

Modern Slavery Toolkit and Reference Guide



Slavery is closer than you think...



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North Yorkshire Police is committed to supporting victims of modern slavery, and prosecuting those who commit or facilitate these crimes.

Every frontline officer is responsible for recognising the signs of modern slavery and preventing it from happening. This toolkit will provide you with the necessary information and guidance to help you achieve this.

1. What is Modern Slavery?

1.1. Definition

Modern Slavery is the condition of a person over whom any or all of the powers attaching to the rights of ownership are exercised. People are treated as commodities and exploited for criminal gain. It is a global crime which transcends age, gender, ethnicities, and borders. Victims of modern slavery may have being brought legally or illegally from overseas, or they may be British citizens living in the United Kingdom (U.K). The true extent of modern slavery in the U.K and globally is unknown, but the best estimates suggest that there are between 10-13,000 victims currently in the U.K. and up to 45,000,000 worldwide (Global Slavery Index 2016).

The accepted international definition of Human Trafficking (Palermo Protocol) is invariably made up of three component

Parts	the MEANS	The PURPOSE
Recruitment	Fraud	Sexual exploitation
Transportation	Coercion	Forced labour
Transfer	Abduction	Forced criminality
Harbouring	Abuse of power	Removal of organs
Receipt	Threat or use of force	Servitude
	Abuse of a position of vulnerability	Slavery
	Deception	
	Etc.	

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1.2. Types of modern slavery

(Source: modernslavery.co.uk)

- Human trafficking: Individuals are moved either internationally or domestically so they can be exploited. If the trafficked individual is under 18 years old, then they are considered to be a child.
- Forced or Compulsory labour / Servitude: Victims are forced to work against their will, often working very long hours for little or no pay in dire conditions, under verbal or physical threats of violence to them or their families. Servitude is an aggravated form of “forced or compulsory labour”.
- Criminal exploitation: Victims are coerced into committing crimes such as cannabis cultivation, pick pocketing, shoplifting and begging.
- Sexual exploitation: Victims are forced to perform non-consensual or abusive sexual acts against their will, such as prostitution, escort work and pornography. Whilst women and children make up the majority of victims, men can also be sexually exploited.
- Debt bondage: Victims are forced to work to pay off debts that realistically they will never

be able to pay off. Low wages and arbitrary deductions from wages mean not only that they cannot ever hope to pay off the loan, but the debt may be passed down to their children.

Coercion can be physical or psychological.

Physical coercion can refer to the use of violence, or be more subtle e.g. the withholding of travel documents. Psychological coercion can refer to the threat or perceived threat to the victim's relationship with other people. This can include blackmail, grooming, witchcraft and social stigma.

1.3. Smuggling VS Trafficking

Human smuggling is **NOT** human trafficking.

Human smuggling is an immigration offence and a crime against the state. Human trafficking is a crime committed against the individual, and is an attack on their freedom and integrity.

Human smuggling is a highly profitable business, which occurs when an individual seeks the help of a facilitator to enter a country illegally, and the relationship between both parties ends once that objective is met. Human trafficking involves the ongoing exploitation of an individual, and

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can occur within a country or across national borders. It requires an element of force, coercion or deception – unless the victim is a child in which case only the “act” and the “purpose” are required.

Despite the distinct differences between the two offences, it is important to remember that a smuggled person may be vulnerable to exploitation at any point along their journey. The tragic circumstances in which migrants are driven away from their homelands have generated both a serious humanitarian crisis and given rise to numerous opportunities for transnational criminal networks to exploit the desperation and vulnerability of migrants (Interpol, 2016).

In light of recent terrorist attacks and continued migratory pressures on the European Union (E.U), there is a growing concern that migrant smuggling networks may also be used by opportunistic radicalised fighters wishing to enter the U.K.

More than 90% of the migrants reaching the E.U. are facilitated, mostly by members of a criminal network. In 2015, migrant smuggling networks in the E.U are estimated to have had a turnover of between three and five billion pounds. From a geographical perspective, the smuggling routes

used for facilitating migration are often very similar to the ones used for the trafficking of other commodities such as drugs, weapons, or other goods. The existence of common routes provides a natural incentive for groups to simultaneously participate in the trafficking of several commodities.

Commonly referred to as “lorry drops”, vehicle based smuggling is an ever increasing phenomenon across the U.K. It is not simple 'lorry drops' we are dealing with, but a symptom of the presence and activity of highly sophisticated and well-structured organised criminal groups. **With every lorry drop comes a rich source of data and intelligence needed to combat modern slavery, human smuggling, and the trafficking of illicit commodities** (drugs, weapons, fraudulent identity documents etc.).

Please see appendix A and B for documents provided by Immigration Enforcement to assist with inland lorry drops.

2. Risk factors, warning signs and locations of concern

Know the risk factors, warning signs and locations of concern –

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that way you are better prepared on how to spot modern slavery.

2.1. Risk factors of modern slavery

Anyone regardless of age, gender, ethnicity and sexuality, can be at risk of modern slavery. However, traffickers or modern slavery facilitators often target vulnerable individuals as they are easier to coerce. Particularly vulnerable groups include:

- Poor people
- Homeless people / Missing from Homes
- Alcoholics / Drug addicts
- People who lack education
- Children brought up in social care
- Mentally and/or physically ill people
- Victims of domestic violence
- Illegal immigrants
- Former victims of modern slavery and human trafficking

2.2. Modern slavery warning signs

Physical and psychological indicators:

- Victims may show signs of injuries (resulting from assault, mutilation, lack of safety equipment at work, etc.)

- Victims may suffer drug or alcohol addictions.
- Victims may show signs of post-traumatic stress disorder (anxiety, hostility, aggression, lack of concentration, inability to recall...).
- Victims may have tattoos or other marks denoting ownership.
- Victims may have contracted sexually transmitted diseases and have other gynaecological symptoms (urinary or vaginal infections, pelvic inflammation/pain, irregular bleeding...).
- Victims may be pregnant.
- Victims may have suicidal feelings, and/or show signs of self-harm.
- Victims may look malnourished and unkempt.

Situational or Environmental indicators:

- Victims may be afraid / anxious to tell their story due to fear of reprisals.
- Victims may show distrust of authorities due to corruption in their country of origin.
- Victims may not be in possession of their own passport or travel documents, and may fear divulging their immigration status.

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- Victims may act as if instructed by another, or have others speaking on their behalf.
- Victims may tell their stories with obvious errors as they are learnt and not theirs.
- Victims may appear unfamiliar with their neighbourhood or where they work.
- Victims may be fearful and emotional about their family and dependents.
- Victims may speak limited English and have a vocabulary relating to their exploitative situation.
- Victims may live and/or work in degrading, unsanitary or overcrowded conditions, and not have any private space.
- Victims may have their movement controlled or restricted.
- Victims may be isolated from family and friends and have limited social interaction.
- Victims may lack access to medical care.
- Victims may work excessively long hours and/or may not have a labour contract.
- Victims may have very few items of clothing.
- Victims may receive little or no payment and/or have no access to their earnings.

Signs that a child may have been trafficked:

- The child looks intimidated and behaves in a way that does not correspond with behaviour typical of children of his/her age.
- The child has been brought from another country and/or has false documents or no passport or travel documents.
- The child is with an adult, but it is unclear what their relationship is, or there are concerns about the relationship between parent and child.
- The child is orphaned or separated from family members.
- The child frequently goes missing from home, or is homeless.
- The child is unable or reluctant to give details of accommodation or personal details.
- The child possesses money or goods that cannot be accounted for.
- The child is not registered with a G.P. or enrolled in a school.
- Unrelated or new children are found at the same address.
- The child displays physical symptoms such as pregnancy, STDs or evidence of assault.

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- The child rarely leaves the house, has no freedom of movement and no time for playing.
- The child eats apart from “family” members.
- The child is engaged in work that is not suitable for children, or is seen in inappropriate places such as brothels and factories.
- The child gives a prepared story which is very similar to stories given by other children.

Unaccompanied and/or intentionally displaced children are at particular risk.

2.3 Locations of concern

Modern slavery operates in a variety of **public and private locations**. However, high risk industries for forced labour include: construction, food packaging and processing, agriculture, and fisheries. Brothels and “escort” websites can be used to facilitate sexual exploitation. Many brothels operate out of short term or holiday lettings and hotel rooms. These are referred to as “pop up brothels”. The victims work out of these locations for just a few days at a time before they move on to a new location. Custom is generated via online advertising on sites such as

www.vivastreet.co.uk and
www.adultwork.com.

3. Barriers to victim co-operation

Victims of modern slavery may be unwilling to disclose details of their experience or may fail to recognise themselves as a victim for a number of reasons including:

- Fear of punishment at the hands of the traffickers
- Fear of punishment at the hands of authorities (real or imagined)
- Fear of deportation.
- Fear of reprisals against family members
- Fear of discrimination from their community and families (e.g.: Stigma/shame as a result of sexual exploitation)
- Situational dependency and a lack of awareness of the help and support available
- Victims may feel responsible for their situation/may have consented to elements of their exploitation
- Cultural differences i.e. children may see themselves as “young adults” with a responsibility to help provide for their family.
- Fear of juju or witchcraft ceremonies.

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- Stockholm syndrome.
- Belief that their current situation is only temporary and a stepping stone to a better future.

Victims' early accounts may be affected by the impact of trauma, and display symptoms of hostility and/or aggression, as well as difficulties in concentrating, in recalling details, or even remembering entire episodes. Errors or lack of reality may also be because their initial stories are composed by others, or learnt.

4. Key investigative considerations

4.1 Safety and support

- Address any immediate health concerns, keeping in mind forensic opportunities and the possibility of any sexual offences being disclosed.
- Remove victims from the place of exploitation and away from potential perpetrators.
- Separate but do not isolate potential victims from one another.
- Provide suitable alternative clothing and toiletries. Do NOT use forensic suits/prisoner clothing.

- Provide substantial meals and refreshments, but seek advice if malnutrition is suspected.
- Dispel any fears or anxieties. Victims may be in fear of the police due to corruption and bad practices in their country of origin.
- Identify a “victim liaison” officer who will offer continuity and consistency and help develop a rapport with the victim.
- Explain the NRM process thoroughly and seek the victim's consent for referral.
- Take the necessary measures to prevent the victim from going missing or being re-trafficked, by arranging safe and supervised accommodation if required.

4.2. Age assessment

In some cases, it may be unclear whether or not the victim is younger than 18. Aside from the physical, sexual or emotional abuse they may have suffered, many trafficked children and young people have been forced by their traffickers to tell a made-up story if they are questioned. All of these factors may impact on the victim's ability to participate fully and openly in an age assessment. As such:

- Age assessments should only be carried out where there is

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significant reason to doubt that the claimant is a child, as the repeated questioning of the child or young person's credibility and identity can leave him/her feeling angry and bewildered, and affect the way s/he engages with social workers.

- Where there is uncertainty about age, a suspected victim must be presumed to be a child and be accorded special protection measures pending assessment of their age.
- Particular care must be given to planning accommodation for potential victims who may be at risk of going missing very soon after discovery e.g. bed and breakfast accommodation is not suitable for any minor, even on an emergency basis.
- The venue for the age assessment interview(s) needs to be conducive to helping the child or young person feel safe and comfortable. Police stations are not considered appropriate for conducting age assessments.
- More information on age assessments: ADCS Age Assessment Guidance [Available online]

4.3. Translation & Interviews

- Provide victims with access to an accredited interpreter.

- Consider the gender of the interpreter and any cultural issues or sensitivities.
- Do not use other potential victims as interpreters as they may be “alpha victims” or potential offenders who will influence the victim.
- If in any doubt, contact the Human Trafficking Team (UKHTC) on 0844 7782 406.

4.4. Suspects

- Consider that suspects could also be victims of modern slavery e.g. “alpha victims”, and be subject to threats and coercion themselves.
- Remember that exploitation includes forced criminality e.g. begging, shop theft, cannabis cultivation, etc. Therefore suspects who indicate that they have been exploited to commit such criminality will have a statutory defence under Section 45 Modern Slavery Act 2015.
- If a suspect raises a statutory defence under Section 45 of the Modern Slavery Act 2015, you should seek a disposal decision from the CPS. You should NOT charge a suspect AND simultaneously submit an NRM referral as this could lead to the “punishment” of a victim.
- Assess the risk to the victim(s) and implement suitable control

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measures if a suspect is released on bail e.g. bail conditions, use of civil orders etc.

4.5. Crime scene

- Treat victims, the location/s where the exploitation took place (including vehicles used to transport potential victims), and the suspects themselves as potential crime scenes. Section 12 of the Modern Slavery Act provides a constable with the power to detain/seize any vehicle, boat or plane.
- Commence scene logs where appropriate.
- Consult a Crime Scene Manager at the earliest opportunity.

4.6. Evidential items

- **Identity documents** - Passports, driving licences, National Insurance cards may provide evidence of forgery, identity theft and benefit fraud.
- **Travel documentation** – Flight and train tickets, baggage tags and travel labels, hotel bookings, taxi and petrol receipts may identify routes and points of entry. They may also help evidence the “Act” of trafficking, including the transport or transfer of individuals.
- **Telecommunications** - Contact lists, SIM cards, text messages,

contact and browsing histories, navigation app memories, photos, saved files, use of apps etc. may all provide intelligence into the wider organised crime network and the scale of the criminality involved.

- **Bank documentation** – Credit cards, bank statements, pay slips, loan agreements, benefit statements and tax credit receipts may identify opportunities for CCTV evidence as well as identifying the flow of money and the hierarchical arrangements of the organised crime groups.
- **Employment documentation** – Duty sheets, pay slips, address books, diaries, contracts, documents from recruitment agencies may evidence working arrangements, locations, facilitators, service available etc.

5. The National Referral Mechanism (NRM)

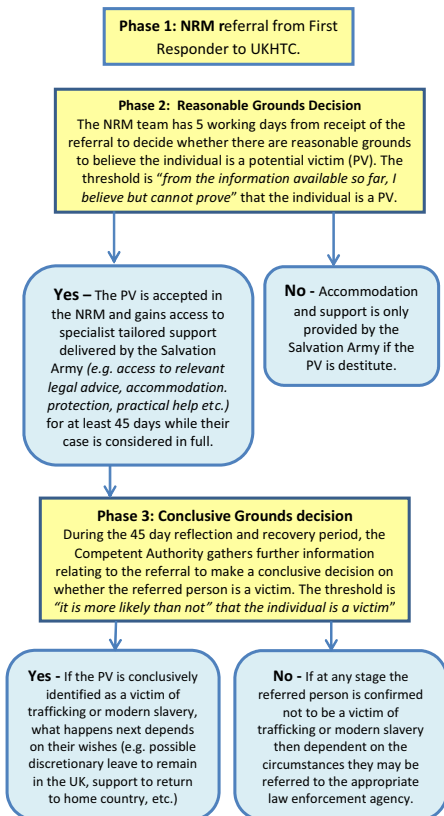
The National Referral Mechanism is the process by which people who may be victims of modern slavery are identified, referred, assessed, and supported in the U.K. If you think you have encountered a victim of modern slavery, you should complete a NRM form and send it to the relevant Competent Authority at: UKHTC@nca.x.gsi.gov.uk

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Remember that you have a duty of care towards any potential victim of modern slavery regardless as to whether or not they have consented to enter the NRM. You must always take reasonable steps to ensure their safety once they have left your immediate care. Modern slavery and human trafficking are very lucrative forms of criminality and some perpetrators will go to considerable lengths to recover and protect their sources of income. Failure to take reasonable steps may result in the re-exploitation of the victim.

The potential risk posed to a victim once they have left your care must be evaluated on a case by case basis, but as a guide, you should consider:

- The nature of the exploitation suffered / suspected and the methods of coercion / force / deception used.
- Whether the victim has safe and suitable accommodation to go to.
- Whether the victim has money to pay for food and accommodation.
- Whether the victim can provide a specific address and contact telephone number.
- Whether the victim can communicate effectively.
- Whether the victim is physically fit and well.
- Whether the victim has articulated any self-harm or suicidal tendencies, or displayed any mental health issues.
- Whether the victim has any alcohol or drug addictions.
- Whether the victim is isolated from friends and family.
- The victim's immigration status and whether they are in possession of their documentation
- The control measures that can be imposed against any



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suspects e.g. bail conditions, remand applications, seizure of vehicles and mobile phones, Slavery and Trafficking Risk Orders etc.

At the present moment there is very little practicable help and support available to a potential victim of modern slavery and human trafficking until they have been accepted into the NRM. If a victim is destitute then the Salvation Army may assist. If not, you will need to explore all potential options including local Charities/NGOs and EDT/Social Care, which could provide temporary accommodation and support (see contact details p.14). In some circumstances, it might be necessary for North Yorkshire Police to meet the cost of providing emergency support.

If and when a victim is accepted into the NRM, the Salvation Army takes the responsibility of providing him/her with accommodation and support.

6. Crime Recording

A crime should be recorded if:

1. The circumstances of the victim's report amount to a crime; and
2. There is no credible evidence to the contrary immediately available.

The victim's belief that they have been exploited will usually be sufficient to justify the recording of a crime. Where the victim indicates that they have been exploited AND where they consent, a NRM form must be submitted to UKHTC@nca.x.gsi.gov.uk

Where the above rules are met but the victim **refuses** to consent to entering the NRM process, a crime should still be recorded and a MS1 form should be submitted to dutytonotify@homeoffice.gsi.gov.uk

If the victim does not self-identify or consent to entering the NRM, but you still suspect that s/he is a victim of modern slavery, then a MS1 form should be completed. In these circumstances, a crime should only be created if there is corroborating evidence to support your suspicion.

All completed NRM and MS1 forms should also be scanned onto the relevant occurrence and sent to modernslavery@northyorkshire.pnn.police.uk to assist with internal compliance and monitoring procedures.

To crime an occurrence using a crime template, select:

1. HO Group: "Vio against person"
2. HO Class: 36/06 Hold person in

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slavery or servitude; or 36/07 Require person to perform forced or compulsory labour; or 36/08 Arrange or facilitate the travel of another person with a view to exploitation.

To find the relevant offences under the Home Office Counting Rules on the National Crime Recording Standards subsite, select:

1. Violence against the person
2. Violence without injury
3. 106 Modern Slavery and then either:
 - 36/06 Hold person in slavery or servitude; or
 - 36/07 Require person to perform forced or compulsory labour; or
 - 36/08 Arrange or facilitate the travel of another person with a view to exploitation.

There are a number of other offences created under the Modern Slavery Act, but the above are the most common.

All cases of modern slavery should be recorded in addition to the most serious additional victim based offence involving the same victim-offender relationship. For example: a warrant is executed at a brothel and three foreign national sex workers indicate that they have been trafficked for the purposes of

sexual exploitation, and that they were all raped by a male upon arrival in the U.K.. In this case, there would be three recorded crimes for modern slavery (36/08) and three recorded crimes for rape.

7. Tactical options in dealing with modern slavery

North Yorkshire Police has a moral and legal duty to protect life and prevent inhumane and degrading treatment. Immediate steps must be taken if an individual is identified as being at risk of serious harm.

If you suspect that a modern slavery offence has been committed or is being committed, you must notify your supervisor straight away, and the investigative response should be overseen by a Detective Inspector.

Consider whether anyone could be endangered by your actions or inactions, and remember your police powers and responsibilities:

- Section 17 PACE allows an officer to enter a premise to save life or limb or arrest a person for an indictable offence if they have reasonable grounds for believing that the person they seek is on the premise.

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- Section 24 PACE allows a constable to arrest anyone who is about to commit an indictable offence, is committing an indictable offence or has reasonable grounds to suspect either one of the above. It also provides a power to arrest where there are reasonable grounds to suspect that an indictable offence has been committed.
- The threshold for suspicion is low. You do not need to evidence the offence nor believe that it has occurred before you take action.
- Conduct a harm reduction visit as per the new sex workers guidance procedure.
- Conduct a compliance visit with a regulatory partner e.g. Gangmasters Licencing Authority, Immigration enforcement, Fire Service, Health and Safety Executive, Environmental Health and Protection etc.
- Utilise PNC, PND, NICHE, ANPR, DARPA, GAIN referrals, SIENA, (exchange of operational and strategic crime-related information and intelligence between Europol and Member States), financial checks and open source research to further develop the intelligence.
- Consider the necessity and proportionality of submitting ACD and DSA applications, and whether your aims and objectives can be achieved through less intrusive means. Such applications can enhance your intelligence and evidential gathering capabilities. The Covert Standards Unit will provide the necessary guidance if contacted.
- Where sexual exploitation is suspected, conduct an open source search on:
www.adultwork.com
www.vivastreet.co.uk
www.ukadultzone.com
These are three of the most common U.K escort websites. Research may provide photos of victims as well as phone numbers and evidence of the offence under investigation.
- Consider the Organised Crime Unit's remit as the force lead for modern slavery and human trafficking investigations, and how/when they are consulted.
- Enlist the support of NGOs during planned operations. The barriers to victim co-operation take time to break down. NGOs such as "Hope for Justice" are well placed to invest this time

The UKHTC has a POTAC adviser on duty 24 hours a day. If in any doubt, call 084 4778 2406.

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Key partners in relation to disruption activity and information sharing

The following is a list of agencies and services that have powers relating to some locations and premises where modern slavery may be taking place, and could therefore participate in disruption activity. This list is not exhaustive and does not include organisations from the private and voluntary sectors, which could also play a key role in disruption activity.

- Police Social workers
- Fire and Rescue Service
- Housing providers
- Trading standards
- Local authority licensing
- Local authority planning
- Community safety
- Youth offending service
- Department for Work and Pensions
- Benefit fraud investigations
- HM Revenue and Customs
- UK Border Agency.

8. Victim management

When dealing with victims of modern slavery, officers should:

- **Be patient, and listen actively** - Remember that victims may present in many different ways – they may be quiet and withdrawn or they may appear loud, streetwise, and may even be violent or abusive. Show an

interest in the person as a whole, and accept that it may take time to build your relationship with him/her.

- **Be non-judgemental** - Victims of exploitation, - particularly of sexual exploitation - may feel ashamed, and may be afraid of further judgement from professionals. It is extremely important in your engagement with them that you do not judge them.
- **Manage YOUR expectations:** The barriers to victim co-operation are numerous and can be very complex. Some disclosures may only be made once trust and rapport has been established. This can take time. Whilst your efforts might not yield any obvious results, the professionalism and compassion that you show might be the catalyst for a disclosure in subsequent contacts with the police.

9. Legislation, the law and civil orders

Under the ECHR, everyone is entitled to the right to life, liberty and security; no one shall be subjected to torture or to inhuman or degrading treatment or punishment. North Yorkshire Police has a duty to protect individuals from the violation of these

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fundamental rights. Other pieces of legislation can also be used to support these rights:

The Modern Slavery Act 2015

The Modern Slavery Act came into force on 31st July 2015 and consolidates existing slavery and trafficking offences.

- **Section 1** provides an offence of slavery, servitude and forced or compulsory labour.

1(1) A person commits an offence if -

- The person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or
- The person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour. Section 1 of the Modern Slavery Act does not require any element of movement of the victim.
- **Section 2** provides for a single offence of human trafficking covering sexual and non-sexual exploitation.

2(1) A person commits an offence if the person arranges or facilitates the travel of another person with a view of [the victim] being exploited. It is irrelevant whether [the victim] has consented to the travel; it is the intent that is relevant.

- **Section 4** makes it an offence to commit another offence with a view to committing a trafficking offence under section 2 e.g. kidnapping or false imprisonment.
- **Sections 23 to 29** relate to – Slavery and Trafficking Orders (STRO).
 - Slavery and trafficking risk orders restrict the activity of individuals who have not been convicted of a modern slavery offence but who pose a risk of committing any such offence. It has effect for at least two years or until further order.
 - Slavery and trafficking prevention orders – Restricts the activity of those who have already been convicted of a modern slavery offence, and has effect for at least five years or until further order.

Children Act 1989

- **Section 46** empowers an officer to remove a child to suitable

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safe accommodation if there is reason to believe that the child would otherwise be at risk of significant harm.

Sexual Offences Act 2003

- **Section 14** – It is an offence to arrange or facilitate a child sex offence (child under 16).
- **Section 47** – It is an offence to pay for the sexual services of a child.
- **Section 48, 50** – It is an offence to cause, incite, arrange or facilitate child prostitution or pornography.
- **Section 49** – It is an offence to control a child prostitute or a child involved in pornography.
- **Section 57 to 59**: It is an offence to traffic a child into, within or out of the UK for sexual exploitation.
- **Section 103A – 103K** - Sexual Harm Prevention Orders (SHPO) can be made in relation to a person who has been convicted of or cautioned for a sexual offence (including offences committed overseas) and who poses a risk of sexual harm to the public. The Order can contain any prohibitions aimed at protecting children and others.

- **Section 122A-122k** - Sexual Risk Orders (SRO) may impose any restriction the court deems necessary for the purposes of protecting the public from harm, and requires the individual concerned to notify the police of their name and address, including where this information changes. For a SRO to be imposed, the individual does not need to have committed an offence. A SRO is available on free-standing application to a magistrates' court by the police or National Crime Agency.

Anti-Social Behaviour Act 2003

- **Section 1** allows the police to impose closure notices on premises which they have reasonable grounds to believe have been used in connection with the unlawful use, production or supply of a Class A controlled drug, and that the use of the premises is associated with the occurrence of disorder or serious nuisance to members of the public. This may be useful where it is known that premises are being used to hold 'parties' where children and/or young people are being sexually exploited and it can be shown that drugs are being supplied.

10. Contact details for Partners

UK Human Trafficking Centre (UKHTC)

Part of the National Crime Agency

Competent authority for the NRM

Tel: 0844 778 2406

Fax: 0870 496 5534

Email: UKHTC@nca.x.gsi.gov.uk

Web: <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre>

- Provides advice on how to complete the NRM form, and 24/7 tactical and operational advice on investigations, pre-planned operations, retrospective investigations and victim and witness care.
- An Intelligence Development Team develops assessments and acts as a central trafficking intelligence repository
- Controls migration and carries out immigration and customs checks.

Home Office National Document Fraud Unit (NDFU)

Tel: 020 3014 8072

Email: ndfu.dutymanager@homeoffice.gsi.gov.uk

- Provides information on genuine, forged, counterfeit and fantasy documents to law enforcement agencies nationally and overseas.

UK Visas and Immigration (UKVI)

Part of the Home Office

Competent authority for the NRM

Tel: 0161 261 1640 / 0113 341 2152

Email: commandandcontrolunit@homeoffice.gsi.gov.uk

Web: <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

- Receives automatic referrals from the UKHTC for cases of non-European Economic Area (non-EEA) nationals who are subject to immigration control.
- Receives referrals for cases of non-EEA nationals with no active immigration issues after the UKHTC has completed the reasonable grounds decision.
- Processes applications for permission to enter and stay in the U.K, and applications to become a British citizen.

NCA CEOP Command

Tel: 0870 000 3344

Web: <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/child-exploitation-online-protection-ceop>

- Operates in the U.K and overseas to identify and prosecute online and offline child sex offenders, including those involved in the production, distribution and viewing of child abuse material.

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The Salvation Army - Currently holds the Adult Human Trafficking Victim Care and Coordination contract funded by the U.K government, and as such has the responsibility to support potential victims who are referred into the NRM.

Tel: +44 (0)30 0303 8151

Email info@salvationarmy.org.uk

Web: <http://www.salvationarmy.org.uk/human-trafficking>

- Provides victims with a recovery and reflection period of at least 45 days from the time the Salvation Army is contacted to the time the competent authority makes a conclusive grounds decision.
- Provides secure accommodation, access to health services and treatment, specialist counselling, criminal and immigration-related legal advice.
- Provides support to contact family and friends.

Home Office Command and Control Unit

Tel: 0161 261 1640

Crown Prosecution Service (CPS)

Complex Case Units Tel: 020 3357 0899

Email: enquiries@cps.gsi.gov.uk

Modern slavery cases are managed by the CPS in 15 regional complex casework units, which handle cases that are substantial, complex or have an international element.

- Provides expert legal guidance to the police during a modern slavery investigation, including advice on cultural issues that may influence a case.

Gangmasters Licensing Authority (GLA)

First responder to the NRM

Tel: 0115 959 7032

Email: intelligence@gla.gsi.gov.uk

Web: <http://www.gla.gov.uk>

- Regulates the activities of gangmasters in the agriculture, horticulture, shellfish gathering, and food and drink processing and packaging sectors, in accordance with the Gangmasters (Licensing) Act 2004.
- Provides expert witness evidence on labour exploitation.
- 24/7 capability for urgent deployment of resources throughout an investigation, including intelligence officers with foreign language skills, trained in Achieving Best Evidence in Criminal Proceedings interviewing.
- Financial intelligence capability.
- Can work alongside partner agencies in cases of joint interest.

Hope for Justice

Works closely with West Yorkshire Police

Tel: 084 5519 7402

Email: info@hopeforjustice.org

Web: <http://hopeforjustice.org/>

- Identifies and rescues victims, and advocates on their behalf.
- Provides restorative care.
- Trains frontline professionals to tackle slavery.

Slavery is closer than you think...

CPS Liaison Magistrates - Usually work from the host country's Ministry of Justice, currently in France, Spain, Italy, the USA, the United Arab Emirates and Pakistan.

- Provides support with drafting and transmitting letters of request to the host country and vice versa
- Updates the police about U.K letters of request
- Advises on executing European arrest warrants
- Facilitates and advises on extradition and mutual legal assistance between the host country and the U.K

Palm Cove Society

Tel: 011 3230 2271 (Leeds) or 01274 722765 (Bradford)

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

- Provides specialist accommodation and support to victims of modern slavery.

Africans Unite Against Child Abuse (AFRUCA)

Tel: 020 7704 2261

Email: info@afruca.org

Web: <http://www.afruca.org/>

- Advocates the safeguarding of African children from cruelty and abuse.
- Offers training to tackle child abuse linked to a faith or belief, including witchcraft and juju.

U.K Missing Persons Bureau

U.K's national and international point of contact for missing person and unidentified body cases

Tel: 0845 000 5481

Email: missingpersons bureau@nca.pnn.police.uk or

missingpersons bureau@nca.x.gsi.gov.uk

Web:

<http://www.missingpersons.police.uk/>

- National and international cross-matching of outstanding missing individuals with unidentified people, bodies and remains.
- Provides procedural assistance regarding effective retrieval and retention of forensic material.
- Provides tactical advice and support on suspicious cases.
- Collates and disseminates good practice in missing person enquiries.
- Provides training to forces on missing and unidentified case investigations.

Anti-Slavery International

Tel: 020 7501 8920

Email: info@antislavery.org

Web:

<http://www.antislavery.org/english/>

- Works at local, national and international levels to eliminate all forms of slavery around the world

Slavery is closer than you think...

Ashiana Sheffield

Tel: 011 4255 5740

Email: info@ashianasheffield.org

Web:

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

- Provides support to Black, Asian, Minority Ethnic and Refugee (BAMER) adults, children and young people trafficked for the purposes of sexual exploitation or domestic abuse.

Barnardo's

Tel: 020 8550 8822

Fax: 0208 551 6870

Web: <http://www.barnardos.org.uk/>

- Provides support services to victims of trafficking up to 24 years of age.
- Advocates positive change to U.K anti-trafficking legislation.

Helen Bamber Foundation

Tel: 020 3058 2020

Email: reception@helenbamber.org

Web: <http://www.helenbamber.org/>

- Provides therapeutic care and medical consultation, legal protection and practical support

NSPCC Child Trafficking Advice Centre

Tel: 0800 107 7057

Email: help@nspcc.org.uk

- Offers direct assistance to professionals dealing with children who show signs of being trafficked.

Caritas Bakhita House

Tel: 020 7931 6077

Email:

caritaswestminster@rcdow.org.uk

Web:

<http://rcdow.org.uk/caritas/human-trafficking/>

Provides:

- emergency support for victims across the U.K
- Psychosexual therapy
- Legal and financial assistance
- Mentoring
- Help with accessing accommodation
- Education and employment opportunities for women

Kalayaan

Tel: 020 7243 2942

Email: info@kalayaan.org.uk

Web: <http://www.kalayaan.org.uk/>

- Helps migrant domestic workers in the U.K to access their rights.
- Offers immigration and employment advice, and English language classes to those in need.

Stop the Traffik

Tel: 020 7921 4258

Email: info@stopthetraffik.org

- Increases local community awareness of modern slavery through campaigns, including Taxis Against Trafficking.

Slavery is closer than you think...

The Children's Society

Tel: 030 0303 7000

Email: supportercare@childrenssociety.org.uk

Web:

<http://www.childrenssociety.org.uk/>

- Provides drop-in services, advice and counselling to children who have run away and are at risk on the streets.

Unseen U.K

Email: info@unseenuk.org

Web: <http://www.unseenuk.org/>

- Provides safe accommodation for women of 18 years+ who have been trafficked for the purposes of sexual exploitation and domestic servitude.
- Provides medical care, counselling, legal and financial assistance, education, immigration advice and assistance with returning to their home country or residing in the U.K.

Appendix A

Lorry drop guidance

1. Safety and Welfare

- ROAD: Danger from road users to officers or occupants of any relevant vehicle.
- AIR: Different vehicles [or containers within vehicles] can represent suffocation hazards.
- LOAD: Danger from dislodged loads, including bulk materials in tankers
-

2. En route to or from a port?

- Vehicles may not necessarily be travelling from a port.
- Clandestines may be smuggled outbound.
- Wherever the incident, accurate mapping is vital. Use phones or satnav to obtain longitudinal / latitudinal, motorway marker posts or similar to identify the precise location.

3. Driver complicit?

- Some drivers may be unaware of clandestine migrants (CLD) presently in their vehicle.
- Some drivers may be complicit, whether acting alone, via an agent, or within an OCG making regular journeys.

4. Evidence from clandestines

- Questions / Interview / Language / scripted replies. (full personal details and family groupings)
- Phones / documents / pocket litter.
- Be cautious about “alpha” nominals potentially mixed within other CLDs.

5. Evidence on vehicle

- Full details, identification plates, sign writing, delivery instruction notes etc.
- Evidential significance of tampered locks or tilt cords, including suspected 'false tampering' used by drivers to convince authorities that they are not complicit.
- Evidence of CO2 avoidance (e.g. large plastic bags to catch exhaled air)
- Tachograph – evidence of breaks during the journey and timing.
- Potential drugs or other criminal commodity
- Concealments and load type
- Satnav history

NOTE: Vehicles may need recovery or scene guard

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6. Evidence from driver

- Questioning – all personal details
- Phones
- Documents / cash

7. Intelligence

- Local and National ANPR research may reveal intelligence and evidence of journeys and significant vehicles in convoy.
- The haulier, vehicle, driver or profile of the event may already be linked to intelligence or existing investigations by NCA, Police of Home Office CFI teams.
- Any intelligence must be disseminated to correct locations, including OP Snowbird, the Home Office's intelligence unit specifically dealing with clandestine migrant movement from Europe into the U.K:

BFSouthEastandEuropeOperation
Snowbird@homeoffice.gsi.go.uk

Intelligence, including phone download data, nominal or vehicle entities should also be directed to Europol focal point checkpoint and joint operation team 'MARE' via a SIENA message (SEROCU or HO-IE).

8. Help and advice

- For help with HGV / TACHO / or hazardous roads consider the Roads Policing Unit.
- For help with process, procedure or assistance from Home Office resources ring the National Command and Control Unit on **0161 261 1640**
- Additional assistance: divisional / force or Regional MS/OIC SPOC / Human trafficking National advice 24/7
Tactical advice NCA:
08447782406

Help from operation Snowbird team **01303 299110**

9. Investigative primacy

- Whether the vehicle is a small car or large HGV, whether it contains migrants or exploited individuals, it is NOT the sole jurisdiction of one agency.
- Whilst crime teams within Home Office Immigration Enforcement have experience and expertise in organised immigration crime investigations, there may be a need for police investigators or other law enforcement agency to take primacy or to seek a collaborative approach.

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- Drivers suspected of being complicit should be arrested for S.25 Immigration Act 1971 (assisting unlawful immigration (by NON- EU citizen) into the UK)

10. What next?

Modern Slavery and Organised Immigration Crime are National Strategic Priorities. Intelligence and upstream opportunities are sought after at a regional and national level. Please consult with your force SPOC and ensure notable events are included in DMM submissions.

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Appendix B

Police officers aide memoire – Inland lorry drops

In every instance where clandestines are encountered, Contact CCU: 0161 261 1640

Your actions are necessary in order to:

- a) Help identify names and nationalities of persons who have entered the UK illegally;
- b) Help ascertain (and secure/preserve evidence) involvement of any organised criminality including identifying potential victims of human trafficking; and
- c) Gather and disseminate information to Intelligence Teams.

If vehicle is present, ascertain/record

- Driver details (Name, D.O.B, nationality, address, mobile phone number)
- Vehicle index numbers (both tractor and trailer units for articulated vehicles) company, owner(s)' details)
- Description of vehicle (i.e. HGV, PSV, soft sided, hard sided, tanker, refrigerated unit, van etc.)

- Where in/on the vehicle were the migrants concealed / seen to emerge from.
- Any evidence of security used (Locks, tilt cords, etc.)
- Any evidence of insecurity (Cuts to sides, roof, tilt cord, etc.)
- Is the vehicle inbound or outbound?
- Which port did the vehicle enter the UK through and when? (Ticket details if possible)
- Was the vehicle searched at the port of embarkation? (Any papers to evidence this?)
- Where did the vehicle commence its journey? Was the trailer picked up en route or has it been with the tractor unit the whole time?
- Were any stops made en route? If so, where and for how long?
- What load was carried? Where was it loaded?
- What was the vehicles' intended destination?
- If safe to do so, search the vehicle in case any items have been discarded (e.g. phones, ID documents etc.)

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No vehicle present

(a) Highlight to CCU the details of any migrant who:

- Is in possession of three or more mobile phones;
- Is in possession of amounts of money exceeding £1000 or E1000;
- Speaks good English;
- Has tattoos;
- You suspect may be a potential victim of trafficking.

(b) Search each person, and seize:

- Any bag / label;
- Mobile phones & sim cards;
- Pieces of paper with apparent names / phones numbers;
- Identity documents.

Note: Numbers of consequence are sometimes found written on belts and/or concealed in clothing such as cuffs and collars.

All intelligence must be notified on 3x5x2 to **Operation Snowbird:**
LDP@homeoffice.gsi.gov.uk

Whether a vehicle is still present or not, always gather details of:

- Any witness details and who initially reported the incident.
- Summary of witness 1st account(s) and/or Storm/Cad report.
- Possibility and location of any CCTV

Any of the above information may be required as evidence if offences are identified at the scene or subsequently. However, officers should use this as a guide dependent upon the circumstances.

Suspected facilitation: If there is any suspicion of anyone having been complicit in the smuggling (ex: the driver) of the migrants AND there is evidence to that effect, CCU will notify your local CFI team. Liaison should be made with them PRIOR to any arrests being made for facilitation offences.