

# Modern Slavery Referral Pathway

This referral pathway has been created to help professionals in Richmond know how to respond when a victim of modern slavery is identified by an external organisation

## What are the indicators of Modern Slavery?

- Fearful, anxious or distrustful of authorities
- Shows signs of trauma (physical/psychological)
- Suffers injuries that have been left untreated
- Do not know their home or work address
- Has a story that sounds rehearsed
- Someone else speaks on their behalf
- Believes they have debt to pay off
- Separated from their passport
- Do not have any days off or unable to leave the workplace
- Has limited/no social interaction
- Reveals threats have been made against them or their family

Further indicators can be found at [stophetraffik.org](http://stophetraffik.org)

## What is Modern Slavery?

Modern Slavery is an umbrella term used when somebody is forced or coerced to do something they don't want to do, and another person gains from this exploitation. A key part of this is Human Trafficking, which happens in three stages: the Act, the Means and the Purpose. Make sure the three parts are clearly demonstrated when completing the NRM form:

- 1 Act** Recruitment, transportation, harbouring/restriction of movement
- 2 Means** Threat / violence, coercion, deception, debt bondage
- 3 Purpose** Sexual exploitation, forced labour, domestic servitude, forced criminality, (county lines, forced begging etc.) organ harvesting, forced/sham marriage

**Note: the Means does not need to be present for child trafficking**

## Do's and Don't's

- DON'T** raise your concerns with anyone accompanying the potential victim of modern slavery
- DON'T** use an accompanying person as an interpreter. Use professional, qualified, DBS checked Interpreters. Don't re-traumatise the individual. Use sensitive language, find a safe place to talk and be led by need.
- DO** treat the individual as a victim of modern slavery, not a criminal (s.45 Modern Slavery Act can provide statutory defence for certain crimes committed whilst being trafficked)
- DO** focus on the individual – no two cases are the same.

## → Potential victim of modern slavery identified by an external organisation

