them when spoken to directly?
- Was the victim recruited for one purpose and forced to engage in some other job? Was their transport paid for by facilitators, whom they must pay back through providing services?
- Does the victim receive little or no payment for their work? Is someone else in control of their earnings?

<sup>1</sup> <https://www.salvationarmy.org.uk/spot-signs-modern-slavery>

- Was the victim forced to perform sexual acts?
- Does the victim have freedom of movement?
- Has the victim or family been threatened with harm if the victim attempts to escape?
- Is the victim under the impression they are bonded by debt, or in a situation of dependence?
- Has the victim been harmed or deprived of food, water, sleep, medical care or other life necessities?
- Can the victim freely contact friends or family? Do they have limited social interaction or contact with people outside their immediate environment?

## **Sexual Exploitation<sup>2</sup>**

Sexual Exploitation (Child sexual exploitation-CSE) is a type of sexual abuse. An exploited child or adult at risk may be given things, like gifts, drugs, money, status and affection, in exchange for performing sexual activities. They may believe they are in a loving and consensual relationship.

Be aware: ordinary residential housing / hotels are being used more and more for brothels.

People forced into sexual exploitation may:

- Be moved between brothels, sometimes from city to city
- Sleeping on work premises
- Display a limited amount of clothing, of which a large proportion is sexual
- Display substance misuse
- Be forced, intimidated or coerced into providing sexual services
- Be subjected to abduction, assault or rape
- Be unable to travel freely e.g. picked up and dropped off at work location by another person
- Have money for their services provided collected by another person

## **Child Abuse / Exploitation (moved)**

*“An abuse of a child’s vulnerability by a person’s position of power or trust, exploiting that position to obtain sexual services in exchange for some form of favour such as alcohol, drugs, attention or gifts” – Engage Team, Blackburn*

- You may notice a child that is:
- Often going missing / truanting
- Secretive
- Has unexplained money / presents
- Experimenting with drugs / alcohol
- Associating with / being groomed by older people (not in normal networks)
- In relationships with significantly older people
- Taking part in social activities with no plausible explanation
- Seen entering or leaving vehicles with unknown adults

---

<sup>2</sup> <http://hopeforjustice.org/spot-the-signs/>

- Showing evidence of physical / sexual assault (including Sexual Transmitted Infections)
- Showing signs of low self-image / self-harm / eating disorder

## **Forced Labour**

Where all the work is done under the menace of a penalty or the person has not offered themselves voluntarily and is now unable to leave. They may experience:

- Threat or actual physical harm
- Restriction of movement or confinement
- Debt bondage i.e. working to pay off a debt or loan, often the victim is paid very little or nothing at all for their services because of deductions
- Withholding of wages or excessive wage reductions
- Withholding of documents e.g. passport / security card
- Threat of revealing to authorities an irregular immigration status
- Their employer is unable to produce documents required
- Poor or non-existent health and safety standards
- Requirement to pay for tools and food
- Imposed place of accommodation (and deductions made for it)
- Pay that is less than minimum wage
- Dependence on employer for services
- No access to labour contract
- Excessive work hours / few breaks

## **Criminal Exploitation (Child Criminal Exploitation, CCE)**

Where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or adult at risk, with a view to engage them in criminal activity.

The victim may have been criminally exploited even if the activity appears consensual. Criminal exploitation does not always involve physical contact; it can also occur through the use of technology e.g. via social media.

## **County Lines**

A term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas (within the UK), using dedicated mobile phone lines (deal line). They are likely to exploit children and adults at risk to move (and store) the drugs and money and they will often use coercion, intimidation, violence (including sexual violence and weapons).

## **Debt Bond**

Debt bondage is a form of forced labour and happens when a person is forced to work to pay off a debt. They are tricked into working for little or no pay, with no control over their debt. This is thought to be the most widespread form of slavery today.

## **Organised Crime Groups (OCG)**

These are criminal activities that are planned and controlled by powerful groups and carried out on a large scale. Police intelligence suggests there are OCGs operating from inner city areas including Liverpool, Manchester and Nottingham across Lancashire and South Cumbria. City area OCGs are operating alongside established local gangs which is causing conflict and increased levels of violence in our communities.

## **Criminal Activities**

The person is recruited and forced / deceived into conducting some form of criminal activity such as pick pocketing, begging, cannabis cultivation and benefit fraud.

Same indicators as for forced labour but for cannabis cultivation you may also notice:

- Windows of property are permanently covered from the inside
- Visits to property are at unusual times
- Property may be residential
- Unusual noises coming from the property e.g. machinery
- Pungent smells coming from the property

## **Cuckooing**

This is a practice where people take over a person's home and use the property to facilitate criminal activity and exploitation. It takes the name from cuckoos who take over the nests of other birds.

There are different types of cuckooing:

- Using the property to deal, store or take drugs
- Using the property to sex work
- Taking over the property as a place for them to live
- Taking over the property to financially abuse the tenant
- Usually takes place in a multi-occupancy or social housing property

Signs of cuckooing in the neighbourhood include:

- Increase in comings and goings / people entering and leaving at all times of the day and night
- Increase in cars or bikes outside - offenders will often have new vehicles outside the property, or frequently use taxis or hire cars
- Possible increase in anti-social behaviour in and around the property
- Disengagement with support services / healthcare services

- The property may be sparse of valuable possessions inside and go into a state of disrepair

### **Domestic Servitude**

A particularly serious form of denial of freedom; this includes the obligation to provide certain services and the obligation to live on another person property without the possibility of changing those circumstances. They may:

- Be living and working for a family in a private home
- Not be eating with the rest of the family
- Have no bedroom or proper sleeping place
- Have no private space
- Be forced to work excessive hours; “on call” 24 hours a day
- Never leave the house without the ‘employer’
- Be malnourished
- Be reported as missing or accused of crime by their ‘employer’ if they try to escape

### **Homelessness and Modern Slavery**

To be homeless or rough sleeping makes a young people or an adult, vulnerable when exposed to organised crime gangs and exploiters. They may approach the homeless community at soup kitchens, local rough sleeping spots and offer employment, accommodation, wages, a place to sleep and even drugs and / or alcohol.

Many homeless already have substance misuse as additional vulnerabilities as well mental ill health, learning disabilities and no family contacts.

### **SAFEGUARDING CHILDREN, YOUNG PEOPLE AND ADULTS AT RISK**

**Children** under the age of 18 cannot consent to be trafficked or exploited and child protection procedures will apply:

**Adults at risk** as defined by the Care Act 2014 must be referred using adult safeguarding / protection procedures:

Where a local authority has reasonable cause to suspect that an adult in its area (whether or not ordinarily resident) and that adult:

- a) has needs for care and support (whether or not the authority is meeting any of those needs) **and**
- 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.

If a victim is identified as having care and support needs or is a child under 18 local Social Care / Safeguarding Teams will carry out a risk assessment and strategy meetings may be held with multi agency partners. The urgency of this will depend on the current risks to the child / adult as per safeguarding policy and procedures or through the NRM (what is the risk to an adult to return to their exploiters).

## **USE OF INTERPRETERS**

It is recommended that only official / approved interpreters are used and that the interpreter is aware of the sensitive situation. However, we also recommend:

- It is best practice not to leave the interpreter alone with a victim, especially in waiting rooms or reception areas
- The interpreter should not have any other communication with the victim other than that intended
- The interpreter should not leave with the victim
- If a victim looks distressed when an interpreter is being used, cease the session immediately

Further information can be found in the pathway and accompanying guidance on pages 3-6

## **TRAUMA INFORMED LANCASHIRE**

Senior leaders of organisations across the Pan-Lancashire footprint have committed to a pledge of investing in the development of Trauma Informed Lancashire. This encompasses the collective practice of understanding human experiences of the children, families and communities of Lancashire, responding to such experiences and addressing the causes of the causes rather than just the presenting behaviours.

[Trauma Informed Lancashire workshops - Lancashire Violence Reduction Network \(lancsvrn.co.uk\)](http://lancsvrn.co.uk)

## **CODE OF CONDUCT FOR PROFESSIONALS**

- This guidance is designed to enable professionals in all fields of discipline to:
- Establish and maintain a mutual relationship of trust with survivors in any working context or environment
- Impart a consistent sense of calm, security and safety throughout the course of their work.
- Increase the confidence of survivors and minimise the risks of causing distress and re-traumatisation
- Remain safe and well in the course of their work, avoiding secondary traumatisation and professional 'burnout'

## **LANCASHIRE VIOLENCE REDUCTION NETWORK (VRN)**

Lancashire's violence reduction unit brings multi agency partners together to share best practices, connect services to tackle violent crime and its underlying causes. [Lancs-VRN-Strategy.pdf \(lancsvrn.co.uk\)](#)

The work of the VRN supports the work of PLASP and vice versa in responding to and disrupting violent crime. Resources published by the VRN include a Child Criminal Exploitation Toolkit for Professionals

[Exploitation Toolkit 2021 FINAL Lancashire Violence Reduction Network.pdf \(lancsvrn.co.uk\)](#)

## **ASYLUM SEEKING CHILDREN AND ADULTS**

Evidence shows that unaccompanied migrant children and adults, or those accompanied by someone who is not their parent are particularly vulnerable. Immigration legislation impacts significantly on work to safeguard and promote the welfare of children, young people and Adults from abroad.

A significant number of children who are referred to local authority care as trafficked and exploited children or unaccompanied asylum-seeking children (UASC), often go missing and many go missing within one week. It is thought that they are then trafficked internally, within the UK, or out of the UK.

Further safeguarding information can be found here [5.6 Children from Abroad, including Victims of Modern Slavery, Trafficking and Exploitation \(proceduresonline.com\)](#)

## **THE NATIONAL REFERRAL MECHANISM (NRM)**

This is the framework for identifying victims of human trafficking and to ensure they receive the appropriate protection and support. This may include:

- Accommodation
- Protection
- Access to legal advice
- Emotional and practical help

**Adults must give their consent to their information to be shared for referral to the NRM** as it is a voluntary process and if they do, only a First Responder (see guidance - page 6) can do this.

Consent includes explaining what the NRM is, what support is available through it and what the possible outcomes are for an individual being referred.

It does NOT provide them with leave to remain, or that the referral would automatically result in a positive decision (and potentially the right to receive ongoing support).

**For those who do not work or have a Safeguarding Lead or Team to seek advice from or are not listed as a First Responders please contact the Modern Slavery Helpline to enable the victim to receive the support they need as quickly as possible.**

Across Lancashire, there are currently discussions in place to have a Single Point of Contact to refer victims of modern slavery for adults and children but until that time please follow the agreed pathway as outlined on pages 3-6.

Example of pathway following NRM referral:

a	<p>The First Responder will complete the NRM online form:</p> <p><a href="#">Report modern slavery – GOV.UK</a></p> <p>Ensure this is as detailed as possible outlining the full circumstances. Once completed the First Responder will be sent a link to download a copy.</p> <p>The older paper forms ARE NO LONGER accepted</p> <p>The Single Competent Authority (SCA) will aim to make an initial reasonable grounds decision within 5 working days wherever possible</p>
b	<p>The local authority will adhere to duty of care processes. If the victim has no public recourse to public funding and there is no duty to provide housing / support under safeguarding / human rights legislation the First Responder should contact the Salvation Army for accommodation and / or outreach support: 0300 303 8151</p>
c	<p>If the victim remains in the borough a plan should be developed around safety, housing, mental / physical wellbeing, legal advice, immigration option, work options, social/cultural needs</p> <p>An advocate / key worker from whichever support service the victim is working with should remain in contact with them until the result of the NRM is known</p>
d	<p>There is a 45-day recovery and reflection period currently for the NRM after the reasonable grounds decision. The second stage, the Conclusive grounds decision, is currently taking over 500 days to be made. The Home office (competent authority) should be kept updated throughout this period with information from the first responder about the case to enable them in their decision making.</p> <p>Within the NRM outreach support people should receive safe accommodation, translation and interpretation services, assistance accessing compensation, access to vocational training and employment opportunities, subsistence, access to relevant medical and legal services, assistance for a safe repatriation and return.</p> <p>What people won't automatically receive is: leave to remain in the UK or right to work in the UK (unless they already have this or have been granted it through legal means during NRM period).</p>

e.	Alternatives to NRM support, may be just claiming treaty rights for EU, seeking legal advice re: asylum (which should be covered by legal aid) or other applications for leave to remain?
----	---

## **NRM OUTCOMES<sup>3</sup>**

(Please note these explanations are extremely condensed)

The Single Competent Authority (SCA) will aim to make a reasonable grounds decision within 5 working days wherever possible. There is a detailed process that is undertaken following referral to the NRM and this guidance does not intend to set this out in full however briefly there follows a short explanation of possible outcomes following referral to the NRM.

### **The ‘reasonable grounds’ decision**

To establish whether an individual is a victim of human trafficking two decisions have to be made. This may involve seeking additional information from the first responder or from specialist Non-Governmental Organisations (NGOs) or social services. The threshold at Reasonable Grounds stage for the trained decision makers is “from the information available so far I suspect but cannot prove” that the individual is a potential victim of slavery, servitude, and forced or compulsory labour.

### **The ‘conclusive grounds’ decision**

The conclusive grounds decision is made as soon as possible after the minimum recovery and reflection period, presently this is taking over 500 days. (April 2022) This is based on the ‘balance of probabilities’ in that there are sufficient grounds to decide that the individual being considered is a victim of human trafficking or slavery, and forced or compulsory labour

### **What if the decision is negative?**

If the SCA decides that there are not reasonable or conclusive grounds to accept the person is a potential victim of modern slavery, they will not offer support for a recovery and reflection period. There is a process for appeal against a ‘reasonable grounds’ or ‘conclusive grounds’ negative decision, which is believed to be incorrect. Individuals can challenge this by way of a Judicial Review or it may be appropriate to ask the SCA to reconsider the decision.

### **Duty to Notify and / or No Consent to NRM**

If consent is not given to refer to the National Referral Mechanism (NRM) the Pan-Lancashire Anti-Slavery Partnership request that a Duty to Notify form MS1- available in this toolkit - is completed.

This can be completed without the victims consent but **Section C** which contains details about the victim, their name, address etc. must be omitted. Adult victims who do not consent to the NRM may still give consent for their details to be given in the DTN form but a signature must be obtained for current data protection processes to be fulfilled.

---

<sup>3</sup> Thanks to Plymouth Community Safety Partnership Toolkit

The NRM form is different to the Duty to Notify (MS1) form and MS1 is only used when a victim wishes to remain anonymous.

## ADDITIONAL INFORMATION ON VICTIM SUPPORT SERVICES

PLASP are currently developing resources for victim support in Lancashire and the Modern Slavery (Victim Support) Bill introduced to the House of Lords in January 2020 would give victims at least 12 months of guaranteed support. Until then any of the below organisations can assist victims. In particular, those who do not consent to the NRM and/or wish to be repatriated to their own country will need support to do so.

British Red Cross (North West):	0151 702 5088	<a href="#">Modern slavery and trafficking   British Red Cross</a>
Emotional Health & Wellbeing		<a href="#">Mental Health Support Network provided by Chasing the Stigma   Hub of hope</a>
Salvation Army:	0300 303 8151	<a href="#">Modern slavery   The Salvation Army</a>
Hope for Justice	0300 008 8000	<a href="#">Hope for Justice   End Slavery. Change Lives.</a>
Migrant Help	0808 8000 630	<a href="#">Contact   Migrant Help (migranthehelpuk.org)</a>
Lancashire Victims Services	0300 323 0085	<a href="#">Lancashire Victim Services</a>
Causeway Charity	03333 055 336	<a href="mailto:info@wearecauseway.org.uk">info@wearecauseway.org.uk</a>

If you are a service that supports victims of Modern Slavery and you would like your details adding here please email: [lsabinfo@blackburn.gov.uk](mailto:lsabinfo@blackburn.gov.uk).

## HOUSING SUPPORT FOR VICTIMS OF MODERN SLAVERY

The Localism Act 2011 section 1 gives councils' special powers to provide accommodation / support even when there is no recourse to public funds. Section 5.3 states that where a person does not have eligible care and support needs and the local authority has decided not to use section 19 (1) of the Care Act 2014 to meet non-eligible needs, it will need to consider whether to use its general power of competence under section 1 of the Localism 15 Act 2011. This gives the local authority a power to do anything that an individual generally may do, and may exercise this power in any way, including for the benefit of residents.

## TRAINING

Training and Awareness raising is key part of the work of the PLASP and we are able to offer free sessions where possible. This service has been extended with the NW HUB at Hope for Justice offering bespoke sessions too. Please contact Sion Hall (PLASP) [sionhall@icloud.com](mailto:sionhall@icloud.com) or Ruth Packwood (Hope for Justice) [northwesthub@hopeforjustice.org](mailto:northwesthub@hopeforjustice.org) to discuss.

Please see your Local Safeguarding Children and Adults Boards websites for further details:

Blackburn with Darwen	<a href="#">Lancashire Safeguarding Partnership Training</a>	<a href="http://www.lancshiresafeguarding.org.uk/lancashire-safeguarding-adults/learning-development.aspx">http://www.lancshiresafeguarding.org.uk/lancashire-safeguarding-adults/learning-development.aspx</a>
Blackpool	<a href="https://www.blackpoolsafeguarding.org.uk/safeguarding-training">https://www.blackpoolsafeguarding.org.uk/safeguarding-training</a>	
Lancashire	<a href="#">Lancashire Safeguarding Partnership Training</a>	<a href="http://www.lancshiresafeguarding.org.uk/lancashire-safeguarding-adults/learning-development.aspx">http://www.lancshiresafeguarding.org.uk/lancashire-safeguarding-adults/learning-development.aspx</a>

The following links are for specific resources / courses that are available nationally:

Modern Slavery Guidance:

[Modern slavery awareness booklet - GOV.UK \(www.gov.uk\)](#)

HO Modern Slavery Awareness Booklet web pdf.

Identifying and Supporting Victims of Modern Slavery for health staff:

<https://www.e-lfh.org.uk/programmes/modern-slavery/>

Posters

<https://www.gov.uk/government/publications/modern-slavery-closer-than-you-think>

Modern Slavery is closer than you think - 7 minute u-tube infographic

[https://www.youtube.com/watch?v=Jv1H\\_fAoOG4&feature=youtu.be](https://www.youtube.com/watch?v=Jv1H_fAoOG4&feature=youtu.be)

## **MODERN SLAVERY STATEMENT**

Crime of modern slavery extends far beyond regional and national borders. Mobile phones, clothing, shoes, technology and food: many of the products we buy and use every day are produced by people trapped in modern slavery. This can extend throughout our supply chains and we have a responsibility for addressing problems through enhanced procurement practices.

Organisations are asked to publish a Modern Slavery Statement supporting partners and the Government drive to eradicate, disrupt and respond to Modern Slavery. This demonstrates organisational steps to tackle modern slavery, respect for human rights, treating people fairly and equitably, and recognising the needs of the diverse communities. This is inclusive of recruitment processes, training, communication processes, and the inclusion of statements in contracts with providers.

## Duty To Notify

### Form MS1 Notification of Potential Victim of Modern Slavery Form

**THIS IS NOT A REFERRAL TO THE NATIONAL REFERRAL MECHANISM – PLEASE VISIT**

**<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms> FOR THE CORRECT FORMS TO REFER AN INDIVIDUAL FOR ASSESSMENT AND SUPPORT.**

This form should be completed by a specified public authority when they encounter a suspected victim of modern slavery in England or Wales **and an NRM referral is not being made**. This is to satisfy the duty to report suspected victims of modern slavery to the Home Office, under Section 52 of the Modern Slavery Act 2015. To see whether your organisation is covered by the duty, and for further information on a notification, please see the accompanying guidance.

This form can also be completed on a voluntary basis by other organisations in order to assist in building the picture of modern slavery in the UK, where potential victims are not willing to enter the NRM. However, organisations not subject to the duty will not be automatically relieved from obligations of confidence under the common law.

Completed forms should be sent to [humantrafficking@lancashire.pnn.police.uk](mailto:humantrafficking@lancashire.pnn.police.uk)  
Information marked with an asterisk is required by Regulations made under Section 52 of the Modern Slavery Act 2015.

**Where a referral to the National Referral Mechanism has been made, this form does not need to be completed as long as the NRM form provides all the required information (indicated on the form) and a copy is sent to**

[humantrafficking@lancashire.pnn.police.uk](mailto:humantrafficking@lancashire.pnn.police.uk)

#### Section A: Contact details of person making notification

A1: Name:

.....

A2: Job title:.....

A3: \*Organisation:.....

A4: Unit or  
area.....

A5: Tel: ..... A6: Mobile: .....

A7: Email: .....

**A8: Signature:**

..... Date: ...../...../.....

**Section B: Information ordinarily required in all notifications**

**B1: \*The victim's gender:**

- male                                       female                                       undefined / other

**B2: \*The victim's nationality:**

.....

**B3: Age at the time the slavery or human trafficking is believed to have first occurred:**

- \*Under 18  
 18 or over

**B4: \*The country or territory where the slavery or human trafficking is believed to have occurred.....**

**B5: \*The police area in which the victim was identified:**

.....

**B6: Suspected victim of (tick all that apply)**

- \*Human trafficking  
 \*Slavery, servitude, forced or compulsory labour

**B7: Suspected form of exploitation or forced service:**

- \*Domestic servitude (i.e. occurred wholly or partly within residential premises)  
 \*Forced or compulsory labour  
 \*Provision of sexual services or the commission of sexual offences by the victim  
 \*Criminal services (i.e. involved the commission of an offence by the victim)  
 \*Removal of organs  
 Unknown

Other (*please state*)

.....

**B8:** Have you reported the case to the police:

\*Yes

\*No

Notification is being made by the police

\*If yes, was the case reported to the police in England, Wales, Scotland or Northern Ireland?

.....

\*If reported to the police in England or Wales, which police force was the case reported to?

.....

If no, for what reason?

.....

**B9: Crime references relating to this individual**

.....

---

**Section C: Further information required in a notification relating to a victim under the age of 18 or by consent for an adult**

**C1: basis for providing additional information**

**C2: Is the suspected victim a minor?** (*Consent is not required to identify a child in the notification.*)

Yes

No

**C3: Adult consent to be identified in the notification** (*Potential adult victim should sign the form to indicate their consent here. If they do not consent, an anonymous referral should be made and this section of the form should not be completed.*)

I consent to my details including name and date of birth being submitted to the Home Office who, where appropriate, will make an onward referral to the police for information and intelligence purpose.

I am / am not willing to be contacted by the police in relation to this notification (*delete as appropriate*).

**C4:** Safe contact address if willing to engage with the police:

.....  
.....

**C5:** Safe phone number if willing to engage with the police:

.....

Signed (potential victim):

.....

Date: ...../...../.....

**C6:** \*Victim's last name: .....

**C7:** \*Victim's first name(s): .....

Also known as:

.....

**C8:** \*Victim's date of birth: ...../...../.....

**C9:** The names of persons suspected to have perpetrated the suspected slavery or human trafficking of the victim:

Not known

\*Suspected perpetrators:

.....  
.....  
.....

**C10:** The names of persons to have also been victims of slavery or human trafficking by the same perpetrators:

Not known

