

1. What is Modern Slavery?

Modern Slavery covers Human Trafficking, Slavery, Servitude and Forced or Compulsory Labour. This can take place via many forms of control such as coercion, threats and violence all for a benefit to the exploiter such as through sexual services, begging or domestic servitude.

What is Human trafficking?

Human Trafficking additionally involves a movement element whether across borders or within a country and again can take many forms of the use of threat, force or coercion for the purpose of exploitation.

2. Types of exploitation

An individual may experience multiple forms of exploitation or abuse. The most common forms of exploitation include:

- Sexual exploitation (sexual abuse, forced prostitution and forms of child sexual exploitation).
- Labour exploitation (forced to work long hours for little or no pay).
- Forced criminality (compelled to commit crimes to benefit other persons).
- Domestic servitude (victims live and work in their 'employer's' household and are forced to work long hours)
- Organ harvesting (the surgical removal of parts of the body, sold for huge profits)

3. Modern Slavery Act

The [Modern Slavery Act \(2015\)](#) put statutory requirements onto all statutory bodies to work together to tackle modern slavery. No single agency can eradicate modern slavery alone and so it is vital that organisations collaborate, work together and share information, both with domestic partners and internationally.

Public authorities specified in [Section 52](#) of the Modern Slavery Act 2015, have a statutory 'duty to notify' the Home Office when they come across potential victims of modern slavery. They are referred as the first responders (FR) a list can be found [here](#).

4. What signs should I be looking for?

[Signs of slavery and exploitation](#) are often hidden and can both physical and psychological, making it hard to recognise potential victims. There is no typical victim of modern slavery but affects men, women and children. Some victims don't understand they're being exploited and may not see themselves as victims, may not speak English.

Whilst by no means exhaustive, this is a list of some physical and psychological signs:

- Poor physical appearance
- Isolation
- Poor living conditions, possibly linked to employment
- Few or no belongings
- Restricted freedom of movement
- No passport or ID
- Substance abuse or addiction
- Have complicated emotions, including shock, shame, guilt, despair, depression and/or anxiety.
- Psychological trauma from daily mental abuse and torture, including depression, stress-related disorders, disorientation, confusion, phobias and panic attacks, memory loss

7. Guidance

✓ Do trust in your own instinct, if it doesn't feel right it probably isn't.

✓ Do speak to the suspected victim, if it is safe to do so for them and you. Remember they may be coerced or controlled by others.

✓ Do speak to your safeguarding designated lead, and refer to your policies

You don't have to prove it, only a suspicion or belief that someone is a victim is enough to alert police or the local authority.

Don't ignore it, it's everybody's business!

For further help and resources visit:

[Hampshire and Isle of Wight Modern Slavery Partnership](#)

[4LSAB Multi-Agency Guidance](#)

Modern Slavery Helpline 0800 0121 700

For victim support: Salvation Army 0800 808 3733

For anonymous reporting: Call Crimestoppers 0800 555 111

Concerns for children **must** be reported to children services

Modern Slavery Adult Rapid Read Guide



5 Modern Slavery is a crime, how to report?

- If you believe someone is in immediate danger call 999 for the police.
- If you are suspicious about something you have seen or heard about: Call 101.
- If you suspect an individual is a victim of modern slavery, you have a responsibility to report this either to your line manager or directly to the local authority, refer to the [Hampshire & IOW Victim Pathway in the help to identify and/or support victims tab](#)
- To share non-urgent information complete a Community Partnership Information [Sharing Form \(CPI\)](#) to the police.

The [National Referral Mechanism \(NRM\)](#) is the process by which an individual is identified as a victim of modern slavery.

- If the adult has consented complete the [NRM referral form](#)
- If the adult has not consented you **must** complete [duty to notify form](#)

Anyone considered under the NRM to be a possible victim of human trafficking is entitled to support.

For an adult to provide their informed consent you must explain:

- what the NRM is
- what support is available through the process
- what the possible outcomes are for an individual being referred.

Further details of the referral process refer to [4LSAB Multi-Agency Guidance](#)

Referrals from Adult Social care - practitioners can make the referral to the Single Competent Authority (SCA). However, internal organisations (such as Trading Standards, etc.) would need to refer into Adult Social care anyone they suspected of being a victim of modern slavery. Staff in other organisations such as the NHS and the voluntary sector should also refer to Adult Social care using this mechanism [Hants & IOW Victim Pathway](#) (please use the Help to identify and/or support victims tab)

6. Did You Know?

In 2023, **17,004** potential victims of modern slavery were referred to the [Home Office](#).

Apr 2023 to Mar 2024 Hampshire and Isle of Wight Constabulary recorded 183 victims of modern slavery, of which:

170 Forced Labour (81 children, 77 Adults)
6 Human Trafficking (2 children, 4 Adults)
5 Domestic Servitude (1 child, 4 Adults)
2 Forced Marriage (1 child, 1 Adult)

Victims recorded from the following areas:

66 Hampshire victims
8 Isle of Wight victims
42 Portsmouth victims
61 Southampton victims
6 Not stated victims

(Statistics: Hampshire & Isle of Wight Constabulary)