



Derby and Derbyshire Modern Slavery Partnership

Annual Report 2019/20

You may choose to look the other way but you can never say again that you did not know.
William Wilberforce

October 2020

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 2019/20 to address modern slavery.

Derby and Derbyshire Modern Slavery Partnership

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 three year Strategy (2019-2022), 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 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 internationally¹.



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

Partnership Priorities for 2019 – 2022

1. Produce a Risk & Threat Assessment of the nature and types of slavery across the city and county.
2. Develop and 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.

We continue to measure our success against the outcomes achieved and how our strategy positively impacts on the safeguarding of children and adults at risk of exploitation.

The Partnership's work is underpinned by a detailed action plan and outcomes monitored on 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.
- The development of a referral pathway and practice guidance for professionals.
- Supported adult and child victims through the NRM processes.
- Working with the Rebuild Charity, delivered a pilot project to support survivors of modern slavery.
- Commissioned the British Red Cross to provide essential emotional support, advocacy and short-term accommodation for victims of modern slavery and exploitation.
- Develop and delivered a multi-language leaflet for communities entitled "Working in the UK".
- Key partners have developed Modern Slavery Transparency Statements ensuring ethical procurement practices for their business and supply chains, including Derbyshire Police who were one the first forces to publish a transparency statement.
- Developed and delivered a range of modern slavery awareness initiatives such as posters, newsletters, celebration events.
- Supported national initiatives such as Anti-Slavery events, Freedom Week and Car Wash App.
- In conjunction with the Clewer Initiative and Just Enough Group facilitated the delivery of free lesson plans for Primary and Secondary schools.
- Establish the Derby and Derbyshire Modern Slavery Practitioners Forum.

Overview of Modern Slavery in the UK

Modern Slavery is a complex crime that takes a number of different forms. 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.

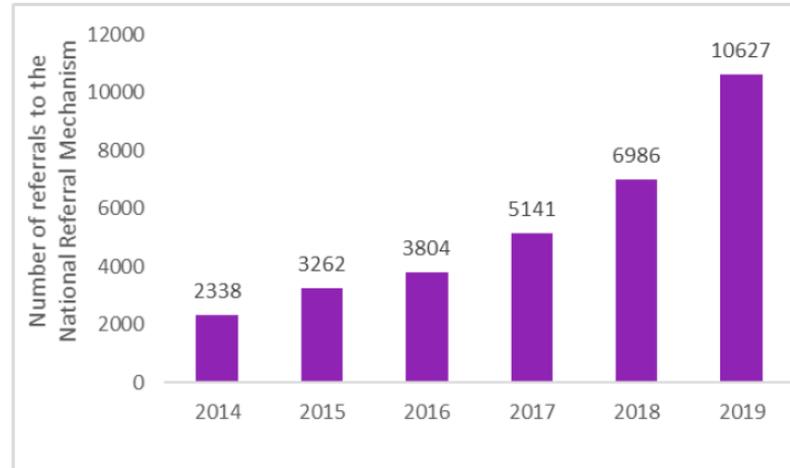
Even though most people think that slavery only exists overseas, Modern Slavery in the UK is thriving. It is estimated that tens of thousands of people are in Modern Slavery in the UK today, with an average cost per modern slavery crime at £328,720 (Home Office 2018/17).

National statistics

The following information is an extract taken from the National Referral Mechanism (NRM) Statistics for the UK. In 2019, 10,627 potential victims (Adults and Minors) of modern slavery were referred to the NRM; **a 52% increase** from 2018.

- Of the potential victims referred in 2019, two-thirds claimed that the exploitation occurred in the UK only, whilst 26% claimed that the exploitation took place overseas only.
- Just over half of referrals were for individuals who claimed they were exploited as adults, whilst 43% were for individuals who claimed they were exploited as minors.
- The most common type of exploitation for both adults and minors was labour exploitation.
- Potential victims from the UK, Albania and Vietnam were the three most common nationalities to be referred in the NRM.
- The majority (91%) of NRM referrals were investigated by police forces in England. Police Scotland received 5% of referrals, Welsh police forces received 3% and the Police Service of Northern Ireland received less than 1%.

The following table shows the number of NRM referrals from 2014 to 2019. Further statistical information about referrals to the National Referral Mechanism can be at: <https://www.gov.uk/government/collections/national-referral-mechanism-statistics>



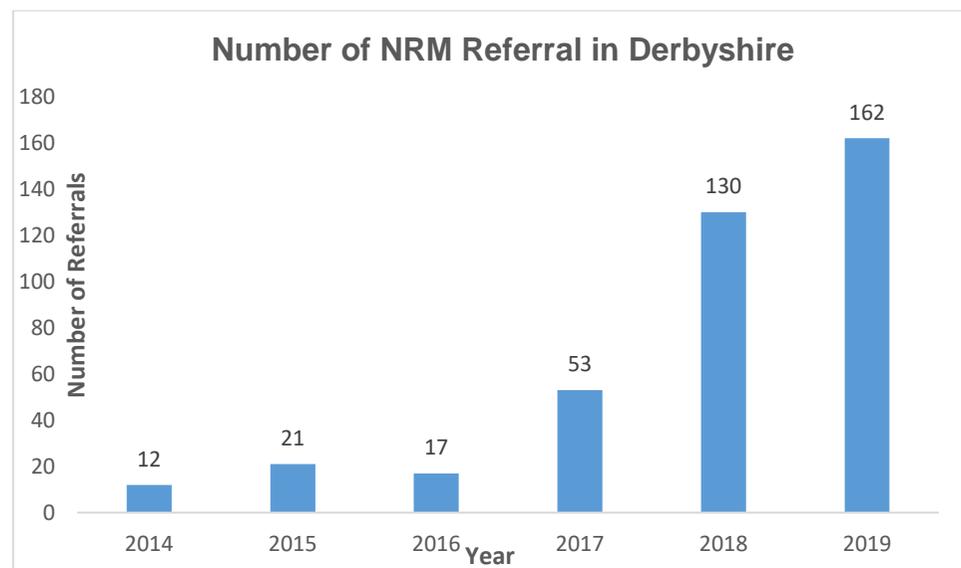
Number of NRM (Adults / Minors) referrals from 2014 to 2019 (Home Office)

Derby and Derbyshire NRM Statistics 2019/20

Derbyshire Police received 348 items of intelligence from April 2019 to March 2020, this resulted in a number of operations to rescue victims from modern slavery situations, victims were safeguarded, referred to the NRM and suspects arrested / charged. Between April 2019 and March 2020 and as a result of proactive approaches to tackling this issue and greater awareness of this crime, 162 potential victims of modern slavery were referred into the NRM from Derbyshire presenting a 24.6% increase on the previous year.

- The most common types of exploitation included: Forced labour, sexual exploitation and domestic servitude.
- Victims came from Hungary, Poland, Romania, Slovakia, Kenya, Latvia, Italy, United Kingdom and Vietnam.
- Locations for exploitation: county lines, car washes, food production, nail bars, warehouses, domestic homes, cannabis farms
- Victims were referred by a number of agencies including:
 - Police (49 – made up of 30 Adults and 19 minors),
 - Derby / Derbyshire local authorities (36 made up of 3 Adults and 33 minors),
 - Migrant Help (43),
 - UKVI (17),
 - Home Office Immigration and Enforcement (7),
 - Border Force (1),
 - Salvation Army (1),
 - Other local authorities (8).

The following table shows the number of NRM referrals in Derbyshire from 2014 to 2019.



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, for example:

- Since April 2019, Derbyshire County Council has delivered awareness raising training to:
 - 190 delegates completed classroom training,
 - 119 delegates completed e-learning training,
 - 215 delegates completed e-learning training for criminal exploitation and county lines.
- Since April 2019, 186 delegates have completed modern slavery awareness training at Derby City Council.
- Since April 2019, 53 delegates have completed modern slavery awareness / Investigator training at Derbyshire Police.

Raising Awareness of Modern Slavery

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

Derby and Derbyshire Modern Slavery Practitioners Forum

The Partnership developed and held its inaugural Modern Slavery Practitioners Forum in October 2019. The objective of the forum is to act as a platform for communication between all front-line organisations providing services or supporting victims of modern slavery in Derby and Derbyshire.

Over 50 delegates attended the event, feedback from the event has highlighted a need for further modern slavery training for third sector organisations. The partnership proposes to meet this training need through delivering future practitioner forum meetings.

Practitioners Forum held in October 2019 at Masson Mill



“Working in the UK” Leaflet

The Partnership has developed and delivered a multi-language leaflet “Working in the UK” – explaining what you are entitled to when working in the UK and information about signs of modern slavery and contact numbers for reporting concerns / accessing help. Leaflets have been distributed to a range of partners. For further information go to:

<https://www.saferderbyshire.gov.uk/what-we-do/modern-slavery-and-organised-crime/modern-slavery-and-organised-crime.aspx>

The leaflet is titled "WORKING IN THE UK" and is available in three languages: English, Romanian, and Russian. It is part of the Derby and Derbyshire Modern Slavery Partnership. The English section lists rights such as fair pay, safe working conditions, and the right to be treated with respect. It also provides contact numbers for reporting concerns, including the Police (999), Modern Slavery Helpline (0800 121 700), and various support services. The Romanian and Russian sections provide equivalent information in their respective languages.

Celebrating Anti-slavery Day 2019

The Partnership celebrated this national event by lighting a candle to mark the day along with an awareness raising event and training for staff and partners at County Hall, Matlock.

Derbyshire Police released a short documentary series, featuring never-before-seen footage. "Catching a Criminal" Series Two tells an extremely complex story in nine chapters and follows Operation Doubrava one of the UK's largest trafficking cases, from its small beginnings to its conclusion on the steps of court.

It started with a phone call about a seemingly unrelated incident but unravelled into a huge, international operation with dozens of vulnerable victims who were being exploited, right here, in our communities. The entire "Catching a Criminal" series is still available to watch on: www.YouTube.com



Clewer Initiative Car Wash App

In Derbyshire we have been supporting the Clewer Initiative to promote the use of the Car Wash 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. Data from the app is shared with the National Crime Agency and the Gangmasters Labour Abuse Authority, two law enforcement agencies who are leading efforts to reduce modern slavery across the UK.

For more information go to: <https://www.theclewerinitiative.org/safecarwash>



Derbyshire Police - Modern Slavery and Human Trafficking Unit

Derbyshire Police has a dedicated modern slavery and human trafficking unit (MSHTU) specifically set up 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 MSHTU 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.

The MSHTU have completed a number of multi-agency engagements in Derbyshire. These have resulted in police and other agencies engaging with workers and employers around modern slavery and human trafficking, along with other issues such as working conditions and minimum wage issues.

During a number of these engagements within the city and county, workers have been safeguarded, suspects arrested/charged and Slavery and Trafficking Risk Orders (STRO's) have been applied for through the Courts. The STRO enables the authorities to impose relevant prohibitions on the exploiters.

Derbyshire Police – 101 or 0300 122 8057 and ask for Modern Slavery Human Trafficking Unit - Mon-Fri, office hours. (Non-emergency, 999 if emergency). You can also email the Modern Slavery Human Trafficking Unit at: mshtu@derbyshire.pnn.police.uk

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.

Case No 1 (Derbyshire Police)

An Eastern European woman was recruited and brought to Derby by her exploiters who were of the same nationality. The victim was promised work and good pay and on arrival was assisted by the exploiters in gaining legitimate employment. The suspects in this case were a husband and wife and the victim was accommodated with them at their family address. The suspects took all the money the victim earned and eventually the victim told somebody at work, and this was reported to police. The victim engaged with police and was entered into the National Referral Mechanism (NRM) where she was both safeguarded and supported.

The victim was eventually repatriated to their home country and the suspects were charged with modern slavery and human trafficking offences. Unfortunately, the criminal case was discontinued, however Slavery and Trafficking Risk Orders (STRO's) were successfully pursued against the two suspects.

Case No 2 (Derbyshire Police)

Concerns around modern slavery and human trafficking were raised in relation to a nail bar in north Derbyshire. Vietnamese nationals had been encountered at the nail bar on a number of engagement visits completed by police and other agencies. On one occasion a female under 18 years was seen to be working at the nail bar. Although this was denied by the other parties, this was evidenced by police.

A multi-agency response and investigation commenced which resulted in an enforcement at the nail bar, and a number of potential victims being safeguarded and entered into the NRM. None of the potential victims made allegations specific to the nail bar and following the collation of evidence and completion of enquiries, Derbyshire Police have successfully obtained an interim STRO against the business owners. A full STRO hearing is being pursued.

Case No 3 (British Red Cross)

A young woman from South East Asia was trafficked by her family members into sexual exploitation. In some cases, family members are complicit in the trafficking and others believe that they are facilitating a better life for the family member. She was sexually exploited in several countries during her journey to the UK, where she was forced to continue work in a brothel. When she became pregnant, she was able to leave this situation as she was no longer profitable to her traffickers and she made a claim for asylum in the UK.

Lacking English and knowledge of her local area, she got lost on her way to an asylum appointment and was approached by a person who offered to help her. This person re-trafficked her into a situation of labour exploitation working in a restaurant. He used sexual and physical violence as means of coercion to force her to remain in this situation. Threatening that if she refused to comply, he would report her to the authorities, and she would be returned to her country where she would be at risk of further harm from her family members and the gang who originally trafficked her.

Following a police intervention at the restaurant, she was referred to the British Red Cross “Your Space” service. As a result of her experiences and the threats made by her traffickers, she was frightened to disclose information to the police about her trafficking. The British Red Cross facilitated access to the Your Space accommodation partner and provided practical support items such as clothing and toiletries. During her stay, British Red Cross caseworkers provided her with information about her entitlements and options, including referring her for legal advice on her immigration situation. Using a trauma informed approach, they supported her to consider the benefits and risks of different courses of action.

Despite her earlier experiences, she had never entered the National Referral Mechanism. After several casework appointments, she decided to enter the NRM process and the British Red Cross supported her through the referral process with the local authority acting as first responder. She went on to access emergency asylum accommodation and outreach support from the NRM.

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

- Barnardo’s
- Bishop of Derby’s Office
- Border Force
- British Red Cross
- 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
- Gangmasters and Labour Abuse Authority
- Government Agency Intelligence Network
- HM Immigration Enforcement
- HM Revenue and Customs
- Migrant Help
- NHS Derby and Derbyshire Clinical Commissioning Group
- 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 - purjinder.gill@derby.gov.uk
- Derbyshire County Council - Michelle.collins@derbyshire.gov.uk
- Derbyshire Police Modern Slavery Human Trafficking Unit at: mshtu@derbyshire.pnn.police.uk

For further information about Modern Slavery go to:

- Saferderbyshire: www.saferderbyshire.gov.uk
- Derbyshire Police: www.derbyshire.police.uk/advice/advice-and-information/ms/modern-slavery/
- Anti-slavery: www.antislavery.org/
- UK Independent Anti-slavery Commissioner: www.antislaverycommissioner.co.uk/
- National Modern Slavery Helpline on **08000 121 700**