

Briefing Objective

This briefing provides a concise overview of Modern Day Slavery (MDS), relevant legislation, and the roles and responsibilities of adult social services staff, managers, strategic leads, the Redbridge Safeguarding Adults Board (RSAB), partners, and residents. It is designed to equip adult social care professionals, strategic leaders, and the community with the knowledge and tools necessary to combat modern day slavery effectively.

Why It Matters:

Modern day slavery is a crime and a severe violation of human rights, affecting thousands of individuals across the UK. It includes forced labour, human trafficking, and exploitation, often involving vulnerable adults who may require safeguarding and support.

Modern day slavery is a hidden crime that requires vigilance, coordination, and a multi-agency approach. Awareness, training, and clear procedures are critical for identifying and supporting victims. All stakeholders, from frontline staff to strategic leads, have a role in combating modern day slavery.

Overview

Definition:

Modern day slavery refers to situations where individuals are exploited and cannot refuse or leave due to threats, violence, coercion, deception, or abuse of power.

Types of Exploitation:

- **Forced Labor:** - Individuals forced to work against their will including bonded labour.
- **Human Trafficking:** Recruitment, transportation, or harbouring of people for the purpose of exploitation, organ harvesting.
- **Domestic Servitude:** Individuals working in households under threat or coercion.
- **Sexual Exploitation:** Individuals coerced into sexual activities for profit, forced marriages, predatory marriages, surrogate mothers.

Identification of Victims and Complexities:

- Victims may be hidden, controlled, or unable to speak out due to fear, trauma, or language barriers.
- Victims may be distrustful of authorities due to previous experiences or manipulation by traffickers.
- Navigating the NRM, immigration issues, and legal protections can be complex, requiring specialised knowledge and coordination.
- Resource constraints including limited resources for training, support services and accommodation can hinder effective responses.

Individuals who are experiencing modern day slavery may present in the following ways.

- Unexplained gifts – money or possessions
- Poor living conditions including unkempt and overcrowded environment
- Appearing malnourished, unkempt, withdrawn, anxious

- Restricted freedom, unable to access passport or bank account
- Behavioural changes
- Unusual schedules
- Isolated

Data from Research: (UK Context):

According to the latest data, over 10,000 potential victims of modern day slavery victims were referred to the National Referral Mechanism (NRM) in 2022.

Victims are from various backgrounds, with significant numbers being UK nationals, highlighting that this is not just an international issue.

Relevant Legislation and Policy

Modern Day Slavery Act 2015:

Provides the legal framework to combat modern day slavery, consolidate offenses, and enhance support for victims.

Key Provisions: Includes life sentences for traffickers, protections for victims, and requirements for businesses to report on slavery within their supply chains.

Care Act 2014:

Safeguarding: Recognises modern day slavery as a form of abuse and neglect, requiring local authorities to take action to protect adults at risk under safeguarding procedures.

Duty of Care: Local authorities must assess the needs of adults who may be victims of modern day slavery and ensure their safety and well-being.

National Referral Mechanism (NRM):

Process: A framework for identifying and supporting victims of modern day slavery. Referrals can be made by first responders, including local authorities, police, and certain NGOs.

Outcome: Individuals referred to the NRM receive access to support services, including accommodation, medical care, and legal advice.

Support Strategies for Victims of Modern Day Slavery

Adult Social Services Staff	<p>Identification: Be vigilant in recognising signs of modern day slavery, such as physical injuries, isolation, or lack of freedom.</p> <p>Referral: Make timely referrals to the NRM and follow safeguarding procedures if the threshold for safeguarding enquiries is met.</p> <p>Support: Provide ongoing support to victims, ensuring they have access to necessary services and protection.</p>
Managers and Strategic Leads	<p>Policy Implementation: Ensure that organisational policies are in place and staff are trained to recognise and respond to modern day slavery.</p> <p>Resource Allocation: Allocate resources for training, support services, and coordination with other agencies. Ensure all staff receive training on recognising and responding to modern day slavery.</p> <p>Monitoring: Regularly review processes, cases and outcomes to ensure effective handling and compliance with legal obligations.</p>
Safeguarding Adults Board (SAB)	<p>Strategic Oversight: Provide leadership and coordination across agencies to ensure a unified approach to tackling modern day slavery.</p> <p>Policy Development: Develop and update safeguarding policies that address modern day slavery, ensuring they align with current legislation.</p> <p>Policy Review: Regularly review and update the local authority's policies to align with current legislation and best practices.</p> <p>Training and Awareness: Promote ongoing training and awareness programs for all agencies involved.</p>

	<p>Engage the Community: Promote awareness and reporting within the local community to help uncover and address modern day slavery.</p>
<p>Partners (Police, Health Services, NGOs)</p>	<p>Collaboration: Work closely with social services, sharing information and resources to support victims and investigate perpetrators. For example,</p> <p>Law Enforcement: Police play a critical role in investigating cases, disrupting trafficking networks, and safeguarding victims.</p> <p>Healthcare Support: Health services should identify and address the physical and mental health needs of victims.</p>
<p>Local Residents</p>	<p>Awareness: Be aware of the signs of modern day slavery in your community, such as individuals living in poor conditions or being controlled by others.</p> <p>Reporting: Report any concerns or suspicions to local authorities or the Modern Slavery Helpline.</p>

Procedures for Managing Modern Day Slavery Cases

Immediate Response: Prioritise the safety of the individual.

If they are in immediate danger, contact emergency services.

Complete Initial Referrals: First Responder agencies including Redbridge Adult Services should refer suspected cases to the NRM and involve the police if a crime is suspected.

Ongoing Support:

- **Assessment and Care Planning:** Develop person-centred care plans that address the specific needs of victims, including health care, psychological support, and legal advice.

- **Service Provision:** Ensure safe and appropriate accommodation is provided, away from the influence of traffickers or exploiters.

Partnership Working:

Coordination: Hold regular multi-agency meetings to ensure that all aspects of the victim's needs are being met and that agencies are working together effectively.

Review and Update Policies and procedures:

Continuously review the support being provided and update strategies as needed based on the individual's circumstances.

To report MDS concerns:

Call the [Modern Slavery Helpline](#) on 08000 121 700

Adults: Email Adults.Alert@redbridge.gov.uk

Children: Email CPAT.Referrals@redbridge.gov.uk

First Responder Agencies: [Make an NRM referral](#)

For emergencies: Contact the Police – Call 999

For additional information visit [Redbridge Safeguarding Adults Board \(redbridgesab.org.uk\)](#)

Public and Voluntary Organisations

[Modern Slavery Helpline](#)

[National Crime Agency](#)

[Victim Support](#)

[Unseen UK](#)

[The Salvation Army](#)

[Bernardo's Trafficked Children](#)

[Human Trafficking Foundation Gangmasters and Labour Abuse Authority \(foreign language advice\)](#)