

# Modern Slavery Crib Sheet

**What is Modern Slavery?** Modern Slavery covers Trafficking, Slavery, Servitude and Forced or Compulsory Labour. This can take place via many forms of control such as coercion, threats and violence all for a benefit to the exploiter such as through sexual services, begging or domestic servitude.

**What is Trafficking?** Trafficking additionally involves a movement element whether across borders or within a country and again can take many forms of exploitation such as sexual, criminal and financial. For child trafficking you do not need to prove how this is happening or the control element. So movement for exploitation = child trafficking.

**What legislation covers this?** The Modern Slavery Act of 2015 (MSA) The MSA brought into force the maximum custodial sentence for the most serious offences as life. Modern Slavery is listed as a category of abuse within the Care Act – 2014, child victims are safeguarded under s.47 of the Children's Act 1989.

## How do I spot Modern Slavery?

Indicators of modern slavery and human trafficking are often not obvious and can be varied according to the exploitation type, some are given below:

Illegal entrant	No passport or ID	Limited social contact	Bonded by debt
Restriction on movement	Lack of access to medical care	Poor accommodation	Money deducted from salary for food or accommodation
Unexplained injuries	Dependent on others	Working in location likely to be involved in exploitation	Poor language skills/learning difficulties
Vulnerable person e.g. homeless, substance dependent	Being controlled by others	Threats of being handed over to the authorities	Unable or reluctant to give details to the authorities

Examples of some of the work locations/sites that victims are encountered have included nail bars, car washes, brothels, private dwellings, factories and building sites.

- The [Hampshire, IOW, Portsmouth and Southampton Modern Slavery Victim Pathway](#) will guide you through the initial process should a victim be identified or suspected.
- The legislation places a duty on specified public authorities including local authorities and Police to report potential victims to the National Crime Agency.
- The National Referral Mechanism (NRM)** is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support. The NRM process should be explained by a First Responder (FR) who has received specific training and only FR's can complete the NRM form, a list of FR's can be found [here](#)

### For Minors:

- Consent is NOT required to complete the NRM.
- Complete the NRM online <https://www.modernslavery.gov.uk/start>. Ensure a record is kept.
- Section 48 of the Modern Slavery Act requires a referral to the Independent Child Trafficking Guardian Service on 0800 043 4303 for child victims.

**For Adults:**

- Consent is required to complete the NRM. Consent discussion should include: what the NRM is, support available, possible outcomes & information sharing
- Complete the NRM online at <https://www.modernslavery.gov.uk/start>. Ensure a record is kept.
- The Salvation Army has the Government Victim Care Contract to provide adult victims accommodation and support, requested via [mst@salvationarmy.org.uk](mailto:mst@salvationarmy.org.uk) or 0300 303 8151
- Consider Pre-NRM Accommodation. Adult victims can be accommodated under Adults at Risk section 42 Care Act 2015. Until the Salvation Army accepts referral immediate safeguarding responsibility remains with the Local Authority
- The Duty to Notify form should be completed if consent for the NRM is not given, this is also found online at <https://www.modernslavery.gov.uk/start>

- Practitioners should be alert to a potential perpetrator also being a victim such as within some county lines cases or cannabis cultivation. There is a **statutory defence** for victims under s.45 MSA who committed criminal offences as direct result of a trafficking situation. Adults – need to be compelled to commit offence. There are a number of offences exempt listed [here](#).
- Where the **age of a potential victim is uncertain** and there are reasons to believe that the person is a child, they should be presumed to be a child and receive immediate access to protection, support, accommodation and advice, as per section 51(2) of the MSA 2015. If the potential victim looks older than the age they claim to be, a request should be made to a suitably trained social worker for an age assessment.
- Ensure effective communication – including use of interpreters.

**If you believe someone is in immediate danger you should call 999 for the police**

**If you suspect an individual is a victim of modern slavery, you have a responsibility to report this either to your line manager or directly to the local authority by contacting them on:**

	<b>Southampton</b>	<b>Isle of Wight</b>	<b>Hampshire</b>	<b>Portsmouth</b>
<b>Adults</b>	02380 833 003 <a href="mailto:Adultsocialcareconnect@southampton.gov.uk">Adultsocialcareconnect@southampton.gov.uk</a>	01983 814980 <a href="mailto:safeguardingconcerns@iow.gov.uk">safeguardingconcerns@iow.gov.uk</a>	0300 555 1386 <a href="mailto:adult.services@hants.gov.uk">adult.services@hants.gov.uk</a>	023 9268 0810 <a href="mailto:PortsmouthAdultMASH@portsmouthcc.gov.uk">PortsmouthAdultMASH@portsmouthcc.gov.uk</a>
<b>Children</b>	023 8083 3336 <a href="mailto:MASH@southampton.gov.uk">MASH@southampton.gov.uk</a>	0300 300 0901	01329 225379	023 9283 9111 email <a href="mailto:MASH@secure.portsmouthcc.gov.uk">MASH@secure.portsmouthcc.gov.uk</a>
		Independent Child Trafficking Guardian Service 0800 043 4303 or <a href="mailto:trafficking.referrals@bypmk.cjsm.net">trafficking.referrals@bypmk.cjsm.net</a>		
<b>Out of hours</b>	02380 233 344	0300 555 1373 <a href="mailto:safeguardingconcerns@iow.gov.uk">safeguardingconcerns@iow.gov.uk</a>	0300 555 1373	Children: 0300 555 1373 Adults: <a href="mailto:PortsmouthAdultMASH@portsmouthcc.gov.uk">PortsmouthAdultMASH@portsmouthcc.gov.uk</a>

**Where can I gain further information?**

The [Multi-Agency Safeguarding Adults Policy and Guidance \(2020\)](#) has been recently launched by the four Local Safeguarding Adults Boards and includes a section on Modern Slavery

<https://www.gov.uk/government/collections/modern-slavery>

<https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

For a full list on the indicators of trafficking please visit [spot the signs](#)