

# MODERN SLAVERY: A Guide for Soroptimist International Great Britain & Ireland

# MODERN SLAVERY



*This booklet was compiled as part of the UK Modern Slavery Training Delivery Group Initiatives.*

*Version July 2018*

# FOREWORD

There is a common misperception that the slavery agenda is historic in nature. The agenda is arguably one of the greatest challenges facing individuals and communities today.

The Independent Anti-Slavery Commissioner demands a consistent response across the UK in order to ensure that victims are properly supported and those who offend are pursued and prosecuted accordingly. He works with law enforcement agencies, charities, faith groups, businesses, international organisations and government agencies in order to achieve his aims.

Every role within Soroptimist International of Great Britain and Ireland needs to understand the signs to look out for in order to identify possible victims of Modern Slavery. SIGBI members are also members of their local community so play an integral role in looking out for the signs where they live.

This booklet has been created to assist SIGBI members from across the UK to continue to highlight this work and enforce the need for a whole organisation approach.

SIGBI members are encouraged to be empowered to deliver awareness raising training sessions and circulate this booklet far and wide to be part of a UK awareness campaign and challenge processes and procedures.

*The chair, UK Modern Slavery Training Delivery Group*

# Words from Federation Programme Director & Chairman of UKPAC

Sadly very few people are aware that slavery, in its many forms, is more prevalent now than ever before.

As Soroptimists we aim to educate, empower and enable women and girls to reach their full potential and we have a history of raising awareness and lobbying for changes on Modern Slavery since 2007, long before Northern Ireland (NI) passed The Human Trafficking and Exploitation Bill 2014, Scotland passed The Human Trafficking and Exploitation (Scotland) Act 2015 and the Modern Slavery Act (2015) across the UK.

In Wales much of the work being done is acknowledged as an attempt to develop good practice and the Wales training programme is being rolled out across the UK.



This booklet aims to further the work of all Soroptimists in raising awareness of this heinous crime by providing guidance and information on how to recognise the signs of modern slavery and what to do about it.

We cannot stop this scourge overnight, but knowledge and vigilance will enable us, perhaps, to reduce it and bring the perpetrators to justice.

Thank you for taking the time to work on this. Please promote the message far and wide.

# The Purpose of this Booklet

**This guidance has been produced for use by SIGBI across the UK for use as part of the UK awareness campaign.**

**This information can assist anyone who believes an individual may have been or is at risk of being trafficked and or exploited.**

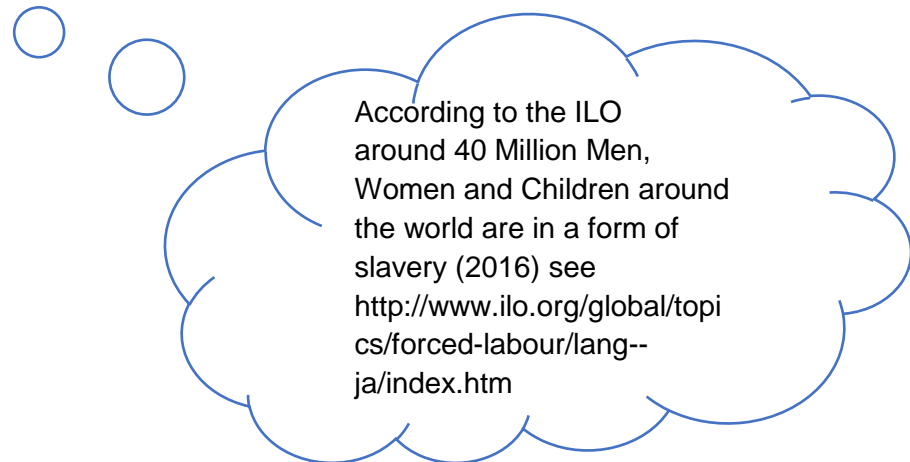
**Men, women and children of all ages and backgrounds can be affected directly or indirectly by Modern Slavery.**

## Modern Slavery

The UK is primarily a country of destination, with thousands of victims arriving from other countries only to be exploited by criminals. Slavery takes many different forms and affects adults and children, males and females.

Those who are enslaved are exploited for the financial gain of their captors. The vulnerable are made to work in cruel conditions for long hours without pay. Examples include women and girls forced into prostitution for profit, young boys made to commit criminal acts against their will and men kept in slave-like conditions in factories.

*Source: Independent Anti-Slavery Commissioner*



According to the ILO  
around 40 Million Men,  
Women and Children around  
the world are in a form of  
slavery (2016) see  
<http://www.ilo.org/global/topics/forced-labour/lang-ja/index.htm>

**Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.**

Someone is in slavery if they are:

- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on his/her freedom

**IF YOU HAVE ANY URGENT CONCERNS REGARDING THE WELLBEING OR SAFETY OF ANY INDIVIDUAL(S) THE POLICE SHOULD BE CONTACTED IMMEDIATELY.**

**Human trafficking** is the movement of people by means such as force, fraud, coercion or deception, with the aim of exploiting them. It is a form of modern slavery.

Trafficking involves the transportation of people in the UK in order to exploit them by the use of force, violence, deception, intimidation or coercion. This exploitation includes commercial, sexual and bonded labour. Trafficked people have little choice in what happens to them and often suffer abuse due to violence and threats made against them or their families. In effect, they become commodities owned by traffickers, used for profit.

These three elements all form part of trafficking:

- The act: recruiting, transportation, transfer, harbouring or receipt of persons
- The means: force, fraud, coercion, deception
- The purpose: exploitation

Human trafficking is a crime. It does not always involve international transportation. Victims include those transported around the UK into exploitative situations, those born into servitude, or those who escape a trafficker before being exploited. It also includes anyone who once consented to work for a trafficker or slave master or participated in a crime as a direct result of being enslaved.

# Types of Exploitation

1. *Sexual exploitation - this includes but is not limited to sexual exploitation and sexual abuse, forced prostitution and the abuse of children for the production of child abuse images/videos. In 2015, 33% of all reported potential trafficking victims in the UK were victims of sexual exploitation.*
2. *Domestic servitude - this involves a victim being forced to work in usually private households, usually performing domestic chores and childcare duties. Their freedom may be restricted and they may work long hours often for little or no pay, often sleeping where they work.*
3. *Forced labour - victims are forced to work long hours for little or no pay in poor conditions under verbal or physical threats of violence to them or their families. It occurs in various industries including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars). Often victims are housed together in one dwelling.*
4. *Criminal exploitation - the exploitation of a person to commit a crime, such as pick-pocketing, shop-lifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker. The most prevalent subtype of labour exploitation reported is within the block paving and tarmacking industry.*
5. *Other forms of exploitation – organ removal; forced begging; forced benefit fraud; forced marriage and illegal adoption.*

## What is Sexual Exploitation?

“Sexual exploitation includes prostitution, escort work, pornography or any non-consensual or abusive sexual acts. Performed without a victim’s permission often under the threat of violence and abuse. Victims can be of any gender, age or orientation.”

*Source: National Crime Agency*

## What is Forced Labour?

“All work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.”

*Source: International Labour Organization*

**Victims come from a variety of backgrounds – they may be UK citizens, EU migrants or from outside of the European Union.**



# Modern Slavery Legislation

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015.

These are:

- 'slavery' is where ownership is exercised over a person
- 'servitude' involves the obligation to provide services imposed by coercion
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily
- 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them.

*Source: UK Modern Slavery Helpline*

The legislation for Scotland and Northern Ireland legislation is:

- Human Trafficking and Exploitation (Scotland) Act 2015
- The Human Trafficking and Exploitation Act Northern Ireland 2015

# Transparency in the Supply Chain

The Modern Slavery Act 2015 issued the need for a Transparency in the Supply Chain initiative. This initiative requires all organisations with a turnover of £36 Million or more to produce a statement on Modern Slavery. The purpose of the statement is to raise awareness of potential weaknesses and vulnerabilities within the supply chain where exploitation may take place.

Many Public and Private sector bodies may have safeguarding policies to help protect against Modern Slavery in the supply chain. These policies should be easily accessed.

SIGBI members are strongly encouraged to sign up to the Welsh 'Code of Practice – Ethical Employment in Supply Chains'. For more information see: [www.gov.wales/code-of-practice](http://www.gov.wales/code-of-practice).

Further information can also be found on Transparency in Supply Chains at :

[http://www.antislaverycommissioner.co.uk/media/1061/transparency\\_in\\_supply\\_chains\\_etc\\_a\\_practical\\_guide\\_final.pdf](http://www.antislaverycommissioner.co.uk/media/1061/transparency_in_supply_chains_etc_a_practical_guide_final.pdf)

# Step Up Lead the Way

The SIGBI 83<sup>rd</sup> conference in Cardiff featured a session on **Modern Slavery and Trafficking A debate for today. You can read the full article below:**

**DECEMBER 2017**

## **Modern Slavery and Trafficking A debate for today**

It was certainly a full and interesting conference. The speakers had been inspiring and the discussions varied and intriguing, promising further debate in Clubs throughout SIGBI. This session was no exception. The four professionals brought together to discuss this issue were knowledgeable specialists in the field of modern slavery and trafficking. I looked forward to their session with interest having already been involved in an awareness raising event in my local area with Thanet Soroptimists. We had recently put forward an expression of interest to hold a panel discussion session in 2018 for IWD. Barbara Dixon, Programme Director, opened the session with a brief history on William Wilberforce, the pioneer against slavery in the UK. Not having heard about this before I found it very sad and moving.



**Kevin Hyland, OBE, Independent Anti-Slavery Commissioner**, who, though not able to attend the conference in person, gave a comprehensive presentation of this high priority issue via a video link. Kevin identified the initial hurdle of disbelief amongst professionals and public alike, that the crime of slavery actually existed. He talked about turning, “Apathy into Action” highlighting the

role Soroptimist International had begun in creating discussions and raising awareness. He advised that the first priority has been to train the statutory agencies in identification and rapid response, particularly front-line workers such as the NHS, Police and Social services. Kevin acknowledged the action taken by the Royal College of Nursing and the NHS, the latter producing a complete training package for staff. Kevin continued his presentation providing figures on Modern Slavery crimes, which totalled 2,255 last year, an increase of 159 per cent, caused by victims coming forward and more action taken to prosecute. This has been made possible by international officials joining the Border Police. The Co-op was acknowledged by Kevin for providing employment positions for ex-slavery victims. I thought this was an excellent strategy by the Co-op and I for one believe that this type of employer should receive formal recognition for their compassion and service.

Kevin spoke about creating environments with transparent supply chains and the crucial roles universities and institutions have in providing research in this area. Providing anecdotal evidence, he identified that 40,300,000 individuals are living in slavery worldwide and that, “Too many children are robbed of their innocence.” Kevin finished his talk stating that, “Modern Slavery must be seen as Serious Criminal Abuse.”

**Stephen Chapman, the first and only officially appointed Anti-Slavery Coordinator (Wales) in the UK, and Kim-Ann Williamson, Member of the Wales Antislavery Leadership Group (CPS)**, both spoke about delivering the Anti-slavery agenda in Wales. Stephen acknowledged the “invisible chains” of slavery with 3,805 cases referred nationally last year. He echoed Kevin Hyland’s words regarding

disbelief and denial of the issues, but was able to inform the conference that the case rate in 2016 of four children, had now risen to 69 in 2017, with the youngest child rescued being just two years old. I liked his term of using a “Doves and Hawk” approach to discover and support victims whilst prosecuting criminals.

In Wales, a Code of Practice on ethical supply chains has been initiated and the public sector signed up. Barbara asked the question to Stephen, how to beat slavery? His reply concluded that there was “no silver bullet.” Kim-Ann introduced conference Members to the Welsh anti-slavery logo – Dewi, the red Welsh dragon with a blue blindfold around his eyes. For me, this was a very poignant and reminiscent of Pudsey from Children in Need, which these children are, in every sense. Kim informed us of the SIGBI survey carried out by Members. They were very pleased with the response. 3,780 replied online and 3,050 via paper. The result will be known in early 2018 at their Belfast event. She reported on the booklets devised for hotels and universities, plus the role of Ambassadors and Independent Child Trafficking Advocates.

Finally, Kim reminded Members that, “Work on anti-slavery needs to be done every day, not just on anti-slavery day.” Barbara asked Kim the question, how much more can SI help? She replied, to continue with what we are doing and highlight hard-to-reach pockets of the community. **Angelina Rodrigues, presented from BAWSO.** Established in 1995, Bawso is an all Wales, Welsh Government Accredited Support Provider, delivering specialist services to people from Black and Ethnic Minority (BME) backgrounds who are affected by domestic abuse and other forms of abuse, including Female Genital Mutilation, Forced Marriage, Human Trafficking & Prostitution.

In addition to providing housing, in partnership with other agencies, they also run separate refuges for women and men. Recently, asylum refugees are coming forward to advise that they have been trafficked and they are currently supporting 50 – 90 individuals with Albania being a high source country. Barbara posed Angelina the question, what more can we do

for BAWSO? She identified that they struggle to keep their 24 help-line open, so volunteers would be great. Also packages of clothes/toiletries and donations are always useful. SI could continue raising awareness and volunteering expertise in certain areas. At the end of the session, Barbara provided a sobering thought when she pointed out that the clothes we were wearing, the nails we may have done, could have been completed by someone in slavery.<sup>1</sup>



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<sup>1</sup> To find out more please find the full article here, on page 7:

<https://sigbi.org/assets/SOROP-NEWS-DEC-2017-for-web.pdf>;

# Spotting the Signs

There are many signs of Modern Slavery. Not all the indicators will be apparent immediately nor will they apply to every case.

Victims may be reluctant to tell their story because of fear of reprisal, not being believed, a sense of shame about letting themselves be treated in this way, or because they are not aware of their rights and the treatment they are entitled to receive.

There is no limit to the number of signs that a person is a victim of trafficking or forced labour. One or a combination of factors could suggest a person is a potential victim, so ***each case should be considered on an individual basis.***

***If you are with an individual and you are inclined to believe that the indicators referred to within this guidance are being met, you should seek assistance for that potentially vulnerable person.***

People who are subject to Modern Slavery are typically made to work in sectors such as:

Hospitality and Catering

The Service Industry

Entertainment

Construction

Manufacturing (Sweatshops)

Agriculture

Food Processing and Packaging

# The Indicators

Listed below are some of the signs that might indicate trafficking. This is not an exhaustive list. If you have any concerns about an individual or a situation please call the police.

## **Physical Appearance**

- Show signs of physical or psychological abuse, look malnourished or unkempt, anxious/ agitated or appear withdrawn and neglected. They may have untreated injuries

## **Isolation**

- Rarely be allowed to travel on their own, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work
- Relationships which don't seem right – for example a young teenager appearing to be the boyfriend/ girlfriend of a much older adult.

## **Poor living conditions**

- Be living in dirty, cramped or overcrowded accommodation, and / or living and working at the same address

## **Restricted freedom of movement**

- Have no identification documents, have few personal possessions and always wear the same clothes day in day out. What clothes they do wear may not be suitable for their work
- Have little opportunity to move freely and may have had their travel documents retained, e.g. passports

## Unusual travel times

- Be dropped off / collected for work on a regular basis either very early or late at night
- Unusual travel arrangements - children being dropped off/ picked up in private cars/ taxis at unusual times and in places where it is not clear why they would be there

## Reluctant to seek help

- Avoid eye contact, appear frightened or hesitant to talk to strangers and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation, fear of violence to them or their family.

*Source: UK Modern Slavery Helpline*

**SIGBI**

Modern Slavery can happen anywhere even in your town and street.

SIGBI members are strongly encouraged to:

- show a commitment to tackling the agenda by joining the awareness campaign
- join the training campaign as either trainers or assisting with venues and administration.
- volunteer to assist with your local First Responders - e.g the Salvation Army in England, TARA and Migrant Help in Scotland, Women's Aid and Migrant Help in NI and BAWSO in Wales.
- play a key role within these four areas:
  - **Identify**
  - **Report**

- Educate
- Prevent

## Awareness Campaign 2018

There is a wide range of departments and opportunities where signs of exploitation and abuse may be observed and recognized.

Join the awareness campaign to raise awareness and help eradicate this heinous crime across the globe.

To join the campaign, please look out for the bimonthly updates from HQ.

## Training Courses Available in Wales and the UK



The regional Anti-Slavery Groups in Wales plan, co-ordinate and deliver a range of training programmes to help professionals to build their knowledge, skills and resilience across the field of modern slavery. The training is created by the Wales Anti-Slavery Training Group supported by the Welsh Government Training Framework. The following modules are available:

**The Anti-Slavery awareness courses and the Lunch and Learn course are also available across the UK.**



### **First Responder** (one day course)

*Target Audience:* Police and British Transport Police, UK Border Force, Home Office Immigration and Visas, Gangmasters and Labour Abuse Licensing Authority, Local Authorities, Health, Salvation Army, BAWSO, Barnardo's Cymru, New Pathways, NSPCC

#### *Aims and Objectives:*

- Describe human trafficking
- Explain legislation and policies in anti-human trafficking
- Identify a trafficked person
- Explain the role of local and national agencies in human trafficking
- Examine how trafficking affects individuals
- Identify responsibilities for responding to trafficking issues
- Complete a National Referral Mechanism form for children and adults

### **Organised Crime and Modern Slavery** (3 day course)

*Target Audience:* Senior Investigating Officers (Police), Senior Crown Prosecutors (CPS), Gangmasters and Labour Abuse Licensing Authority, HM Revenue and Customs

#### *Aims and Objectives:*

- To develop investigative techniques
- To improve knowledge and understanding of the way in which to prosecute cases of human trafficking and modern slavery

### **Lunch and Learn** (short introductory course)

AVAILABLE IN England and Wales

*Target Audience:* Anybody who lives and works in England and Wales

#### *Aims and Objectives:*

- To raise awareness about the exploitation of human beings
- To understand your organisation's role and responsibility in

## **Anti-Slavery Awareness** (half-day introductory course)

AVAILABLE IN England and Wales

*Target Audience:* Anybody who lives and works in England and Wales

### *Aims and Objectives:*

- Describe the different forms of Modern Slavery and Human Trafficking
- Demonstrate an understanding of the reasons why people become victims/survivors
- Identify the signs and indicators of a potential victim/survivor
- Recognise why victims/survivors are reluctant to come forward
- Demonstrate an understanding of how to refer a suspected victim/survivor for help and advice

## **Salvation Army eLearning 'Human Trafficking Awareness' Module** (20 mins)

This eLearning module can be shared among communities that are considered hard to reach. The module will provide a short insight to understanding slavery.

The module is designed to improve your awareness of what human trafficking is, the causes which drive it, and the effects it has on victims lives.

Link: <http://www.salvationarmy.org.uk/toolkits/hta/>

## **Child Exploitation** (half day course)

*Target Audience:* Anybody who works with or is in contact with young people

### *Aims and Objectives:*

- Identify CSE and that a young person may be at risk
- Explain their role and responsibility in line with the All Wales Guidance on Safeguarding Children & Young People at risk of abuse through Sexual Exploitation
- Recognise the link between CSE and trafficking
- Demonstrate the assessment of a child or young person at risk using the SERAF tool

## How to become a SIGBI Anti-Slavery Trainer

Link in with your regional modern slavery group to join the cadre of modern slavery law enforcement trainers within the UK Modern Slavery Training Delivery Group.

For more information please visit:

<http://iascmap.nottingham.ac.uk>

<http://www.humantraffickingfoundation.org/national-network-coordinators-forum> (England and Wales)

For further details please contact Kim Ann Williamson:

[KimAnn.Williamson@cps.gov.uk](mailto:KimAnn.Williamson@cps.gov.uk)

## As a SIGBI Member - What can you do?

### Report it

If you have any suspicions that an individual or a group of people are or have been subject to Modern Slavery, sexual exploitation, human trafficking, forced labour or worker exploitation you should report it immediately.

### You can contact:

The Police - **101**, or in an emergency **999**

UK Modern Slavery Helpline - **(+44) 0800 012 1700**  
[www.modernslaveryhelpline.org/report/](http://www.modernslaveryhelpline.org/report/)

Crimestoppers – Anonymously **(+44) 0800 555 111**  
[www.crimestoppers-uk.org/give-information/give-information-online/](http://www.crimestoppers-uk.org/give-information/give-information-online/)

You will find this checklist helpful when providing details to law enforcement agencies on Modern Slavery investigations. It can also assist partner organisations to provide the victim with appropriate care and assistance.

- Detailed descriptions of those involved
- Where the victims are working and/or living
- Other relevant locations
- Methods used to control or manipulate the victim
- The length of time for which this has been happening
- Details of any transport used
- Travel routes/methods
- Financial information
- Documents used
- Method of recruitment
- National ties
- Relations with the exploiter

# Further advice and guidance

## Modern Slavery and Human Trafficking Unit

[www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre](http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre)

Telephone: (+44) **0844 778 2406** (24 hour advice and support)

## The Salvation Army

UK charity providing support and advice. Key contact for victims in England and Wales.

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

Telephone: (+44) **0300 303 8151**(24 hour referral line)

## NSPCC Child Trafficking Advice Centre

[www.nspcc.org.uk/Inform/research/ctail/ctail\\_wda84866.html#how](http://www.nspcc.org.uk/Inform/research/ctail/ctail_wda84866.html#how)

Telephone: (+44) **0808 800 5000**

Email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

## Gangmasters and Labour Abuse Authority

Responsible for investigating labour exploitation and modern slavery offences.

[www.gla.gov.uk](http://www.gla.gov.uk)

Telephone: (+44) **0115 959 7052** (Intelligence team)

# Further advice and guidance

## Modern Slavery Helpline

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

Modern Slavery Helpline number 08000 121 700

## Welsh Government

<http://gov.wales/topics/people-and-communities/communities/safety/anti-slavery/?lang=en>

## Scottish Government

<https://beta.gov.scot/policies/human-trafficking/>

## Northern Ireland

<https://www.nidirect.gov.uk/articles/human-trafficking>

Please note that the contacts in this booklet are not exhaustive.

# Notes

**IF YOU THINK SOMEONE MAY BE A VICTIM OF MODERN SLAVERY  
CALL THE 24/7 MODERN SLAVERY HELPLINE ON**

**08000 121 700**

**WORKING TOWARDS  
A WORLD WITHOUT SLAVERY**



**modern  
slavery  
helpline**



# 'Na' i gaethwasiaeth yng Nghymru

Os gwelwch chi  
rywbeth, rhannwch ef!

Mewn argyfwng: **999**

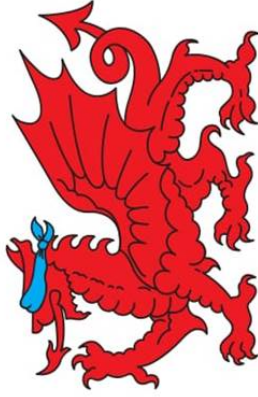
Heb fod mewn argyfwng: **101**

Crimestoppers: **0800 555111**

Llinell gymorth caethwasiaeth

Modern: **08000 121 700**

**cymru.gov.uk/gwrthgaethwasiaeth**



# Say no to slavery in Wales

If you see it,  
report it!

In an emergency: **999**

Routine: **101**

Crimestoppers: **0800 555111**

Modern Slavery Helpline:

**08000 121 700**

**wales.gov.uk/anti-slavery**