

Derby and Derbyshire Modern Slavery Partnership

ANNUAL REPORT 2022/23

March 2024



Derby & Derbyshire
Safer Communities

INTRODUCTION

Welcome to the Derby and Derbyshire Modern Slavery Partnership annual report on the work that we have carried out to address modern slavery in Derbyshire.

Partnership is key to the fight against modern slavery, at every level of the community. By working in partnership, we can assemble a range of skills, resources and commitments which are required to push back at this horrendous crime, where people are seen as a commodity and not as a human being.

This report aims to provide an overview of the work undertaken by the Partnership during 2022-23 to address modern slavery.

Derby and Derbyshire Modern Slavery Partnership (DDMSP)

In response to the Modern Slavery Act 2015, the Derby and Derbyshire Modern Slavery Partnership, a multi-agency partnership was formed. The vision of the partnership is to protect the public by identifying and safeguarding victims and potential victims of modern slavery / human trafficking and by relentlessly targeting those who enable or facilitate this criminality. Our strategic approach ensures an effective governance and accountability structure, ensuring that we are working effectively to address all forms of modern slavery.

To achieve this, Partnership work is driven by a Strategy and Delivery Plan (2019-2023), which focuses on the four strategic themes – Pursue, Prevent, Protect and Prepare which are in line with Government’s Modern Slavery Strategy 2015, whereby reducing the threat and vulnerability to victims in Derbyshire.

Reducing Threat

- Prosecuting and disrupting individuals and groups responsible for modern slavery (Pursue / Prevent).

Reducing Vulnerability

- Protecting vulnerable people from exploitation and reducing the harm caused by modern slavery through enhanced support (Protect / Prepare).

The Partnership meets quarterly under two separate meeting themes: Pursue/Prevent and Protect/Prepare. The aims and outcomes of these meetings are comparatively different, as is the membership. Different partners are represented on the two meetings to reflect their specialisms and their ability to contribute to the Partnership’s objectives.

The importance of partnership working

As you can see, the fight against modern slavery encompasses many aspects. No single agency can achieve all of these actions on their own. To eradicate modern slavery, organisations need to collaborate, work together and share information, both with domestic partners and internationally (Figure 1).

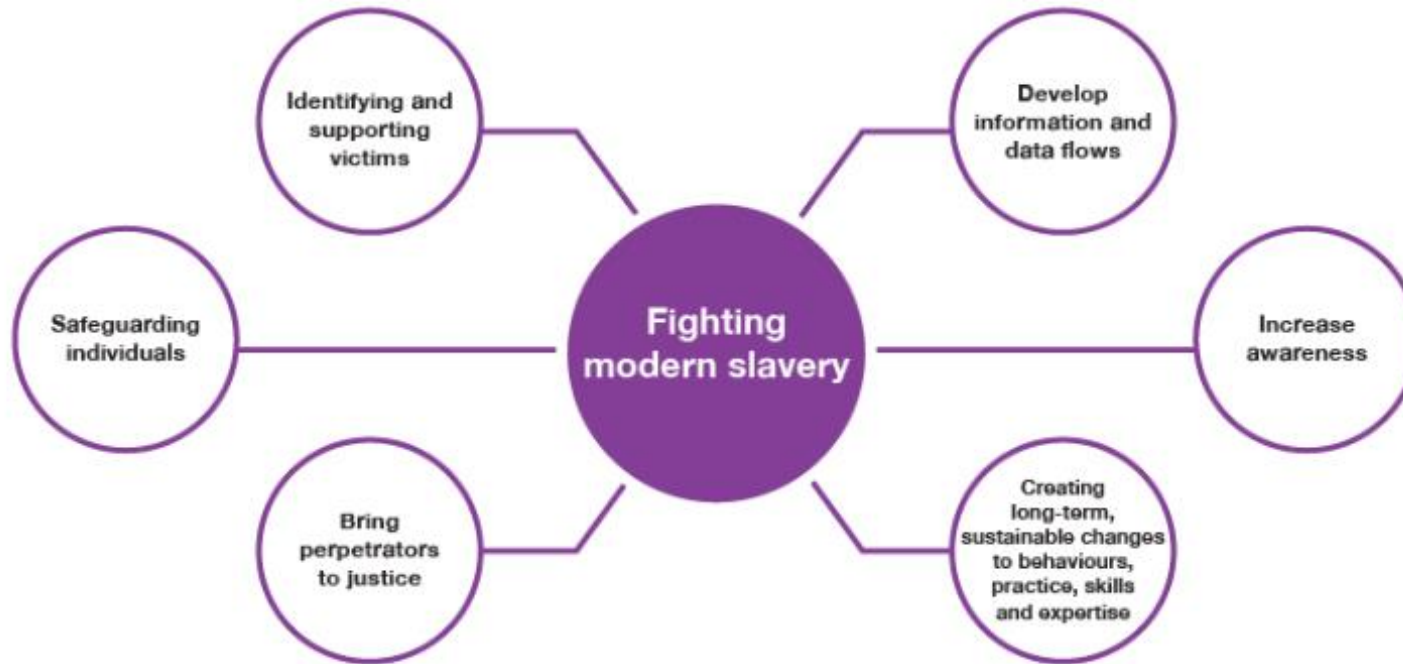


Figure 1 - Home Office 2020 commentary and Spider Diagram for Fighting Modern Slavery

DDMSP Partnership Priorities for 2019 – 2023

1. Produce a Strategic Assessment of the nature and types of slavery across the city and county.
2. Deliver a training and awareness package tailored to First Responders, faith, community and voluntary sector groups, homelessness charities/agencies.
3. Deliver communications campaigns to improve both public and private sector awareness of the signs of modern slavery.
4. Provide victim support, covering emotional, social care and safe accommodation needs.
5. Review the multi-agency task force / tactical response group to facilitate investigations and prosecutions.
6. Undertake Proactive inspections to facilitate disruptions, investigations and prosecutions.
7. Engage businesses to combat slavery and develop ethical practices.

The Partnership's work is underpinned by a detailed action plan and outcomes monitored on a regular basis. It is important that we do not see success as just data and numbers, but that all our work is rooted in having a visible impact on people's lives and that we are making a difference for them and their long-term outcomes.

Key areas of work to date include:

- Establishment of a multi-agency tactical intelligence group.
- Supported adult and child victims through the National Referral Mechanism (NRM) processes.
- Commissioned Hope for Justice to provide essential emotional support, advocacy and short-term accommodation for victims.
- In line with changes to the National Statutory Guidance for Modern Slavery, refreshed the joint Derby and Derbyshire guidance document for responding to Adults and Child Victims of Modern Slavery.
- Developed an Intelligence Form for professionals to share intelligence with Derbyshire Police Modern Slavery Unit.
- Key partners have developed Modern Slavery Transparency Statements ensuring ethical procurement practices for their business and supply chains, including Derbyshire Police who were one of the first forces to publish a transparency statement.
- Developed and delivered a range of modern slavery awareness initiatives and supported national initiatives such as Anti-Slavery events, Freedom Week, Car Wash App and Farm Work Welfare App.
- In conjunction with the Clewer Initiative and Just Enough Group facilitated the delivery of free lesson plans for Primary and Secondary schools.

Governance – Serious Organised Crime and Exploitation (SOCEX) Meetings

In late 2022, the work of the Derby and Derbyshire Modern Slavery Partnership started to link with SOCEX a new thematic multi-agency response. The aim of the SOCEX structure is to “create a single, whole system response, working in partnership to reduce the threat of serious organised crime and exploitation, protecting our communities.

The SOCEX meeting structure features three tiers of meetings: SOCEX Operational, SOCEX Tactical and SOCEX Strategic. The **operational** meeting is used to plan a local response and has an escalation pathway to the **tactical** meeting for where a wider partnership response is required. SOCEX **strategic** provides a leadership response to the Tactical meeting and has strategic oversight of the themes covered by SOCEX, namely serious organised crime, children at risk of exploitation (CRE), adult exploitation and modern slavery.

Modern slavery crimes usually contain an element of at least one of these other themes, e.g. adult exploitation or enslavement as part of a wider organised crime network, there are many cross-cutting themes that make the SOCEX structure an ideal governance structure for the DDMSP to report into. This SOCEX structure is still in its infancy and processes will become more established throughout the coming months.

Overview of Modern Slavery in the UK

Modern Slavery is a complex crime that takes a number of different forms in the UK, including trafficking into criminal activities like cannabis farming, sexual exploitation, domestic slavery or forced labour on farms, construction, shops, bars, nail bars, car washes or manufacturing. It encompasses slavery, servitude, forced and compulsory labour and human trafficking. Anyone can become a victim of modern slavery and in all types of exploitation, victims can be women, men, girls and boys.

Even though most people think that slavery only exists overseas, Modern Slavery in the UK is thriving. It is estimated that tens of thousands of people are in Modern Slavery in the UK today, and is estimated to cost the UK £33 billion per year.

While it is impossible to know the full extent of modern slavery in the UK, the Home Office [release data](#) to demonstrate the numbers of people referred to authorities.

At the end of 2022 there were:

- 16,938 potential victims of modern slavery – the highest number of referrals since the records began in 2009. This represents a 33% increase on the previous year.
- 41% of all of these were children – meaning there were 7,119 potential child victims
- 27% of people referred were Albanian nationals, this was the highest represented nationality with 4,613 people in total.

In 2022, forced labour was the most common form of slavery in the UK, followed by criminal exploitation. Criminal exploitation is often driven by the cultivation and sale of drugs in the UK, especially by exploiting children to move and sell the drugs. This includes British children forced into ‘county lines’ drug trafficking and Vietnamese nationals trafficked into forced labour in cannabis production. Children and Young people involved in “county lines” operations are treated as disposable commodities, assuming all of the risk to keep the criminals who exploit them hidden.

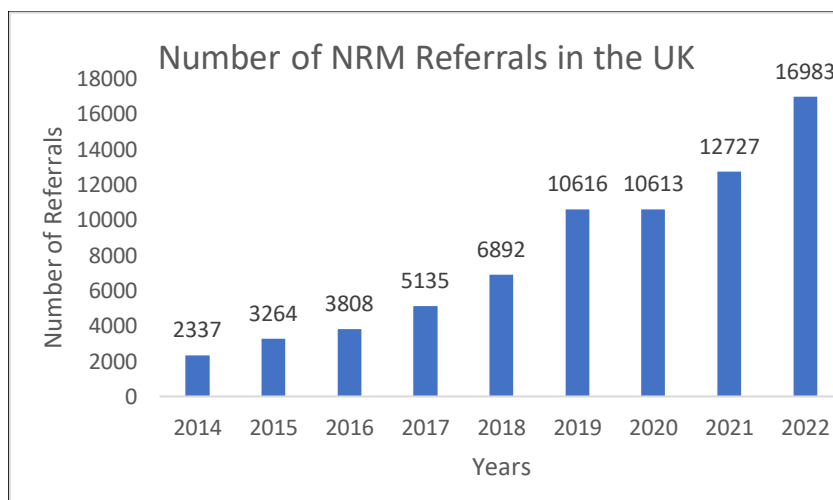
National statistics

The following information is an extract taken from the National Referral Mechanism (NRM) Statistics for the UK. In 2022, 16,938 potential victims of modern slavery were referred to the NRM representing a 33% increase compared to the previous (12,727).

- The number of referrals received this year is the highest since the NRM began in 2009.
- Of the potential victims referred in 2022, 49% (8,260) claimed exploitation in the UK only and 41% (6,922) claimed exploitation overseas only.
- 78% (13,290) were male and 21% (3,634) were female.
- 52% (8,852) of referrals were for potential victims who claimed exploitation as adults and 41% (7,008) claimed exploitation as children
- The most common type of exploitation for adults was labour exploitation at 39% (3,433) and for minors was criminal exploitation 43% (3,013).
- The most common nationalities referred this year were Albanian, UK and Eritrean.
- In 2022, 49% (8,338) of the referrals came from government agencies, compared to 37% in the previous year. In 2021, Police forces accounted for 23% (3,887) of NRM referrals (compared to 30% in the previous year). Non-Governmental

Organisations (NGO) and third-sector organisations accounted for 6% (1,034) of referrals. Local authorities accounted for 22% (3,677) of referrals which were mostly for child potential victims.

The Home Office produce [statistics on referrals](#) into the National Referral Mechanism, the following table shows the number of national NRM referrals from 2014 to 2021.



Number of NRM (Adults / Minors) referrals from 2014 to 2022 (Home Office)

Emergence of Care Home Exploitation concerns

In 2022, in response to staff shortage pressures, the UK government added care workers, assistants, and home care workers to the Shortage Occupation List. The aim of this was to facilitate an increase in international recruitment via this skilled worker route in order to ease workforce pressures in the sector. Unfortunately, the increase in overseas recruitment has brought with it potential areas for exploitation, including through the payment of over-inflated recruitment and/or visa fees.¹

¹ A Guide for Investigations in the Care Sector – Martin Plimmer (Gangmasters Labour Abuse Authority)

Nationally and locally, we are starting to see an emergence of overseas workers working long hours for pay that equates to less than National Minimum Wage, working conditions that were not as advertised and high recruitment fees that enable debt-bondage and deductions from pay. As immigration status is tied to the sponsorship of the company that employs them, this is enabling a culture where workers feel that they cannot speak out for fear of deportation.

The National Modern Slavery Helpline has experienced a 606% rise in calls for assistance that relate directly to the care sector. This rise has resulted in the care sector becoming the number 1 priority for the Gangmasters and Labour Abuse Authority (GLAA)² in terms of the number of cases that they have investigated.

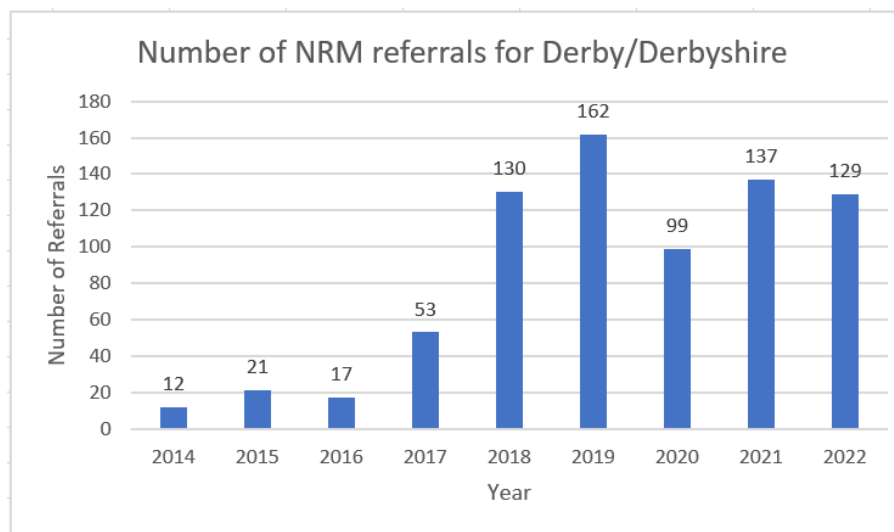
We recognise that this is a rapidly emerging concern that we will need to monitor closely, we will work with our internal and external partners to understand the issue and produce guidance on best practice to respond effectively and keep workers and care receivers safe.

Derby and Derbyshire NRM Statistics 2022

129 potential victims of modern slavery were referred into the NRM from Derbyshire presenting a 6% decrease on the previous year. The bar chart below shows the number of NRM referrals in Derbyshire from 2014 to 2022. The most common types of exploitation included: Criminal, labour, labour and criminal, sexual exploitation and domestic servitude. Victims were referred by a number of agencies including:

- Police – 40 (20 Adults, 19 minors, 1 Unknown),
 - Derby City Council – 13 (1 Adults, 12 minors),
 - Derbyshire County Council – 17 (0 Adults, 17 Minors),
 - Others = 59 Migrant Help, Health and Social Care Trusts, Home Office Immigration and Enforcement, Home Office Visa and Immigration, Salvation Army, Gangmasters Labour Abuse Authority, other local authorities
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- Victims came from UK, Albania, Vietnam, Lithuania, Bulgaria, Latvia, Romania, Zimbabwe, Turkey and Russia.
 - Locations for exploitation: county lines, car washes, food production, nail bars, warehouses, domestic homes, cannabis farms.

² The GLAA works in partnership to protect vulnerable and exploited workers. The GLAA investigate all aspects of labour exploitation in England and Wales, they work with partner organisations such as the police, the National Crime Agency and other government law enforcement agencies to target, dismantle and disrupt serious and organised crime across the UK.



Number of NRM (Adults / Minors) referrals from 2014 to 2022 (Derby and Derbyshire)

Developing a problem profile – Exploitation surveys

One of the Partnership's priorities is to produce a Strategic Assessment of the nature and types of slavery across the city and county. We have worked with Safer Derbyshire Research and Information Unit to produce a survey for professionals to share their understanding and experiences of sexual exploitation and labour exploitation in Derby and Derbyshire.

The 88 respondents shared their knowledge of the main drivers and enablers, risk factors and barriers relating to victims and perpetrators. The findings will inform the partnership's decision-making and action planning by:

- Providing insights into the specific nature of sexual and labour exploitation including current and emerging criminal trends and threats.
- Upskilling the Partnership's understanding of local exploitation, which can be used in future awareness raising and training to a wider audience.

- Highlighting key regional vulnerabilities, particularly geographic and procedural.
- Highlighting areas of strength in countering exploitation locally.
- Identifying potential intelligence gaps and highlighting opportunities for collaboration with partner organisations.
- Direct future versions of the Derby and Derbyshire Modern Slavery Partnership Strategy and Priorities.

Training our staff and partners in Derbyshire

Key to raising awareness of modern slavery is the need to ensure that staff and partners are given an increased understanding of what modern slavery is, the signs to look out for and to develop skills to support people who may be victims of modern slavery. Working together the Police, County and City Councils have developed a combined training package whereby ensuring a consistent training model is delivered throughout Derbyshire, since April 2022 to March 2023 the following training has been delivered:

- Since April 2022, 96 delegates have completed modern slavery awareness training at Derby City Council.
- Derbyshire County Council has delivered awareness raising training to 937 delegates:
 - 202 delegates completed e-learning training, plus 26 delegates completed the First Responders (Adults) and 15 delegates completed the First Responders (Child) e-learning training.
 - 606 delegates completed e-learning training for criminal exploitation and county lines.
 - 85 delegates from a range of partner agencies have attended a Modern slavery webinar.

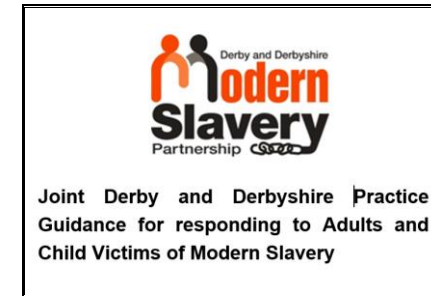
Raising Awareness of Modern Slavery

The partnership has undertaken a number of activities to increase the awareness of modern slavery, for example:

- Developed a multi-language leaflet for communities entitled 'Working in the UK'.
- Developed a practitioners forum for third sector agencies to increase their awareness about modern slavery.
- Published annual reports showcasing the work of the partnership.
- In conjunction with West Midlands Modern Slavery Partnership, we have endorsed and rolled out an NRM awareness leaflet for victims in 11 different language (those languages most commonly spoken in Derby and Derbyshire).
- Delivered a range of training awareness session to increase awareness.

Joint Practice Guidance for responding to Adults and Child Victims of Modern Slavery

The Partnership has developed a [Joint Derby and Derbyshire Practice Guidance for responding to Adults and Child Victims of Modern Slavery](#). The guidance provides clear and up-to-date information on the key facts and helps staff to recognise the signs of modern slavery and be able to respond effectively, ensuring that more victims get help and perpetrators are brought to justice.



Clewer Initiative Safe Car Wash App

In Derbyshire, we have been supporting the Clewer Initiative to promote the use of the [Safe Car Wash App](#) and the [Farm Work Welfare App](#). Hand car washes are popular all over the UK, many of them are legitimate business, but some of them are hiding a dirty secret: modern slavery. We have been encouraging our communities to use the app to help us end slavery in hand car washes. The app is easily downloaded and prompts the user to answer a short survey about the working conditions of the car wash.

Modern Slavery and Human Trafficking Intelligence Form

The Partnership introduced a Modern Slavery and Human Trafficking [Intelligence Form](#) for staff and partners. This form offers a multi-agency system of sharing information with Derbyshire Police to aid in keeping potential Adult victims of Modern Slavery and Human Trafficking safe. The form can be used primarily to share information about the person(s) or place(s) that poses a risk of modern slavery but does not require an immediate response from the Police. The information can also include low level soft 'whisperings' and 'gut feelings'.



Derbyshire Police – Adult Exploitation Investigation Unit

Modern Slavery and Human Trafficking matters within Derbyshire Constabulary are dealt with by the Adult Exploitation Investigation Unit (AEIU). The team has been specifically developed to tackle this crime type which targets some of the most vulnerable people in our communities.

Modern slavery steps into many other areas of criminality and for this reason the AEIU have been working hard to provide support and guidance to colleagues both within Derbyshire Police and within our partner agencies who we work closely with. A key change in the remit of AEIU is dealing with exploited drugs lines (county lines) involving vulnerable adults. Exploited drugs lines involving children are dealt with by our sister unit, the Child Exploitation Investigation Unit (CEIU).

AEIU co-ordinate and complete multi-agency engagements in Derbyshire where modern slavery is suspected or identified. These have resulted in police and other agencies engaging with workers and employers to identify any exploitation and modern slavery/human trafficking concerns. AEIU have also identified issues in relation to working conditions and breaches of the minimum wage. During a number of these engagements within Derby and Derbyshire, workers have been safeguarded, suspects arrested / charged with offences, and alternative outcomes have been progressed where criminal outcomes have not been possible. This has included working with other agencies and using their legislation / enforcement powers. AEIU have successfully applied for civil court orders, such as Slavery and Trafficking Risk Orders (STRO's).

Derbyshire Police, for non-emergencies – 101 or 0300 122 8057 and ask for Adult Exploitation Investigation Unit - Mon-Fri, office hours. (999 if an emergency). You can also email the AEIU at: AEIU@derbyshire.police.uk

East Midlands Victim Navigators

The East Midlands now have access to two Victim Navigators who are employed by Justice and Care, the Navigators and are based within regional organised crime units (ROCU). The navigators provide assist Police Forces in the East Midlands and provide the following:

- Specialist care and support: including rescues, access to counselling, legal advice, medical treatment and coordinating International repatriations.
- Tactical advice into investigations: including shaping investigations, reopening filed cases by connecting new evidence, advising on strategy and joining the dots across forces.
- Advocacy: acting as a trusted bridge between police and victim to increase victim engagement and drive higher conviction rates.
- Systemic change: including training for key policing leaders and agencies, lesson sharing to shape national strategy with partners such as the National Crime Agency and Home Office.

Working Together to help combat Modern Slavery

Working together, partners of the Derby and Derbyshire Modern Slavery Partnership have rescued and helped a number of potential victims of modern slavery, the cases studies below provide insight into their work.



Change Lives, end slavery.

Hope for Justice exist to bring an end to modern slavery by preventing exploitation, rescuing victims, restoring lives and reforming society. The organisation runs anti-trafficking projects all over the world, working with victims and survivors

Case Study – Pre NRM Support

Derbyshire commissioned Hope for Justice to provide Pre-NRM support and care for potential victims. This provision is for adults victims who need time to make an informed decision before consenting to the NRM process.

Derby housing team contacted Hope For Justice (HFJ) stating that officers from Derbyshire Constabulary were with a 25-year-old Pakistani female who said she had been a victim of domestic servitude and has nowhere to go. A referral was made in the evening, HFJ staff arranged accommodation for the female and met with the female. HFJ staff spoke Urdu which was the same language spoken by the female. HFJ staff ensured she was settled in and revisited the following day. The female explained that she married her cousin in Pakistan and had come to the UK where she was forced to do house work, her passport had been taken away and she locked in the house at times and would not be allowed out alone. She was forced to do chores and was made to do the washing for hours on end in cold water. The NRM was explained to the female, she said she needed time to think about her options. After a few days, the female stated that she did not want to

through the NRM. It was explained that if she changed her mind, the option would be available to her. The female continues to receive support from local women's charities and organisations within the community.

Members of the Derby and Derbyshire Modern Slavery Partnership

A number of partners are represented on the Derby and Derbyshire Modern Slavery Partnership these include:

- Ashiana
- Barnardo's
- Border Force
- British Red Cross
- CARES – Children at Risk of Exploitation Service (formerly Catch 22)
- Department for Work and Pensions
- Derby and Derbyshire Childrens Safeguarding Board
- Derby City Council
- Derby Safeguarding Adults Board
- Derbyshire Adults Safeguarding Board
- Derbyshire Police
- Derbyshire County Council
- Derbyshire Fire and Rescue
- Diocese of Derby/Derbyshire
- Environment Agency
- Gangmasters and Labour Abuse Authority
- Government Agency Intelligence Network
- HM Immigration Enforcement
- HM Revenue and Customs
- Hope for Justice
- Justice and Care
- Migrant Help
- NHS Derby and Derbyshire
- Office of the Police and Crime Commissioner for Derbyshire
- Rebuild Project
- Salvation Army
- SV2
- YMCA

For further information about the Derby and Derbyshire Modern Slavery Partnership, please contact:

- Derby City Council: Lindsey.mainstone@derby.gov.uk or alexander.mcbean@derby.gov.uk
- Derbyshire County Council: michelle.collins@derbyshire.gov.uk or jamie.dean@derbyshire.gov.uk
- Derbyshire Police: Adult Exploitation Investigation Unit: AEIU@derbyshire.police.uk
- More information about Modern Slavery is also available at:
 - [Safer Derbyshire](#)

DERBY & DERBYSHIRE SAFER COMMUNITIES



- [Derbyshire Police](#)
- [Anti-slavery charity](#)
- [UK Independent Anti-slavery Commissioner](#)
- The [Clewer Initiative](#) (including Car Wash App)
- National Modern Slavery Helpline on **08000 121 700**