



This document provides a summary of current UK policy and legislation on modern slavery, with a focus on migration, as well as information about services and support in the Yorkshire and Humber region. It does not provide legal advice.

### **What is modern slavery?**

Local authorities and other bodies have a duty to act if they suspect a case of modern slavery. The terminology can appear confusing, and this section explains the key concepts. 'Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking.'<sup>1</sup> Trafficking is a form of modern slavery, and is essentially the control of a person in order to exploit them. There must be an act (e.g. recruitment or transport), means (e.g. threat, abduction or force), and purpose (e.g. sexual exploitation or forced labour). Children are regarded as trafficked whether or not there are means such as coercion or deception as it is recognised they cannot consent to exploitation. Trafficking for exploitation is generally either for sexual or labour exploitation.

There are thought to be more than 40 million victims of slavery worldwide, a quarter of a million of them being children.<sup>2</sup> Almost 7,000 potential modern slavery victims were newly identified in the UK in 2018,<sup>3</sup> however it has been estimated that there could be as many as 136,000 victims living in the UK.<sup>4</sup>

In 2018 5,368 potential victims identified in the UK were from abroad, out of a total of 6,993 (77%). After the UK, the countries with the highest number of referrals were Albania, Vietnam, China, Romania, Sudan, and Eritrea.<sup>5</sup> New arrivals to the UK are particularly vulnerable to trafficking for labour exploitation for a range of reasons including: language barriers, low awareness of labour rights, precarious immigration status, and reliance on low-skilled and irregular work. Labour exploitation can occur in a variety of industries including: agriculture, construction, fishing, food processing and manufacturing, hospitality, care and domestic work – sectors that migrants are known to work in. Most known victims of sexual exploitation are female (90% in 2018)<sup>6</sup> and are often brought to the UK with the promise of legitimate employment.

### **What should I do if I think someone might be a modern slavery victim?**

Local authorities and certain other organisations have a duty to notify the Home Office of a suspected case of modern slavery.<sup>7</sup> The Home Office has produced a booklet that provides guidance for public sector workers to help them recognise the signs of modern slavery.<sup>8</sup>

If you think someone might be a victim of slavery, you should follow your organisation's safeguarding procedures. If there is an immediate risk of harm, call the police on 999. If there is not an immediate risk of harm you can call the police on 101 or the Modern Slavery Helpline on 08000 121 700. More information on other organisations that can help is given at the end of this summary.

## How does the UK deal with modern slavery?

The UK National Referral Mechanism (NRM) was introduced in 2009 and is the formal means through which modern slavery victims are identified and assisted.<sup>9</sup> To be formally identified as a victim, individuals must be referred to the NRM by a designated 'first responder' (an organisation authorised to make a referral such as the police or a local authority). Adults are not *required* to enter the NRM system; bodies with a duty to notify, such as local authorities, can do this using an MS1 form if the adult does not wish to be identified and referred.

Within five days of referral the 'Single Competent Authority' (SCA)<sup>10</sup> decides whether there are 'reasonable grounds' to believe the referred person is a potential victim of modern slavery. If this decision is positive, the individual is granted a 'reflection and recovery' period of 45 days when support and accommodation are provided. A 'conclusive grounds' decision should be made before the end of the 45 day period. If this is positive, a further 45 days of support are provided. If the decision is negative, there are nine days of support. There is no right of appeal but a first responder can ask the SCA to reconsider its decision.

In certain circumstances a victim can be awarded discretionary leave to remain in the UK, usually for no more than 30 months and often for less. Uncertainty of immigration status adds to the complexity of some modern slavery survivors' circumstances, for example an individual could be awaiting an asylum decision while in the NRM. The support provided to individuals within the NRM is managed by the Salvation Army (under a contract with the Home Office) which subcontracts to service providers around the country.

The UK became the first country to pass legislation to combat modern slavery when the Modern Slavery Act was passed in 2015.<sup>11</sup> The Act consolidates and simplifies existing offences of slavery and human trafficking into one Act, as well as creating additional powers for the police and law enforcement agencies. It requires organisations with an annual turnover of over £36m to publish an annual Slavery and Human Trafficking Statement setting out the steps taken to ensure modern slavery is not taking place in their business or supply chains. Sara Thornton, former head of the National Police Chiefs' Council is the current Anti-Slavery Commissioner.<sup>12</sup> The Gangmasters and Labour Abuse Authority (GLAA)<sup>13</sup> exists to protect workers from exploitation through licensing of labour providers in the farming, food processing and shellfish gathering industries.

## What might change in the future?

From April 2020 the following changes will take place to the NRM:

- victims of slavery will have the option of staying in a place of safety for up to three days before deciding whether they want to enter the NRM
- drop in support will be available for up to six months after leaving the NRM
- minimum care standards will be adopted into future victim care contracts.

Independent Child Trafficking Advocates (ICTAs) provide specialist independent support for trafficked children where there is no one with parental responsibility. Following an initial trial,<sup>14</sup> it is planned to roll out the scheme nationally.

In the future some public sector bodies will be required to publish an annual Slavery and Human Trafficking Statement; currently this only applies to businesses.<sup>15</sup>

## **Organisations supporting modern slavery victims in Yorkshire and Humber**

Ashiana – supports modern slavery victims across the north of England, including under the NRM contract

<http://www.ashianasheffield.org/>

0114 2555740

City Hearts – based in Sheffield and supports modern slavery victims, including under the NRM contract

<https://city-hearts.co.uk/>

0114 2132063

Palm Cove Society – works across West Yorkshire and supports modern slavery victims, including under the NRM contract

<http://palmcovesociety.co.uk/>

Leeds: 0113 2302271 Bradford: 01274 722765

The Snowdrop Project – based in Sheffield and provides long-term support to trafficking survivors

<https://snowdropproject.co.uk/>

0333 880 5008

Basis Yorkshire work with sex workers and children who are sexually exploited in Leeds, West Yorkshire and Hull, including migrant sex workers. Specialist support is available for trafficked women.

<https://basisyorkshire.org.uk/>

0113 243 0036

Hope for Justice – works with the police to identify victims and support them to leave situations of exploitation; delivers modern slavery training

<https://www.hopreforjustice.org>

0300 008 8000

## **National organisations**

The Home Office – the government department with overall responsibility for modern slavery. Referrals to the NRM must be made using the forms available on the Home office website.<sup>16</sup> Training resources, including some aimed at local authorities, are available at: <https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modern-slavery-training-resource-page>

The Salvation Army – holds the national contract for delivering support to modern slavery victims

<https://www.salvationarmy.org.uk/modern-slavery>

0300 303 8151 (confidential referral helpline)

Modern Slavery Helpline (run by Unseen) – provides advice and support in relation to modern slavery.

08000 121 700

<https://www.modernslaveryhelpline.org/>

## Sub-regional anti-slavery partnerships in Yorkshire and Humber

Humber Modern Slavery Partnership

<https://www.humberantislave.com/>

Contact: [Humberantislave@gmail.com](mailto:Humberantislave@gmail.com)

South Yorkshire Modern Slavery Partnership

Contact: [SYMSP@ashianasheffield.org](mailto:SYMSP@ashianasheffield.org)

The West Yorkshire Anti Trafficking and Modern Slavery Network

Network co-ordinator: [callum.harvie@hopeforjustice.org](mailto:callum.harvie@hopeforjustice.org)

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The more detailed briefing paper is available at:

[www.migrationyorkshire.org.uk/policybriefings](http://www.migrationyorkshire.org.uk/policybriefings)

For an explanation of terms used in this report, see our website:

[www.migrationyorkshire.org.uk](http://www.migrationyorkshire.org.uk)

<sup>1</sup> Home Office (2017) *Modern Slavery Awareness Booklet*. <https://www.gov.uk/government/publications/modern-slavery-awareness-booklet>

<sup>2</sup> International Labour Organization and Walk Free Foundation (2017) *Global Estimates of Modern Slavery: forced labour and forced marriage*. [http://www.ilo.org/global/publications/books/WCMS\\_575479/lang--en/index.htm](http://www.ilo.org/global/publications/books/WCMS_575479/lang--en/index.htm)

<sup>3</sup> National Crime Agency (2019) *Modern Slavery and Human Trafficking: National Referral Mechanism Statistics – End of Year Summary 2018*. <http://www.nationalcrimeagency.gov.uk/publications/natio-referral-mechanism-statistics/2018-nrm-statistics>

<sup>4</sup> Walk Free Foundation (2018) *The Global Slavery Index 2018*, p 94. <https://www.globalslaveryindex.org/resources/downloads/>

<sup>5</sup> National Crime Agency (2019) *Modern Slavery and Human Trafficking: National Referral Mechanism Statistics – End of Year Summary 2018*. <http://www.nationalcrimeagency.gov.uk/publications/natio-referral-mechanism-statistics/2018-nrm-statistics>

<sup>6</sup> National Crime Agency (2019) *Modern Slavery and Human Trafficking: National Referral Mechanism Statistics Annual Report 2018*. <http://www.nationalcrimeagency.gov.uk/publications/natio-referral-mechanism-statistics/2018-nrm-statistics>

<sup>7</sup> Home Office (2016) *Duty to Notify the Home Office of Potential Victims of Modern Slavery Guidance for Specified Public Authorities*. <https://www.gov.uk/government/publications/duty-to-notify-the-home-office-of-potential-victims-of-modern-slavery>

<sup>8</sup> Home Office (2017) *Modern Slavery Awareness Booklet*. <https://www.gov.uk/government/publications/modern-slavery-awareness-booklet>

<sup>9</sup> <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales>

<sup>10</sup> The SCA is part of the Home Office but separate from the immigration system. Previously there were two competent authorities: the UK Human Trafficking Centre which dealt with UK or EEA nationals with no active immigration issue, and the Home Office which made decisions on non-EEA nationals subject to immigration control and those with a current migration issue.

<sup>11</sup> <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

<sup>12</sup> <https://www.antislaverycommissioner.co.uk/>

<sup>13</sup> <https://www.gla.gov.uk/>

<sup>14</sup> Kohli, R., Connolly, H., Stott, H., Roe, S., Prince, S., Long, J. and Gordon-Ramsay, S. (2019) *An evaluation of Independent Child Trafficking Guardians – early adopter sites: Final report* <https://www.gov.uk/government/publications/an-evaluation-of-independent-child-trafficking-guardians-early-adopter-sites-final-report>

<sup>15</sup> HM Government (2019) *UK Government Response to the Independent Review of the Modern Slavery Act 2015*. <https://www.gov.uk/government/publications/government-response-to-the-independent-review-of-the-modern-slavery-act>

<sup>16</sup> <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms>