



Derby and Derbyshire Modern Slavery Partnership

Annual Report 2020/21

It ought to concern every person, because it is a debasement of our common humanity. It ought to concern every community, because it tears at our social fabric. It ought to concern every business, because it distorts markets. It ought to concern every nation, because it endangers public health and fuels violence and organised crime. I'm talking about the injustice, the outrage, of human trafficking, which must be called by its true name - modern slavery.

President Barack Obama (Clinton Global Initiative, New York City, 23 September 2014)

October 2021

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 2020/21 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 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.
- 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.
- Published a 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 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.
- Established the Derby and Derbyshire Modern Slavery Practitioners Forum for partner agencies and charities.

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.

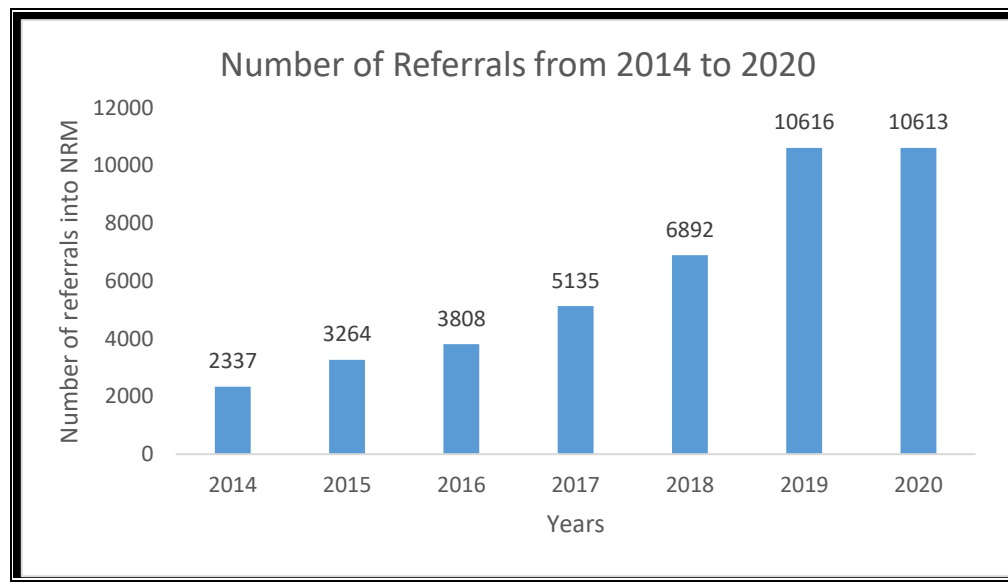
Even though most people think that slavery only exists overseas, Modern Slavery in the UK is thriving. It is estimated that tens of thousands of people are in Modern Slavery in the UK today, with an average cost per modern slavery crime at £328,720 (Home Office 2018/17).

National statistics

The following information is an extract taken from the National Referral Mechanism (NRM) Statistics for the UK. In 2020, 10,613 potential victims of modern slavery were referred to the NRM: a similar number to 2019 (10,616). The plateau in referral numbers is primarily thought to result from the COVID-19 pandemic and associated restrictions.

- Of the potential victims referred in 2020, 63% (6,716) claimed that the exploitation occurred in the UK only, whilst 26% (2,722) claimed that the exploitation took place overseas only.
- Just under half of referrals 48% (5,087) were for individuals who claimed they were exploited as adults, whilst 47% (4,496) were for individuals who claimed they were exploited as minors.
- The most common type of exploitation for adults was labour exploitation and for minors was criminal exploitation.
- Potential victims from the UK, Albania and Vietnam were the three most common nationalities to be referred in the NRM.
- The majority (90%) of NRM referrals were investigated by police forces in England. Police Scotland received 4% of referrals, Welsh police forces received 4% and the Police Service of Northern Ireland received 1%.

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 2020.



Number of NRM (Adults / Minors) referrals from 2014 to 2020 (Home Office)

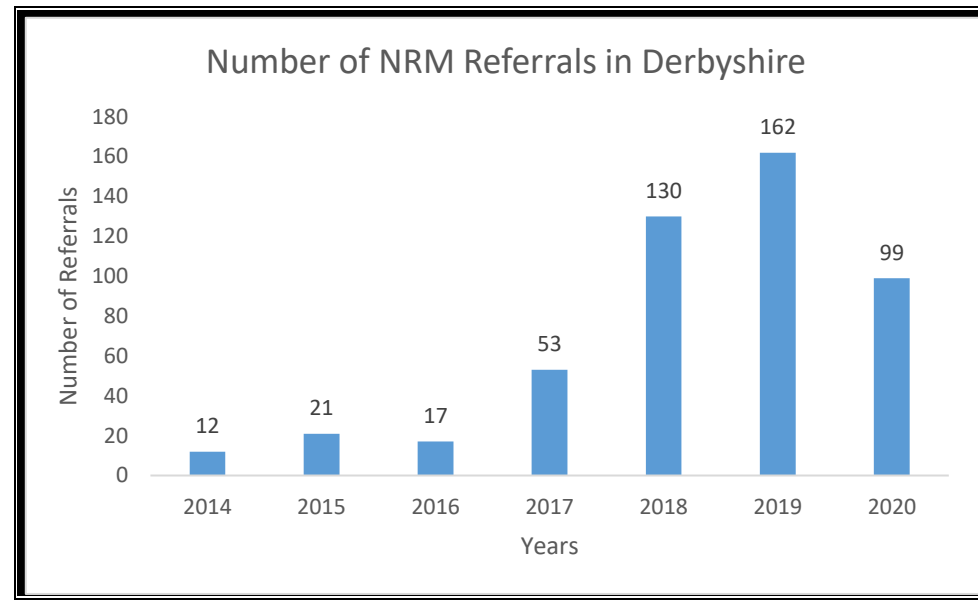
Derby and Derbyshire NRM Statistics 2020

99 potential victims of modern slavery were referred into the NRM from Derbyshire presenting a 39% decrease on the previous year, the following table shows the number of NRM referrals in Derbyshire from 2014 to 2020. 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 – 38 (24 Adults, 11 minors, 3 Unknown),
- Derby City Council – 17 (2 Adults, 14 minors, 1 Unknown),
- Derbyshire County Council – 7 (2 Adults, 5 Minors),
- Migrant Help (13),
- UKVI (9),
- Home Office Immigration and Enforcement (8),
- Salvation Army (4),
- Other local authorities (2),
- Health and Social Care Trust (1).

- Victims came from Albania, Bulgaria, China, Czech Republic, Pakistan, Poland, Romania, Slovenia, United Kingdom, Vietnam, Zimbabwe.
- Locations for exploitation: county lines, car washes, food production, nail bars, warehouses, domestic homes, cannabis farms



Derbyshire Police received 173 items of intelligence in 2020/21, 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.

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 2020 the following has been delivered:

- Since April 2020, 48 delegates have completed modern slavery awareness training at Derby City Council.
- Derbyshire County Council has delivered awareness raising training to:
 - 317 delegates completed e-learning training, plus six delegates completed the newly introduced First Responders e-learning training.
 - 1,144 delegates completed e-learning training for criminal exploitation and county lines.
 - 176 delegates from a range of partner agencies have attended a Modern slavery webinar.
- Since April 2020, 56 delegates have completed modern slavery awareness / Investigator training and 32 Modern Slavery and Human Trafficking Victim Liaison Officers (VLOs) have been trained at Derbyshire Police. VLOs are trained as first responders to incidents of potential modern slavery/human trafficking, another 12 VLOs will be trained during the Autumn.

Raising Awareness of Modern Slavery

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

Celebrating Anti-slavery Day 2020

The Partnership celebrated this national event by lighting a virtual candle to mark Anti-slavery day along with the launch of the inaugural Derby and Derbyshire Modern Slavery Annual Report 2020 which showcased the work of the Partnership.

Facebook and Twitter were used to promote the celebration, along with electronic copies of the annual report being sent to all members of the Partnership, the Derby and Derbyshire Modern Slavery Practitioners Network, Community Safety Partnerships and Derbyshire Safeguarding Adults Board.



Safeguarding Adults Awareness Week 2020



National Safeguarding Adults Awareness Week is a time for organisations to come together to raise awareness of important safeguarding issues. In 2020, the Partnership supported the awareness week by providing a webinar on modern slavery to staff and partner agencies. The webinar focused on providing delegates with an understanding of what modern slavery is, the scale and scope of modern slavery, signs to look out for, how modern slavery affects individuals, how to raise concerns and access help, and an overview of the National Referral Mechanism and local referral procedures.

Landlords, the law and you – Cannabis Leaflet

The Partnership has worked with the Police to help deliver a cannabis awareness leaflet which provides advice to landlords regarding tenants growing cannabis in rental properties. The leaflet provides useful advice to ensure that properties are not being let illegally. The information has been distributed to local authority housing partners and landlords across Derby and Derbyshire. [National guidance](#) is also available for checking the right to rent.

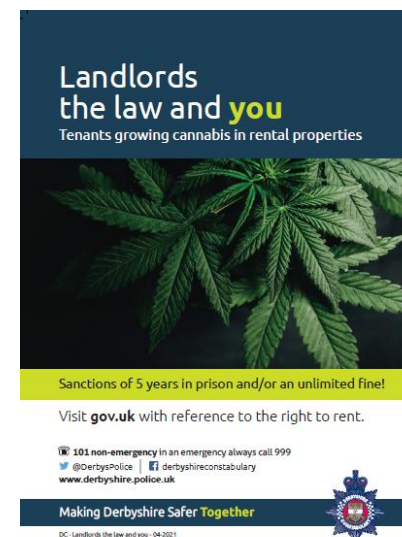
Joint Practice Guidance for responding to Adults and Child Victims of Modern Slavery

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.

Accessing Support as a Victim of Modern Slavery (Adults)

Having sought permission from the West Midlands Anti-Slavery Partnership, the Derby and Derbyshire Modern Slavery Partnership have adopted their 'Accessing Support as a Victim of Modern Slavery (Adults)', a multi-lingual leaflet, which seeks to aid First Responders working with victims of Modern Slavery. The leaflet explains in detail, the National Referral Mechanism (NRM).

It includes realistic and accurate information from professionals about the process a survivor could expect if they were to consent to an NRM referral and the potential outcomes and opportunities if they decided not to consent to an NRM referral. The [leaflet](#) is available in eleven languages, these include: Albanian, Bulgarian, Chinese, English, Latvian, Lithuanian, Polish, Roma, Romanian, Slovak and Vietnamese.



Clewer Initiative Car Wash and Farm Work App



In Derbyshire, we have been supporting the Clewer Initiative to promote the use of the [Car Wash App](#) and the [Farm Work 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.

The Farm work app has been launched to tackle modern slavery in farming, horticulture and food production, the app provides farmers and growers with information and aims to support workers. The app also helps to raise awareness amongst members of the public who live and work in rural areas. The information gathered from the apps is processed by the national Modern Slavery Helpline and helps to identify hot spots, enable criminal investigations and most importantly, support victims.



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 - 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 co-ordinate and complete multi-agency engagements in Derbyshire. These have resulted in police and other agencies engaging with workers and employers to identify any exploitation and modern slavery/human trafficking concerns. The MSHTU 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. The MSHTU have successfully applied for civil court orders, such as Slavery and Trafficking Risk Orders (STRO's).

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



Derbyshire Constabulary

Following engagement visits to addresses in Derby by the modern slavery team, a female contacted police disclosing that she was being controlled and sexually exploited by her wider family members. A police investigation commenced and the victim was recovered and safeguarded from her exploiters. The victim in this case was a foreign national who came to the UK along with her children to be with her wider family. Having arrived here in the UK, things quickly changed, and she found herself being forced into prostitution.

Following a lengthy investigation, the suspects were convicted of offences including modern slavery. This case was only recently concluded in the Crown Court (August 2021) where the main offender was sentenced to serve three years in prison. The victim and children remain supported by the NRM process and the victim is relieved and happy with the court outcome.

Case No 2 - Derbyshire Police

Derbyshire police received intelligence in relation to possible modern slavery and human trafficking at a car wash in the Chesterfield area. Following an engagement visit with other partner agencies, concerns were identified at a second car wash owned by the same person and potential modern slavery was identified including a hidden room used to accommodate the workers. The business owner was arrested along with the manager of the car wash and workers were spoken to. Following an investigation there was insufficient evidence to charge the suspects.

To safeguard future victims, and to prevent the suspect from repeating their actions, Derbyshire police successfully obtained a civil court order (STRO) against the business owner. This in effect requires the business to be managed correctly and legitimately, and to pay workers in line with minimum wage legislation. The management of the STRO by police teams and partner agencies, resulted in a breach of the order for which the business owner was successfully prosecuted.



Case No 3 - Hope for Justice

Marcin was sleeping rough in Poland when he was offered a lifeline by a man promising him food, a job, and a roof over his head in the UK. The offer sounded life-changing and Marcin agreed. But when he arrived, he was shocked to find he had to live with the man and his family in poor conditions and had to sleep on the floor.

The man told Marcin he owed him £200 for his flight, and that he had to pay for food. Each day, Marcin was given only a slice of bread and some soup to eat. He was forced to hand over his wages and was beaten by the man and his parents in front of his four children.

But the nightmare did not stop there. Marcin also had to do the family's housework and shopping for free. He managed to escape once, but the trafficker found him and used the control he had established over Marcin to lure him back, manipulating him by promising better food and living conditions. Once he was back under their control, the family once again beat Marcin until he was covered in bruises and blood.

Marcin was identified by the Hope for Justice Outreach team, who helped to find temporary accommodation with the local authority. The team offered him support, visiting him every day in his temporary accommodation. Hope for Justice multilingual

outreach workers explained to Marcin the different options he could take to start rebuilding his life after his ordeal, as well as providing him with food, clothes and other essentials. Hope for Justice supported Marcin following his decision to stay in the UK and with further help from the outreach workers Marcin has now begun a new chapter; one of freedom.



Rebuilding Hope • Rebuilding Lives • Rebuilding Communities
For survivors of human trafficking and modern day slavery

Case No 4 - The Rebuild Project – supporting Post NRM survivors

Staff from the Rebuild Project met *Francell in December 2018 when she attended a craft group. At this time Francell was still awaiting a decision from the National Referral Mechanism (NRM) to identify her as a victim of Human Trafficking and Modern Slavery and was living in asylum accommodation. Her NRM support worker referred her to the Rebuild craft group due to feeling extremely isolated and lonely. When Francell received her trafficking decision, her need for support did not end. If anything, it became more pressing, suddenly life was opening up but that meant lots of decisions to make and actions to take while still living everyday with the stress and trauma of experiences of the past.

Francells Rebuild support worker was able to support her through her compensation claim, help her to apply for benefits & housing, attend appointments with her, explain the processes and be available to talk things through. When Francell moved into her own house in December 2020, Rebuild was able to help connect Francell with organisations to furnish her home. Francell was asked to describe what difference Rebuild had made to her, this is what Francell said:

“When I first came to Derby, I had nobody, no family, and I was thinking why am I living? This kept in my head. I was sad and depressed, and I felt isolated. I just wanted to lock myself away from people. I was lonely. One day my support worker introduced me to Rebuild. I did not know what I was going to expect. I was so afraid of what I was going to experience, but then, going to Rebuild, I met the Rebuild Team, and the care, the welcome that they show for the first time made me want to continue to go there.

By keeping going I have come out of my isolation and loneliness, because it’s like I find a family, friends, and that makes me happy and feel like I am not alone anymore. I can talk to them whenever I want if anything happens. If I am stressed, and they listen, not judgemental, but listen. I now have confidence, peace and joy. Last year I moved into my own home – this has made a big difference because now I have my own privacy, and it gives me freedom to do what I want to do. Before I felt like I was nobody, like I was carrying a burden but now I feel light and free. Before I didn’t see myself as being able to have a life but now I have a life of my own and a future to look forward too. I am happier than before; I also started a job. Getting my life back, I now have so many things to occupy my mind rather than thinking all the time about the past. For 22 years I felt a bird that was caged but now I feel free”

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
- Hope for Justice
- 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

More information about Modern Slavery is also available at:

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