

01 THE ACT

'The Act' - The Modern Slavery Act 2015 outlines in Section 1 the criminal offence of slavery, servitude and forced or compulsory labour and Section 2 covers the separate criminal offence of human trafficking. The act also defines the meaning of exploitation and two civil orders (Slavery & trafficking risk orders and slavery & trafficking prevention orders) have been created to prevent modern slavery. The Anti-Slavery Commissioner role was created under the act and provision for the protection of victims also forms part of the act. This means that those victims who have been compelled to commit certain crimes, typically cannabis cultivation, begging, shoplifting and immigration offences may not be prosecuted.

02 LET'S BUST SOME MYTHS

Modern Slavery should not be confused with illegal immigration or people smuggling. It doesn't have to be cross border, it can be as simple as moving someone from one room to another. Individuals may have consented to travel, and this does not mean they aren't a victim, as often they have only agreed under false pretences. Victims are often trafficked from outside of the UK but it can happen to British citizens too. It's simply not true to say that if a victim has a better quality of life then the slavery or exploitation is ok. Similarly if someone hasn't attempted an escape, this does not mean they aren't a victim.

03 THE TRIGGERS

Economic – victims may come from a background of poverty, unemployment, lack of opportunity and debt bondage. Many are driven to earn a better living abroad. **Social** – vulnerabilities may include homelessness, being uneducated, disabilities or learning difficulties, in the social care system, lack of family support or having a weak social network. **Political** – those who can be easy to exploit come from war, civil upheaval and social unrest. Many come to the UK for a better life. **Legal** – they may be fleeing from a weak judicial system, hold illegal documents or none at all and have little faith in the legal system or law enforcement agencies.

04 THE SIGNS

Anxiety – Is the person you're speaking to visibly anxious? Are they hesitant to speak or slow to respond to questions? Are they showing signs of trauma or confusion?

Manner – Do they have poor eye contact or seem withdrawn? Are they revealing feelings of worthlessness or hopelessness? Do they distrust authority figures?

Condition – Do they look malnourished, exhausted or unkempt? Have they any untreated or neglected wounds? Are they poorly dressed or equipped for the job they are carrying out?

Environment – Are they living in dirty or cramped accommodation? Rarely allowed to travel alone? These are all signs that could suggest someone is subject to modern slavery.

07 WHAT NEXT

Ensure the medical and welfare needs of the victim are met. Arrange a reception centre to take the victims to. When dealing with language barriers, never use anyone connected to the victim to interpret for them. Help is available from Language Line. Speak to them in private away from the dominant or alpha people who may be allied with the perpetrators. Try to learn more about their circumstances and use the modern slavery question sets, available on the Intranet - see below. Modern Slavery to ensure that you capture as much information as possible. Seek advice from the DS/DI or Tactical advisor for Modern Slavery in FIB

06 THE VICTIM

Victims may be reluctant and feel humiliated. They may be fearful of the police and threats may have been made against them and their families. You should always be patient and non-judgemental. Listen attentively and show empathy. Be professional, explain the reasons for your actions and reassure them that you are there to help. Services are also available via Cumbria Victim Services and key contacts can be found on the Intranet - see below.

05 YOUR DUTY

When you're on duty you have an obligation to identify, recover, protect and support victims of modern slavery. Whether you're dealing with a shoplifter, an RTC or conducting checks on a suspicious property; is there something or someone that makes you think twice? We have a legal duty to notify the Home Office when we encounter a potential victim of modern slavery, including human trafficking. For guidance on how to submit this information go to Intranet - See below.



FURTHER INFORMATION

Force Lead: T/Det Supt Lesley Hanson

Tactical Lead: DI Craig Smith FIB

TAC Advisor: DC Robertson FIB

Intranet > Operational Policing > TPL Crime Command > Modern Slavery

Modern Slavery and Human Trafficking Unit: 0844 778 2406

National Modern Slavery Helpline: 0800 01 21 700