

**St Giles**

Turning a past into a future

**NORFOLK  
ANTI-SLAVERY  
NETWORK**

**Modern Slavery and Human  
Trafficking**

**Claire Johns**

# What is Modern Slavery and Human Trafficking

The UN defined human trafficking in the [Palermo Protocol](#) as the ‘recruitment, transportation, transfer, harbouring or receipt of persons by means of threat, or use of force, coercion or deception...to achieve the consent of a person having control over another person, for the purpose of exploitation.’ According to this definition, trafficking includes sexual exploitation, forced and bonded labour, domestic servitude, any form of slavery and removal of organs.

# Elements of Modern Slavery

For Adults to be considered a victim of Modern Slavery and Human Trafficking, there must be Action, Means and Purpose

Children (those aged under 18) are considered victims of modern slavery and human trafficking there only has to be Action and Purpose

# Elements Of Modern Slavery and Human Trafficking

- Recruitment
- Transportation
- Transfer
- Harboursing
- Receipt

## ACTION



- Threat or use of force
- Coercion
- Abduction
- Fraud
- Deception
- Abuse of Power, abuse of position of vulnerability
- Giving/receiving payment of benefits to obtain consent of a person having control over another.

## MEANS



- Forced Labour or services
- Slavery
- Practices similar to slavery
- Servitude
- Removal of organs
- Prostitution or other forms of sexual violence
- County Lines

## PURPOSE



# Types Of Modern Slavery



# Typology Of Modern Slavery Offences

## The typology of 17 types of modern slavery offences in the UK



### Labour exploitation

- 1 Victims exploited for multiple purposes in isolated environments
- 2 Victims work for offenders
- 3 Victims work for someone other than offenders



### Domestic servitude

- 4 Exploited by partner
- 5 Exploited by relatives
- 6 Exploiters not related to victims



### Sexual exploitation

- 7 Child Sexual Exploitation – group exploitation
- 8 Child Sexual Exploitation – single exploiter
- 9 Forced sex work in fixed location
- 10 Forced sex work in changing location
- 11 Trafficking for personal gratification



### Criminal exploitation

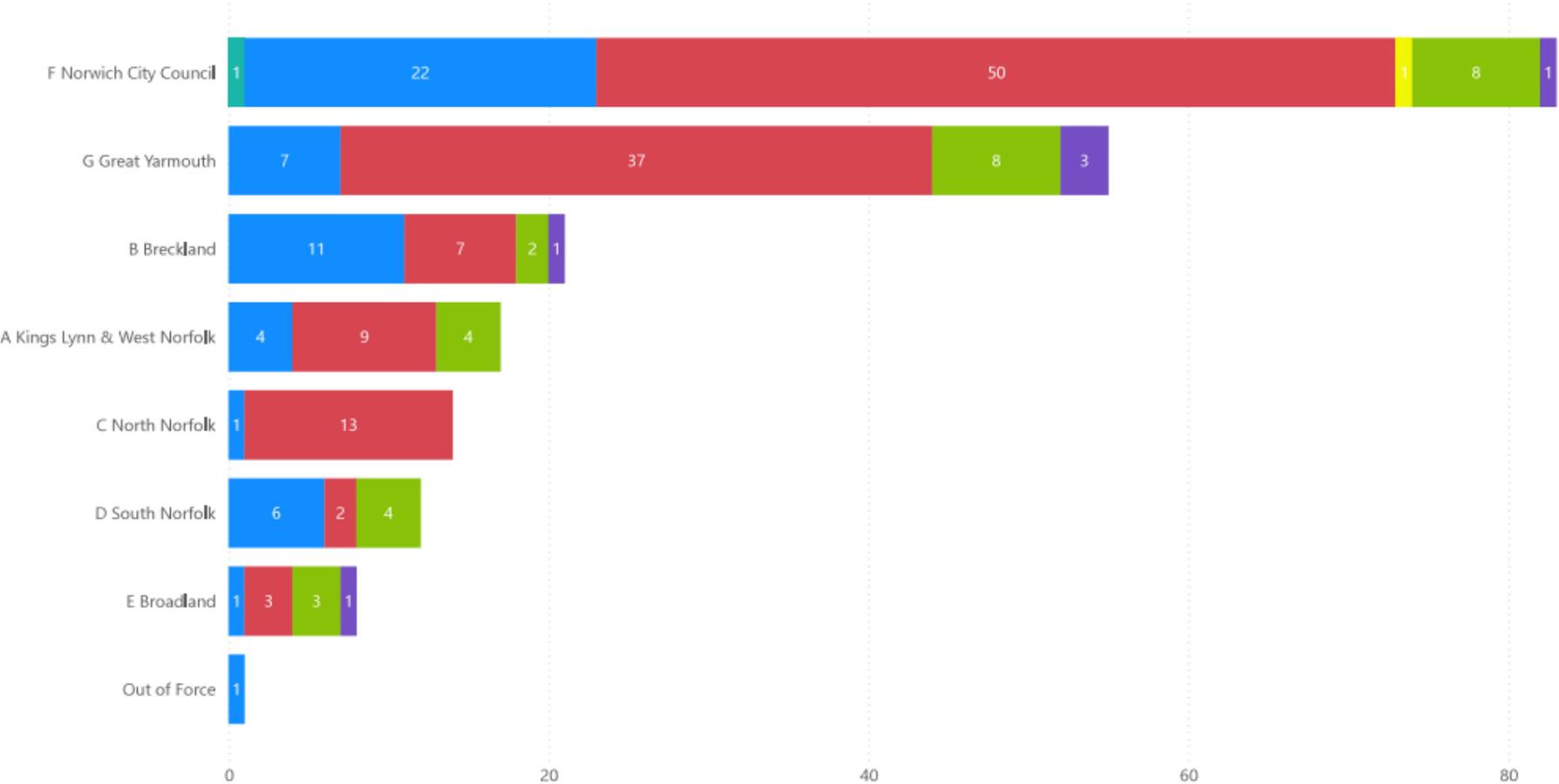
- 12 Forced gang-related criminality
- 13 Forced labour in illegal activities
- 14 Forced acquisitive crime
- 15 Forced begging
- 16 Trafficking for forced sham marriage
- 17 Financial fraud (including benefit fraud)

# Exploitation By Districts In Norfolk July 2024 To June 2025

Year – July 2024 to June 2025

Exploitation type by District

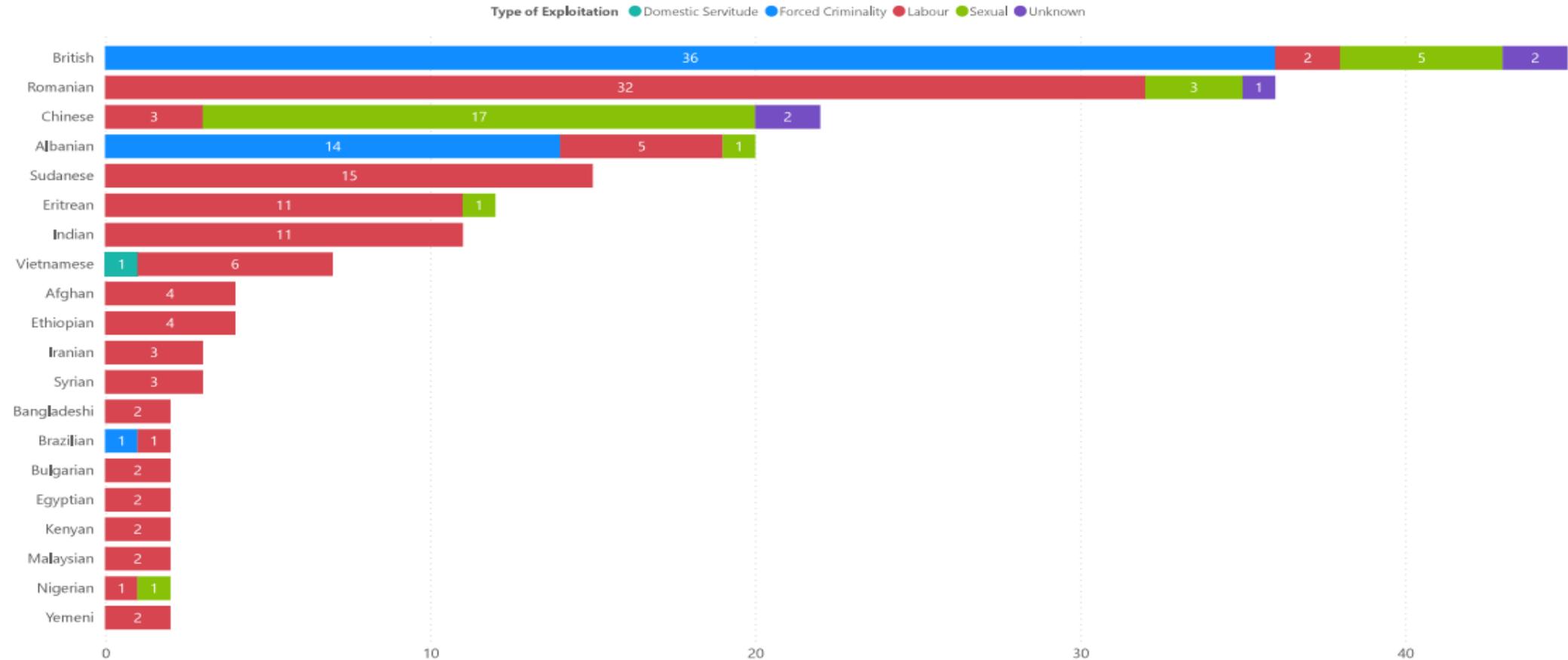
Type of Exploitation ● Domestic Servitude ● Forced Criminality ● Labour ● Organ Harvesting - Abroad ● Sexual ● Unknown



# Ethnicity of Victims in Norfolk 2024 - 2025

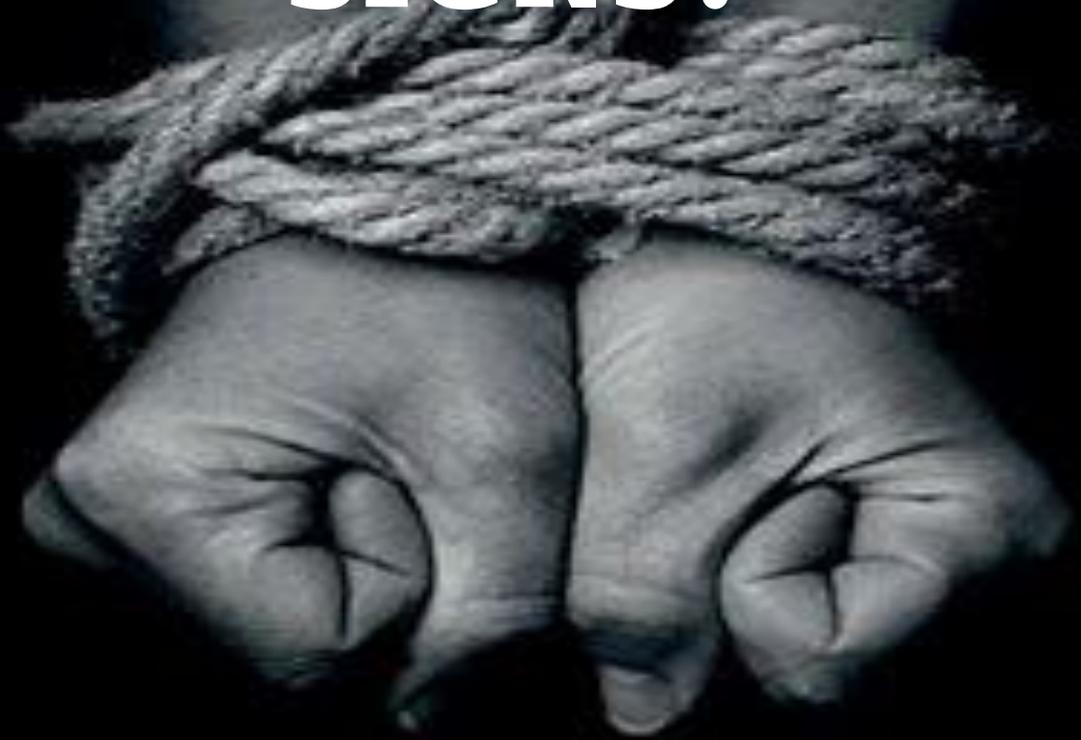
Year – July 2024 to June 2025

## Exploitation type by Nationality



Note: only nationalities where there is more than 1 victim have been included.

# HOW DO I SPOT THE SIGNS?



# What are the signs? Adults

- Passport / ID documents held by someone else
- Controlled over movement
- Bonded to debt
- Excessive working hours
- No or little pay
- Frequently moving to different locations
- Not knowing address of where they work or live
- Expression of fear or anxiety and withdrawn
- Physical / sexual assault / psychological trauma
- Highly distrustful of Police and Authorities
- Poor or sub-standard living accommodation (HMO's?)
- Not registered with GP
- The person acts as if instructed by another / scripted
- Accompanied by chaperone / interpreter (why?)
- CASH



# What are the signs? Children

Knowing the signs of child trafficking and modern slavery can help give a voice to children. A child might not be aware that they are being trafficked and might not speak out.

Any child could be a victim of trafficking and modern slavery. Identifying a child who has been trafficked is difficult as they are often intentionally isolated from services and from communities who could identify and protect them. It is important to remember that warning signs will be presented differently for each child or young person being trafficked.



# What are the signs? Children

Rarely leaving the house

Living somewhere inappropriate, like a work address or cramped, unhygienic or overcrowded accommodation, including caravans, sheds, tents or outbuildings

Being involved in gang activity

Reluctance to seek help, avoidance of strangers, being fearful or hostile towards authorities

Providing a prepared story (which might be similar to stories given by other children) or struggling to recall experiences

Living apart from family or having limited social contact with friends and family

Not being registered with a school or a GP practice

Being involved in the consumption, sale or Trafficking of drugs

Having money or things you wouldn't expect Them to have

Being seen in inappropriate places (for example factories or brothels)

# Trauma Informed Approach



## THE TRAUMA-INFORMED CODE OF CONDUCT

For all Professionals working with Survivors of  
Human Trafficking and Slavery

By Rachel Witkin and Dr Katy Robjant



The Trauma-Informed Code of Conduct (TiCC) 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'<sup>1</sup>

# Self Identification Tool

## Modern Slavery Self Identification Tool (SIT) — Human Trafficking

### Foundation

PLEASE POINT TO THE PHRASES THAT APPLY TO YOU



 <p>I don't have access to my passport</p>	 <p>I am in debt</p>	 <p>I don't control my money</p>	 <p>My family are in danger</p>	 <p>I don't receive all of my wages</p>	 <p>I can not move freely</p>	 <p>I don't have days off</p>	 <p>I work long hours without a break</p>	 <p>I cannot leave my house</p>
 <p>I don't know where I live</p>	 <p>I am being watched</p>	 <p>I am told what to do</p>	 <p>I am forced to work</p>	 <p>I have been physically hurt</p>	 <p>I have no choice who I have sex with</p>	 <p>I am told where to go</p>	 <p>I do not feel safe</p>	 <p>I don't have a phone</p>
 <p>I have been forced to act under the influence of drugs/alcohol</p>	 <p>I am threatened with violence</p>	 <p>I don't have access to food</p>	 <p>I have been forced into sexual acts by others</p>	 <p>I was promised work, that did not happen</p>	 <p>I don't have access to healthcare</p>	 <p>I don't go to school</p>	 <p>I don't choose where I sleep</p>	 <p>I am isolated from friends and family</p>
 <p>I have to do chores for others</p>	 <p>I cannot speak freely with others</p>	 <p>I have been forced to commit crime</p>	 <p>I am forced to carry a weapon</p>	 <p>I am in a sexual relationship with an older person</p>	 <p>I am in danger</p>	 <p>I don't know where I am</p>	 <p>I am unhappy at home</p>	 <p>I was told to avoid the police</p>

# Self Identification Tool

## MODERN SLAVERY & HUMAN TRAFFICKING SURVIVOR SELF-IDENTIFICATION TOOL

### What is this tool?

This tool was developed by survivors of modern slavery to help you explain what has happened to you to people such as police officers. The phrases and pictures represent situations that you might have been through. While some may seem normal, they can be signs that you're being exploited, which means someone might be making you do something you don't want to do or using you to make money. You might not pick every picture, each person has a unique story, but it might help you talk about what has happened to you

The Lived Experience Advisory Panel (LEAP), have developed this tool to help with what can be a difficult and frustrating process of identification and interviews.

You can find more information on modern slavery and human trafficking [here](#).

### How to Use this Tool

- Do take your time, it can be hard to remember what might have happened.
- Do point to what phrases and pictures apply to you.
- Do focus on yourself and your experiences.
- Do ask for a break if you need one.
- Do ask for an interpreter if you need one.
- Don't panic, this is not a test, there are no right or wrong answers. You are not trying to reach any set number of phrases.
- Don't think a picture or phrase is more important than any other.

### What's next?

You will have the chance to enter the National Referral Mechanism, this is the UK government's system for identifying and supporting potential victims of modern slavery. If you're over the age of 18, this is your choice to make, you do not have to enter support. Before making this choice, the options should be fully explained to you. If you are under the age of 18 you will be referred for support even if you do not want to be.

The NRM support for adults is currently provided by The Salvation Army, but this support only begins after receiving a positive reasonable grounds decision. If you are under the age of 18 support is provided by your local authority.

Only First Responder Organisations can make a referral to the NRM. The organisations include bodies such as the police, local authorities, some charities such as the Salvation Army, and The Home Office itself. You can find more information about the NRM [here](#).

If this support has not been explained to you, a first responder, the people responsible for referring you into support, should explain next steps in further detail. Including how a referral is made. As a first responder, they are your point of contact for the referral, they will contact and be contacted by the Home Office. They may need further information from you to carry out the referral. Communication is important throughout.

If you need more information, or advice on modern slavery, you can call the **Modern Slavery and Exploitation Helpline** on **08000 121700** which is run by the charity Unseen. The number is free to call and open from 8am - 9pm 365 days of the year. They will give you free and confidential advice.

### This box is for first responders to help use the tool.

Further information about the NRM and being a first responder can be found [here](#).

- Explain your role as a first responder and how this tool can help.
- Use clear language, if an interpreter is needed make sure they are trusted, qualified and have appropriate checks.
- Allow for breaks and for time, trauma can make it hard to recall experiences, people may just remember small bits of information.
- Do not interject, be patient and do not lead people to any answer.
- There is no set number of indicators that the person must reach.
- Use this tool in a welcoming environment, not a space used for detaining.
- Allow people to use the tool more than once. It should not be seen as a one off opportunity.



LEAP  
LIVED EXPERIENCE  
ADVISORY PANEL

# What Is The National Referral Mechanism?

NRM means The National Referral Mechanism – This is a system that helps identify and support people who might be victims of things like human trafficking or modern slavery. It's a way to make sure you get the help needed.

The type of support you can access includes: Accommodation in a secure and safe environment, legal assistance, medical care, translation services, financial support, information around compensation entitlement, assistance during criminal proceedings, and home country returning



# First Responders

Police forces  
Border Force

Certain parts of the Home Office:

UK Visas and Immigration

Immigration Enforcement

National Crime Agency

Local authorities

Gangmasters and Labour Abuse Authority (GLAA)

Unseen

Salvation Army

Migrant Help

Medaille Trust

Kalayaan

Barnardo's

NSPCC (CTAC)

BAWSO

New Pathways

Refugee Council

# How do I report?

## Background:

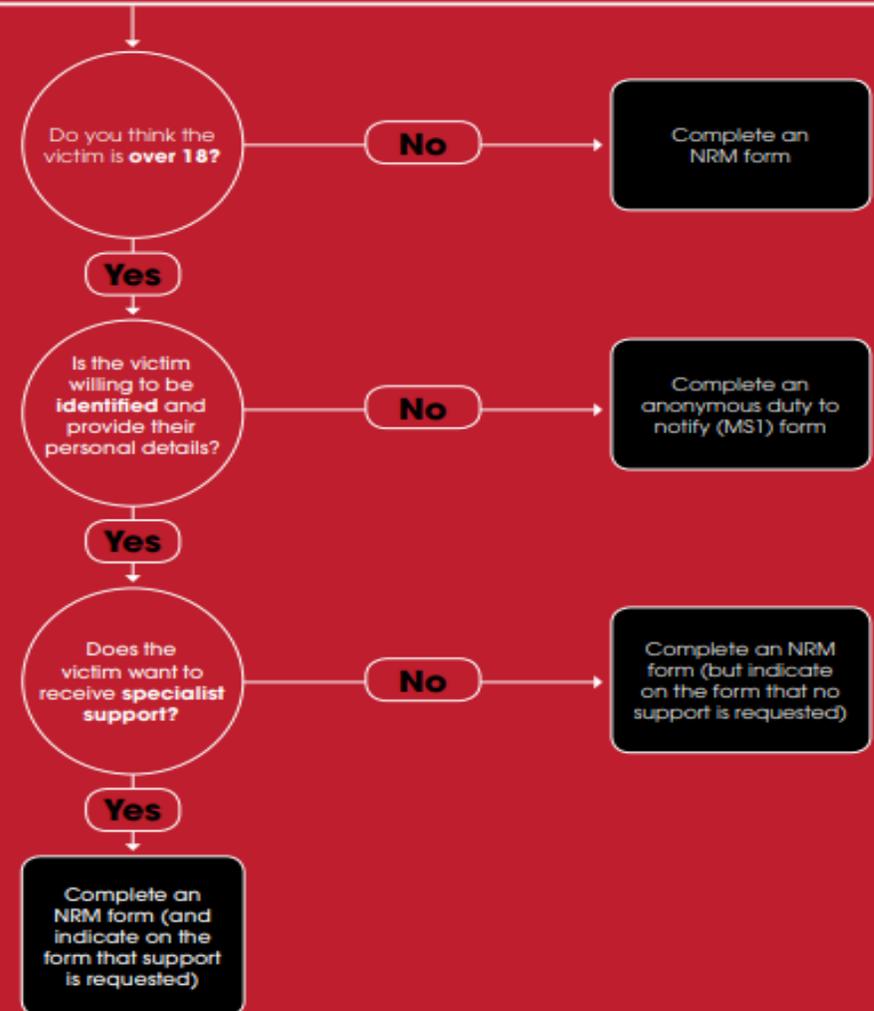
### 1: Identification and Reporting

From 1 November 2015, specified public authorities ([Schedule 3 MSA 2015](#)) have a duty to notify the Home Office of any individual encountered in England and Wales who they believe is a suspected victim of slavery or human trafficking.

- Law Enforcement and Border Security
- Local Government
- Health Bodies
- Regulators

## How to report a victim of Modern Slavery

If you have encountered someone who may be a victim of modern slavery. (Modern slavery is defined by the Modern Slavery Act 2015 and can include human trafficking, forced labour and sexual exploitation). Please follow the steps below.



## How Do I Report?

A potential victim of modern slavery is a potential victim of a crime. All NRM referrals should be referred to the police – either on the victim’s behalf if they give consent, or as a third-party referral if they don’t give consent (provided this does not breach any obligation of confidence under the common law).

# How Do I Report? Adults (Consent)

- Consent is required for an adult to be referred to the NRM. For an adult to provide their informed consent, you must explain :
- What support is available through it.
- 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.

# How Do I Report? Adults (Do Not Consent)

If an adult does not consent to enter the NRM, a Duty To Notify (DtN) referral should be completed using the same online process.

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.

[Report modern slavery – Report modern slavery – GOV.UK](#)

## How Do I Report? Children

If the potential victim is under 18, or may be under 18, an NRM referral **must** be made. Children cannot be referred in using a DtN referral.

Child victims do not have to consent to be referred into the NRM and must first be safeguarded and then referred into the NRM process.

# Advise/Report



If you are not a first responder :

## Spot it, Report it

If you have concerns that someone is being exploited, or suspect modern slavery/human trafficking, **call 08000 121 700 (National 24h Helpline) or report online.**

The specialist helpline is confidential and independent, with access to translation services for over 200 languages.

*This helpline is for victims and professionals to seek advice. All operatives have 6 weeks training before they are allowed to answer the phone & have extensive knowledge of options for victims available. They also have a useful resource centre. Highly recommended.*

# Advise/Report

**Salvation Army confidential helpline; 0300 303 8151**



[www.crimestoppers-uk.org/](http://www.crimestoppers-uk.org/)



**In an emergency, call 999.**

# Advise In Norfolk

## **Norfolk Police Missing Adults and Sex Trafficking (MAST) team**

Tel: 01603 276037

Email: [MASH.MAST@norfolk.pnn.police.uk](mailto:MASH.MAST@norfolk.pnn.police.uk)

## **Norfolk County Council People from Abroad Team**

Initial enquiries should be made via the council's Customer Service Centre on **0344 800 8020**

Email: [nrpf@norfolk.gov.uk](mailto:nrpf@norfolk.gov.uk).

## **St Giles Trust (working with Norfolk Police)**

### **Victim Advocate, Claire Johns**

Tel: 07387 410 978

Email: [claire.johns@stgilestrust.org.uk](mailto:claire.johns@stgilestrust.org.uk)

# Online Resources For NRM

If applicable to your role/organisation you should seek to complete the Home Office free e-learning First Responder Training

- [NPCC Modern Slavery & Organised Immigration Crime Programme - Policing to deliver the best possible response to Modern Slavery and Organised Immigration Crime](#)
- [New victim care contract | The Salvation Army](#)
- [National referral mechanism guidance: adult \(England and Wales\) - GOV.UK](#)

# Online Training/Resources/Newsletters

- [Norfolk Anti-Slavery Network | Norfolk PCC](#)
- [Modern Slavery and Human Trafficking | Norfolk Safeguarding Adults Board](#) - Norfolk Community Safety Partnership and Norfolk Safeguarding Adult Board work closely to ensure information is visible across both platforms they contain training/resources/types of Modern Slavery and Exploitation
- [GLAA Videos – GLAA](#) - recommended watch to gain further insight
- [Human Trafficking Foundation](#) - for updates/news/reports and further training available
- [MSHT+Newsletter+Issue+4.pdf](#)
- [LWG+Local+Authorities+Modern+Slavery+Protocol+\(adults\)+-+Statutory+Duties....pdf](#) - The statutory duties and powers of local authorities can be found in this protocol
- [Please login | Local Government Association](#) - LGA MS Council Guide for more information

# Useful Upcoming Training

## **The National Referral Mechanism: Webinar for First Responders**

The Human Trafficking Foundation invites all First Responders to join this webinar to learn more about the National Referral Mechanism (NRM). We will take an in-depth look at what makes a good NRM referral and how the decisions are made. Speakers include Sarah Jenkinson (Single Competent Authority, Home Office), Georgia Glenny and Paulos Amine (The Salvation Army). More speakers to be announced soon. The aim is for First Responders to understand the NRM decision-making process and to strengthen the quality of NRM referrals. **Thursday 13th November 10am-12pm**. Register your place [here](#).

## **The Slavery and Trafficking Survivor Care Standards: Launch Event**

The [Slavery and Trafficking Survivor Care Standards](#), first published in 2014 and again in 2018, aim to provide consistent, high-quality care for adult survivors of trafficking across the UK. A decade later, the Standards have undergone a new update, with the involvement of over 100 people with both lived and learnt experience. Join Human Trafficking Foundation for a one-hour session where we will launch the updated Care Standards. **Thursday 6th November 12pm-1pm**. Register your place [here](#).

# Case Studies



Mr G, Chinese male, trafficked around the country for 20 years

Professional curiosity, continued support



Miss C, British Female, fled to Norfolk, complex mental health issues

Proactive and collaborative multiagency response.

# St Giles

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Any questions?

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## FOR MORE INFORMATION

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