# **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 **stopthetraffik.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 Dont's

- **DON'T** raise your concerns with anyone accompanying the potential victim of modern slavery
- 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.
- 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)
- po focus on the individual no two cases are the same.

#### Potential victim of modern slavery identified by an external organisation **Out of hours** In hours If at any point in the process there is immediate risk, Call 999 Outside of office hours you must contact Refer to the **Access Team** who will screen for Section 42, Safeguarding 3-point Test. the out of hours team. **Contact Richmond Housing** Call: 020 8871 8999 Options Manager: Call: 020 8871 7971 HousingOptionsDutyManagers@ If the Test is not met, the team will richmond.gov.uk complete the step below. If the Test is met, Refer to Achieving for Children CHILDREN HOMELESS safeguarding procedure will be followed HousingOptions@richmond. through the SPA or call and the responsible team should still onmicrosoft.com Call: 020 8547 5008 complete the step below. NO IMMEDIATE RISK Complete a Duty to Notify Form via Report modern slavery – GOV.UK Once submitted, email a copy to Duty Team to determine whether **Explain National Referral Mechanism** NO modernslavery@richmond.gov.uk to there is a reason to believe the person (NRM) Process. ensure a record of the Duty to is homeless and eligible. Go to: modernslavery.homeoffice. NO Notify is kept. gov.uk and enter details. Consider a multi-agency case meeting. Complete NRM form via Has the victim given their informed YES Ensure victim is aware they can enter the Report modern slavery – GOV.UK consent to enter the NRM? NRM to access support at a later date. Once submitted, send the form to modernslavery@richmond.gov.uk to 45 Day Rest and Reflection Period. ensure a record of the Duty to Notify is **Signpost Organisations:** If the victim requests support, kept. POSITIVE DECISION Citizens Advice, Domestic Abuse, The Salvation Army will provide this. Copy in The Salvation Army if victim Hestia, Housing, Health, If victim is housed in-borough, council to requests full support Immigration Advice, Local Authority, consider assisting NRM Support Worker mst@salvationarmy.org.uk and/or Modern Slavery Helpline, with exit plan.

Request reconsideration or signpost

to support services.



Rape Crisis South London, The Salvation Army,

support (see signpost section)

ModernSlavery.Response@hestia.org

Consider pre-reasonable grounds decision

NEGATIVE DECISION