



MODERN SLAVERY

Background

Thousands of people across the UK are being held in squalor and undertaking forced labour. Some may be fleeing war zones, others may have financial problems, but all find dream turns to nightmare as their life descends into fear, debt and drudgery in exhausting, ill-paid, dangerous and degrading work, with escape impossible, forbidden or punished. Referrals for modern slavery and human trafficking have increased: in the year ending December 2022, 7936 referrals were made for potential victims of exploitation that has taken place solely in the UK, an increase of 10.3% on the previous year. Many victims work in the construction industry, in agriculture, in the sex industry, and in places like nail bars, car washes, and cannabis farms. Children are found working in all of these situations, as well as in sexual slavery.

Trafficking

Many victims have been trafficked from overseas – frequently from eastern Europe, south east Asia, and Africa – and their exploitation often begins en-route. British victims tend to have fallen on difficult times, making them vulnerable to the lure of well-paid work complete with decent accommodation, which proves a cruel lie.



Most victims are 'recruited' in person, although some who find themselves trapped in the sex industry have been ensnared through online job adverts and social media websites. In cases of sexual exploitation, adult services websites often unwittingly play a key role in expanding offenders' client bases.

In some cases victims are threatened and can suffer extreme violence as the criminals exert control. Many have their identity documents confiscated and have most of their earnings withheld as 'payment' for living costs or for their journey to the UK. Although some larger organised crime groups are involved, people are also trafficked by looser collaborating networks often involved in additional forms of serious criminality, including drugs and firearms trafficking.

Human Trafficking

For a person to have been a victim of human trafficking there must have been:

- action (recruitment, transportation, transfer, harbouring or receipt, which can include either domestic or cross-border movement)
- means (threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability - however, there does not need to be a means used for children as they are not able to give informed consent)
- purpose of exploitation (for example, sexual exploitation, forced labour or domestic servitude, slavery, removal of organs)

Forced Labour



For a person to have been a victim of slavery, servitude and forced or compulsory labour there must have been:

- means (being held, either physically or through threat of penalty – for example, threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability. However, there does not need to be a means used for children as they are not able to give informed consent)
- service (an individual provides a service for benefit - for example, begging, sexual services, manual labour, domestic service)

Forced or compulsory labour may be present in trafficking cases. However, not every person who is exploited through forced labour has been trafficked.

There are a number of indicators of trafficking and forced labour. Not all of the indicators will apply in every case, and some may not be immediately apparent.

Victims may be reluctant to tell their story through fear of reprisal or not being believed, through a feeling of shame about letting themselves be treated in this way, or because they do not know their rights and the treatment they are entitled to receive.

There are no set number of signs that will indicate that a person is a victim of trafficking or subject to forced labour. One or a combination of factors could suggest a person is a potential victim, so each case should be considered on an individual basis.

Restricted freedom

Victims may:

- not be in possession of their passports or other travel or identity documents, as those documents are being held by someone else
- be unable to leave their work environment
- show signs that their movements are being controlled
- be unable to move freely
- be threatened with being handed over to the authorities
- be subject to security measures and controls to keep them on the work premises
- depend on their employer for work, transport and accommodation without any choice
- be controlled through religion, witchcraft, juju etc
- have limited contact with their families or with people outside of their immediate environment
- be unable to communicate freely with others
- be forced to shop at a place they would not choose
- have no access to medical care
- be in a situation of dependence
- be given only leftovers to eat
- come from a place known to be a source of human trafficking
- be subjected to violence or threats of violence against themselves or against their family members and loved ones
- be found in or connected to a type of location likely to be used for exploiting people
- have false identity documents

Victims may:

- receive little or no payment
- have no access to their earnings
- be disciplined through punishment or fines
- be under the perception that they are bonded by debt
- have had the fees for their transport to the country of destination paid for by facilitators, whom they must payback by working or providing services in the destination
- be told that they can pay debts for transport or accommodation when they are found work
- be charged for services they don't want or need
- be forced to open bank accounts
- be forced to sign documents to receive social security benefits, credit agreements or loans



Victims may:

- be unfamiliar with the local language
- act as if they were instructed by someone else
- allow others to speak for them when addressed directly
- be distrustful of the authorities
- be afraid of revealing their immigration status
- have limited or no social interaction either in the workplace or at their accommodation
- believe that they must work against their will
- never leave the workplace without their employer
- show fear or anxiety
- feel that they cannot leave
- have to resort to crime in order to get food or money for food
- may need to scavenge for food
- be forced to commit crime if there is no work available for them
- have acted on the basis of false promises

Behaviour



Victims may:
suffer injuries
that appear to
be the result of
an assault.
Suffer injuries
or impairments
typical of
certain jobs or
control
measures.
Suffer injuries
that appear to
be the result of
the application
of control
measures

Victims may:

- not know their home or work address
- not have been able to give their address to friends or relatives
- live in poor or substandard accommodation
- have no choice where they live or who they live with
- live in groups in the same place where they work and leave those places infrequently, if at all
- live in degrading, unsuitable places, such as agricultural or industrial buildings

NRM

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

Consent is required for an adult to be referred to the NRM. For an adult to provide their informed consent, you must explain:

- what the NRM is
- what support is available through it
- what the possible outcomes are for an individual being referred

You should also make it clear that information may be shared or sought by the relevant competent authority from other public authorities, such as the police and local authorities, to gather further evidence on an NRM referral.

The online referral should only be completed for adults when a member of staff from a designated first responder organisation suspects someone is a victim of modern slavery and where the adult concerned has understood the implications of, and consented to, the referral.

www://



For South Glos
additional information
[click here](#)

Duty to Notify: From 1 November 2015, specified public authorities are required to notify the Home Office about any potential victims of modern slavery they encounter in England and Wales.

The online system provides optional and mandatory fields to enable you to submit the referral. Adult cases who do not provide consent to be referred into the NRM process, automatically become DtN referrals on the online system.

Reporting modern slavery

If you suspect modern slavery, report it to the [Modern Slavery Helpline](#) on 08000 121 700 or the police on 101. In an emergency always call 999. Don't leave it to someone else. Your information could save a life.