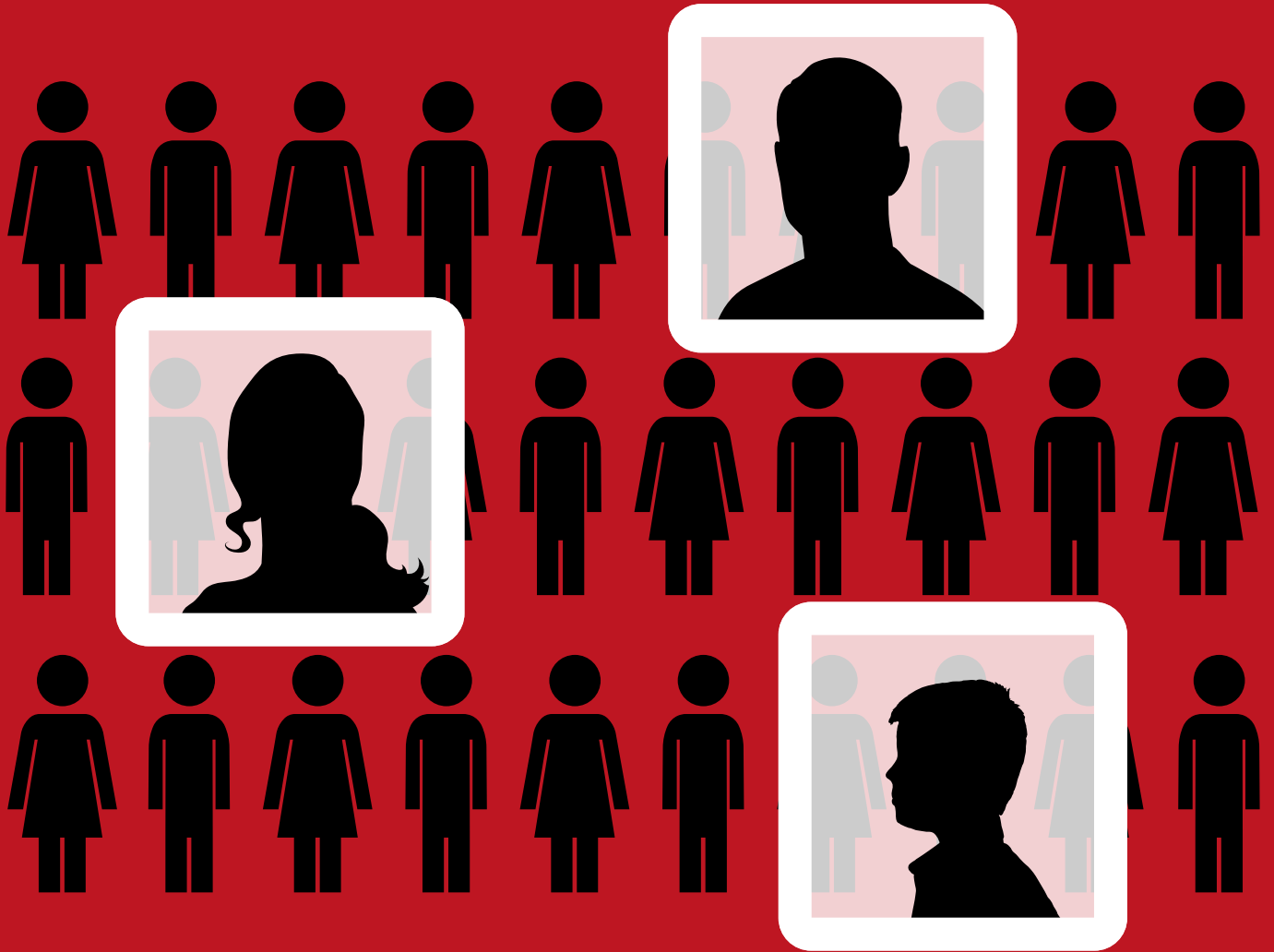




Home Office

**MODERN  
SLAVERY**



**MODERN SLAVERY  
AWARENESS & VICTIM  
IDENTIFICATION GUIDANCE**

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## 1. WHO IS THIS GUIDANCE FOR?

This guidance is aimed at a broad range of public sector staff who could potentially witness indicators of modern slavery, including those working in education, health, local authorities, and any other role that comes into contact with the public.

The guidance may also be useful for members of the public or businesses, although they are not the primary audience.

It has been produced by the Home Office with input from other Government Departments, the police, and other public sector professionals.

## 2. WHAT IS THIS GUIDANCE FOR?

Modern slavery is happening in the UK today, but the crime can be difficult to spot and go unreported. This guidance is intended as a resource providing clear and up to date information on the key facts, and to help public sector workers who may not routinely come across modern slavery recognise the signs and respond so that more victims get help and perpetrators are brought to justice.

It is not intended to replace training that will be necessary for many public sector professionals.

Information about training and other awareness raising resources can be found on the [www.gov.uk](http://www.gov.uk) website under modern slavery training resources.

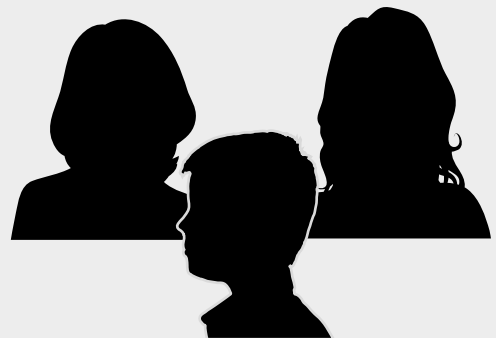
### CASE STUDY

#### Labour exploitation

A male Vietnamese national trafficked at least three other Vietnamese nationals (two adult women and a 16 year old boy) into the UK between 2013 and 2015 to work at his nail bar in Bathgate, Scotland. The child had been transported to Scotland from Vietnam through a long series of truck rides, and had no idea what country he was in. The victims were housed in the offender's residence at a private housing estate in Bathgate.

Some of the victims were controlled through debt bondage, and were paid only small or irregular sums for their work for the offender in the nail bar, and they were also forced to undertake domestic work for the offender. They relied on the offender for their basic accommodation and food. Some victims had been in this situation for over a year. The child only received 'pocket money' for being a 'trainee' at the bar.

In 2014, Police Scotland National Human Trafficking Unit and Home Office Immigration Enforcement collaborated on a large scale operation targeting offenders that were trafficking and exploiting Vietnamese nationals in nail bars across Scotland. Through this operation, they visited the offender's nail bar, and recovered the child victim, as well as gaining evidence of exploitation. They obtained a search warrant for the nail bar and the offender's residence, recovered the two female adult victims and arrested the offender. The offender was found guilty of one charge of Human Trafficking at Edinburgh Sherriff Court in October 2016, and was sentenced to 12 months in prison.



### 3. WHAT IS MODERN SLAVERY?

Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims.

Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking.

There were an estimated 40 million people in slavery globally in 2016 and 10,000–13,000 potential victims in the UK, however many victims are not identified or reported.

The common factors are that a victim is, or is intended to be, used or exploited for someone else's (usually financial) gain, without respect for their human rights. The perpetrators seeking to take advantage of them could be private individuals, running small businesses or part of a wider organised crime network.

For adult victims, there will be some element of coercion involved, such as threats, use of force, deception, or abuse of power. For example, perpetrators may:

- Find out personal information about the victim and then use threats against their family in order to manipulate and control the victim.
- Use the victim's fears about their immigration status to control them.
- Deceive them with false promises of legitimate jobs.

There are many more examples. Victims may appear to give consent, but in reality they have little ability to choose leave the exploitative situation and the perpetrators have still committed a crime.

Child victims and vulnerable adults are not able to give informed consent and therefore exploitation even without any element of coercion could constitute modern slavery.

### CASE STUDY

#### Domestic Servitude

A British Pakistani man kept his Pakistani wife in domestic servitude for two years. The victim was well-educated and from a relatively affluent family. The arranged marriage took place in Pakistan. When the victim arrived in the UK in 2012 her husband reportedly told her that her only purpose was to look after him and his mother, who had ill health.

The victim cooked, cleaned and did household chores for her husband and mother-in-law. She often worked 19 hour days and was unpaid, only being given £10 a month to top up her mobile phone. Her husband controlled her through a combination of fear, mental abuse and repeated physical violence. She was not allowed to leave the house unaccompanied or to make friends.

In February 2014, the offender was taken into police custody after he was spotted pulling the victim back into the house by her hair. She was found to have a black eye and a broken nose, requiring surgery. The victim then signed a document asking for the offender's release, stating that she was not acting under pressure. The exploitation continued for 18 months, until the victim attempted suicide by taking an overdose of painkillers. She was taken to her brother-in-law's house for safe-keeping, and there notified the police of her exploitation by calling 999. This led to an 18-month investigation, which culminated in the offender being sentenced to two years.



## 4. THE LAW

Under UK legislation, all modern slavery offences are punishable by a maximum sentence of life imprisonment.

Where victims of modern slavery have been forced into committing a crime by the perpetrators, UK legislation provides that those victims may have a defence against prosecution.

- England and Wales: **Modern Slavery Act 2015**
- Scotland: **Human Trafficking and Exploitation (Scotland) Act 2015**
- Northern Ireland: **Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015**

## 5. TYPES OF MODERN SLAVERY

Modern slavery takes many different forms in the UK. The prevalence of

different types of modern slavery in the UK will vary by region and change over time, however currently there are four broad ways in which perpetrators may seek to exploit victims, which Home Office research has further broken down into 17 distinct types. Full details on the 17 types of modern slavery, including case studies, are available on the [www.gov.uk](http://www.gov.uk) website under 'typology report'. Understanding the different types can be crucial for staff involved in developing toolkits for frontline staff or the operational response for their organisation.

The four broad categories are below – in each case the victim may or may not additionally have been moved (trafficked), either from another country, or within the UK, in order to be exploited.

### Labour exploitation

Labour exploitation usually involves unacceptably low pay, poor working conditions or excessive wage deductions, but is not solely about this. In order to constitute modern slavery there will also be some form of coercion meaning that victims cannot freely leave for other employment or exercise choice over their

## CASE STUDY

### Sexual exploitation

A Czech man and his Romanian girlfriend trafficked two women aged 25 and 26 from the Czech Republic for sex work in a private residence in Cardiff. The victims were recruited online via a job advert for an escort service targeting eastern European women. The male offender arranged for them to fly to the UK and paid for their tickets. They were taken to various addresses in South East England for sex work, and then to a two-bedroom flat in Cardiff. The offender took photographs and created listings to advertise them online. The victims saw four clients a day, seven days a week.



The victims were promised earnings of £130 an hour, but the offender said that they owed him money for 'expenses' and began making large deductions. The women were not content with the amount of money they were receiving. They were also concerned because the offender was editing their profiles to include the provision of services that they did not want to offer. They contacted a charity, which referred the case to the police.

The male offender was sentenced to 2 years 7 months and his girlfriend to 15 months. The two victims left the UK and returned to their families in the Czech Republic.

own situation. Where the perpetrator is taking advantage of a child or vulnerable person, an offence can be committed without the element of coercion.

### **Domestic servitude**

Domestic servitude typically involves victims working in a private family home where they are ill treated, humiliated, subjected to unbearable conditions or working hours or made to work for little or no pay. The victim could be used in this way by their own family members or partner. Again, it is very difficult for them to leave, for example because of threats, the perpetrator holding their passport, or using a position of power over the victim.

### **Sexual exploitation**

Victims are coerced into sex work or sexually abusive situations. This includes child sexual exploitation. Victims may be brought to the UK on the promise of legitimate employment, or moved around the UK to be sexually exploited. In some cases they may know they will be involved in sex work, but are forced into a type or frequency they did not agree to. Victims are more commonly female but can also be male.

### **Criminal exploitation**

Criminal exploitation is the exploitation of a person to commit a crime for someone else's gain. For example victims could be coerced into shoplifting, pick-pocketing, entering into a sham marriage, benefit fraud, begging or drug cultivation such as cannabis farming.

Forced removal and trafficking of **human organs** is an additional category of modern slavery that occurs globally, however there have been no confirmed cases in the UK.

## **6. ILLEGAL IMMIGRATION OFFENCES**

Where individuals agree to be brought to the UK illegally, but there is no intention to exploit or take advantage of them once they arrive, this is known as smuggling and is an immigration offence rather than modern slavery or human trafficking. These individuals are not victims, although they may be at increased risk of being exploited at a later date.

### **CASE STUDY**

#### **Labour exploitation**

Two Polish brothers living in Nottingham trafficked 18 men from Poland to work in a Sports Direct warehouse in Derbyshire, between 2015 and 2016. The brothers employed 'spotters' in Poland to identify vulnerable men and approach them with an offer of work and accommodation in the UK. The men were given coach tickets to the UK.

Once in the UK the victims' passports were taken. They were forced to live in overcrowded and squalid conditions in a house in Nottingham. The offenders helped the victims to open bank accounts, and then seized their bank cards to control these accounts. The brothers used physical and verbal threats as a means of control. The victims were found work at the Sports Direct warehouse through an employment agency. The offenders took the majority of the victims' £265 weekly wage, leaving each victim with just £90 a week. The offenders reportedly made £35,000 across the exploitation period.

The case came to light when one of the victims reported his exploitation to the employment agency, which informed the police. This led to a raid on the house where he was living with at least nine other men. Both offenders pleaded guilty to human trafficking offences, and were sentenced to six years each.



## 7. VICTIMS

Victims of modern slavery can be men, women or children. They can be British citizens living in the UK, EU nationals, or those from outside the EU. Victims of over 100 nationalities have been identified in the UK but the most common originating countries of potential victims are:

1. Albania
2. Vietnam
3. UK
4. Nigeria
5. China
6. Romania
7. Poland
8. Eritrea
9. India
10. Afghanistan

Statistics on slavery types and victims are available on the National Crime Agency (NCA) website

[www.nationalcrimeagency.gov.uk](http://www.nationalcrimeagency.gov.uk) under modern slavery statistics, or on the [www.gov.uk](http://www.gov.uk) website under the annual report of the Inter Departmental Ministerial Group.

## 8. SIGNS TO LOOK OUT FOR

Victims of modern slavery can be found anywhere. There are certain industries where they are currently more prevalent, such as nail bars, car washes, agriculture and fishing, building sites and the sex industry. Other high risk situations include when there is a need for a sudden injection of workers into the work force, such as seasonal staff or construction for a major event. However victims may also pass through transport hubs, health services and other public places or be found in private homes.

## CASE STUDY

### Criminal exploitation

A 13-year-old Romanian girl was trafficked to the UK by an organised crime group to undertake forced begging. Her father paid the gang 200 euros for this. She was driven to Spain and then flown to the UK in December 2007, accompanied by one male offender. The victim used her own Romanian identity card to travel, but her flights were paid for by the offenders using a stolen USA credit card.

The victim was placed with a male and female offender in Slough, and was instructed to call them 'aunt' and 'uncle'. The victim was driven by one offender 40 miles to another town, 5 days a week, where she was made to sell old copies of the Big Issue (a charity magazine) outside the entrance to a Post Office for over 7 hours a day. She was beaten and searched at the end of each day, and was not allowed to keep any of the money she had made. The victim was poorly fed and clothed, and this was noticed by members of the public. She was also exploited for domestic servitude by the offenders, looking after their children.

The victim was identified by the police during a raid in January 2008, following a large-scale investigation by the police into the trafficking of Romanian nationals to the UK and other European countries by an organised crime group for the purposes of forced criminality. She was placed into social services, and then returned to her mother in Romania in December 2008. The victim gave evidence against her father and three other offenders, who were convicted for trafficking a child into the UK for forced criminal exploitation. The father was sentenced to four years, served two, and then returned to his family (including the victim) in Romania.



There are a number of indicators that can be signs that someone is a victim of modern slavery. Some of the key indicators are below. However sometimes it will be a case of acting on your instinct that something is not right, and using existing professional skills to talk to

a potential victim and find out more information. None of these indicators in isolation or combination can give you complete certainty, however you do not need to be certain to report your concerns.

### **Indicators of a potential victim may include**

- Distrustful of authorities
- Expression of fear or anxiety
- Signs of psychological trauma (including post traumatic stress disorder)
- The person acts as if instructed by another
- Injuries apparently a result of assault or controlling measures
- Evidence of control over movement, either as an individual or as a group
- Restriction of movement and confinement to the workplace or to a limited area
- Passport or documents held by someone else
- Lack of access to medical care
- Limited social contact/isolation
- Limited contact with family
- Signs of ritual abuse and witchcraft (juju)
- Substance misuse
- Person forced, intimidated or coerced into providing services
- Doesn't know home or work address
- Perception of being bonded by debt
- Money is deducted from salary for food or accommodation
- Threat of being handed over to authorities
- Threats against the individual or their family members
- Being placed in a dependency situation
- No or limited access to bathroom or hygiene facilities
- Unwanted/underage pregnancy
- Inappropriate sexual behaviour
- Incoherent/changing account of events
- Repeating a story that you have heard elsewhere
- Unexplained eagerness to leave a safe space/to work
- Sexually transmitted diseases
- Missing episodes (especially from care – under 18s)
- Limited/sporadic school attendance (under 18s)



## 9. REPORTING YOUR CONCERNS

Any public sector worker identifying a potential victim should follow their organisation's own safeguarding procedures. This will include filling in a National Referral Mechanism (NRM) form or Duty to Notify form, if that is part of your organisation's safeguarding procedures and statutory duties.

Additionally, the case should always be reported by one of the following methods:

- **Phoning 999** if there is an immediate risk of harm
- Reporting to the **police on 101** or the **Modern Slavery Helpline** on 0800 121 700 if there is not an immediate risk of harm

You don't need to be sure that modern slavery is taking place or fully understand the types and definitions to report your concerns.

## 10. VICTIMS' REACTION

Victims may not recognise themselves as a victim or want to talk to the authorities or be formally referred for support. This should not prevent information about potential modern slavery being passed to the police (and completion of a Duty to Notify form for relevant organisations) which could help the police identify a crime. Victims can be traumatised and there are a number of barriers that may make it difficult for them to come forward or co-operate with the authorities:

- Unaware they are a victim
- Unaware help is available
- Language barriers and/or mistrust in their interpreter
- Controlled movement
- Fear of repercussions (for themselves or their families)
- Always accompanied by a perpetrator
- Isolation
- Feel they are still better off than in their home country situation
- Fears over immigration status
- Involvement in criminal activity
- Controlled by witchcraft
- Lack of trust in authorities
- Self blame
- Stigma
- Stockholm syndrome
- Substance addiction

## 11. WHAT HAPPENS NEXT

Safeguarding the victim is the first priority of all public authorities, and the police and other authorities can refer potential victims to specialist support, including accommodation in a safe house in a new location, advice, and access to medical and legal services, via the National Referral Mechanism. Where child victims are involved, the local authority will additionally implement relevant child protection procedures. The police or other authorities such as the Gangmasters & Labour Abuse Authority (GLAA) will investigate and may be able to bring a prosecution against those responsible for exploiting the victim.



# THE TYPOLOGY OF 17 TYPES OF MODERN SLAVERY OFFENCES IN THE UK



## Labour exploitation

- 1 Victims exploited for multiple purposes in isolated environments** Victims who are often highly vulnerable are exploited for labour in multiple ways in isolated rural locations. Victims live on offenders' property in squalid conditions, are subject to repeated abuse and are very rarely paid.
- 2 Victims work for offenders** Victims are forced to work directly for offenders in businesses or sites that they own or control (some offenders may be gangmasters). The main method of exploitation is not paying or illegally underpaying victims.
- 3 Victims work for someone other than offenders** Victims are employed in a legitimate and often low-skilled job, with legal working conditions, by an employer unrelated to the offenders. Most or all wages are taken by offenders often through control of the victims' bank accounts.



## Domestic servitude

- 4 Exploited by partner** Victims are forced to undertake household chores for their partner and often their partner's relatives. If married, the marriage may have been arranged or forced and the servitude often occurs alongside domestic abuse and sexual exploitation.
- 5 Exploited by relatives** Victims live with and exploited for household chores and childcare by family members, usually extended family. Many victims are children.
- 6 Exploiters not related to victims** Victims live with offenders who are often strangers. Victims are forced to undertake household chores and are mostly confined to the house.



## Sexual exploitation

- 7 Child sexual exploitation - group exploitation** Children are sexually exploited by groups of offenders. This is usually for personal gratification, but sometimes the exploitation involves forced sex work in fixed or changing locations and will include characteristics of types 9 and 10. Offenders frequently transport victims to different locations to abuse them.
- 8 Child sexual exploitation - single exploiter** Similar to type 7, often involves the grooming of children and transporting them for the purposes of sexual exploitation, although the offending is carried out by one individual.
- 9 Forced sex work in fixed location** Victims are trafficked and exploited in established locations set up specifically for sex work. This can include brothels or rooms in legitimate business premises (e.g. massage parlour).
- 10 Forced sex work in changing location** Victims are forced into sex work where the location of exploitation frequently changes. Locations include streets, clients' residence, hotels or 'pop-up' brothels in short-term rented property. Victims are frequently advertised online.
- 11 Trafficking for personal gratification** Victims are trafficked to residential sites controlled by offenders and sexually exploited for the offenders' own gratification. Some victims may be confined to the site for a long period of time.



## Criminal exploitation

- 12 Forced gang-related criminality**

Victims are forced to undertake gang related criminal activities, most commonly relating to drug networks. Victims are often children who are forced by gangs to transport drugs and money to and from urban areas to suburban areas and market and coastal towns.
- 13 Forced labour in illegal activities**

Victims are forced to provide labour to offenders for illegal purposes. The most common example is victims forced to cultivate cannabis in private residences.
- 14 Forced acquisitive crime**

Victims are forced by offenders to carry out acquisitive crimes such as shoplifting and pickpocketing. Offenders may provide food and accommodation to victims but rarely pay them.
- 15 Forced begging**

Victims are transported by offenders to locations to beg on the streets for money, which is then taken by offenders. Victims are often children vulnerable adults.
- 16 Trafficking for forced sham marriage**

Traffickers transport EU national victims to the UK and sell these victims to an exploiter in a one-off transaction. Exploiters marry victims to gain immigration advantages and often sexually abuse them.
- 17 Financial fraud (including benefit fraud)**

Victims are exploited financially; most commonly their identity documents are taken and used to claim benefits. This type often occurs alongside other types.

