

Human

Trafficking

Foundation



LONDON MODERN SLAVERY LEADS

ANNUAL REPORT

2021 – 2022

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Outgoing CHAIR'S FORWARD

It has been a great privilege to have chaired the Modern Slavery Leads Group for the past three years. The idea for the group was developed by the London Borough of Enfield and the Human Trafficking Foundation in response to the struggles and disparity of process that Local Authorities were experiencing in their response to this crime. The initial vision was to bring colleagues together to share good practice and develop a cohesive response to this abhorrent crime. During this time the group has gone from strength to strength continuing to evolve and increase membership. The group continues to work to ensure that Modern Slavery remains high on the agenda for Local Authorities.

This reporting period, 2021-22, marks the fourth year the Network has been in place. In the midst of the Covid Pandemic, the group has a robust and effective Terms of Reference supported by an executive committee and sub groups, tackling a range of issues as detailed in the report and a clear plan for future work. I'm particularly pleased that in 2021 we saw the development of a London Survivor Support group, which over time will give the survivors a voice in helping to shape the local response to Modern Slavery.

Though I am stepping down as Chair, I am extremely pleased to remain an active member of the group taking the lead on safeguarding issues.

I want to take this opportunity to thank all the members of the Network for their continued support and would like to welcome the new Chair Trevor East. I am really looking forward to the ideas and energy that he will bring. The Modern Slavery Leads Group would not be able to function in such a proactive and impactful manner without the support and guidance provided by the Human Trafficking foundation, whose inexhaustible commitment and energy in the fight against Modern Slavery and their work to ensure that victims are at the centre of all of the work that we do is remarkable.

Sharon Burgess

Outgoing Chair of the London Modern Slavery Leads Network
Head of Safeguarding Adults and Quality for the London Borough of Enfield

Incoming **CHAIR'S FORWARD**

Looking ahead as the Chair of the London Modern Slavery Leads: The opportunity to be the Chair of the London Modern Slavery Leads is a really exciting challenge and I'm keen to work with you all to continue raising awareness of modern slavery across London.

The increasing number of referrals being made to the NRM by partners across London is indicative of the effect the LMSL network is having and collectively we have the chance to build on the great work that has been delivered to date by this partnership.

Key to this success has been the constant sharing of information and soft intelligence regarding victims and survivors of modern slavery (not to mention the range of support that is available) and a willingness from all involved to make a difference. The improved awareness and enhanced communication that this group continuously drives is key to continuing the impact this group can have and it's a journey I look forward to sharing with you all over the next few years.

Thanks for your continued support,

Trevor East

Incoming Chair of the London Modern Slavery Leads Network
Community Safety Partnership Manager, London Borough of Lambeth

INTRODUCTION

Local authorities have statutory and societal responsibilities with regards to modern slavery. Modern slavery guidance remains broad and training unstandardised so how these duties are enacted differs between each council. The London Modern Slavery Leads (LMSL) Network was created by the Human Trafficking Foundation and the London Borough of Enfield in response to this in order to bring local authorities together to share best practice in responding to modern slavery, raise trends and challenges and address these collectively.

The LMSL consists of representatives from each of the 32 London boroughs, the City of London corporation, as well as Clinical Commissioning Groups, Metropolitan Police Central Specialist Crime team for modern slavery, and select partners from across London such as the office of the Independent Anti-Slavery Commissioner, MOPAC, Local Government Association, London Councils and British Transport Police.

Now in its fourth year, the LMSL grew in 2021, engaging an average of 56 professionals at each quarterly meeting, representing all London boroughs. The members worked together to develop a Theory of Change and accompanying action plan to help achieve the network's strategic objectives, which are:

- **Increase victim/survivor identification and needs-led support**
- **Enable a collective voice to maximise reach and resource**
- **Increase the adoption of good practice**
- **Increase disruption and prevention**

This report reflects on the achievements of the LMSL from April 2021 – March 2022 and provides an update from each London borough on what they are doing to tackle modern slavery and where they need further support. The Metropolitan Police Central Specialist Crime have provided anonymised data for each borough to inform an intelligence-led response to modern slavery in the capital.

2021 ACHIEVEMENTS

The LMSL progressed its Governance in 2021, updating the Terms of Reference to reflect the formation of an Executive Committee and Chairing responsibilities and developing a Theory of Change to ensure the group has strategic direction. A workshop was held for members to create an action plan to help meet the four strategic aims listed above. The priority actions that the LMSL addressed over the year were:

- 1 > Improve access to modern slavery training available to local authorities in London
- 2 > Share anonymous data to increase understanding and awareness of modern slavery across London
- 3 > Meaningful engagement with survivors to improve practice
- 4 > Develop cross-border sharing housing protocol
- 5 > Address gap in support for child victims of modern slavery as they turn 18
- 6 > Increase awareness of modern slavery and the LMSL Network amongst other groups

Progress for each of the actions is outlined on the following pages:

MODERN SLAVERY TRAINING

The intended outcome for this priority action is for modern slavery training to be mandatory for every statutory First Responder and for the impact of this training to be measured. So far, the following has been achieved:

MOPAC funded Focus on Labour Exploitation (FLEX) to deliver modern slavery Train the Trainer Sessions to London local authorities and the Metropolitan Police and City of London Police in summer 2021. The LMSL was key in identifying who within each council should attend and ensuring there was representation from each local authority and Basic Command Unit (BCU). Every BCU and all bar one council put forward attendees. A total of 132 professionals attended the training. **93%** of survey respondents said after the training that they felt they had a good ability to identify and respond to potential cases of modern slavery compared to **43%** prior. This demonstrates the importance of modern slavery training and ensuring there is an even spread of training across London so that victims do not fall into a postcode lottery for support.

The Home Office developed First Responder e-learning and Child Trafficking e-learning and this was shared with the LMSL to cascade to colleagues to ensure maximum reach. A number of boroughs progressed in creating their own e-learning and localised training, which is reflected in the borough summaries in the [Picture of Modern Slavery](#) chapter.

LMSL members raised concerns about a lack of confidence from colleagues in making referrals to the National Referral Mechanism (NRM) - the Government's framework for identifying and supporting victims of modern slavery. Limited information provided in the referral can lead to victims being rejected from support and so it's vital that First Responders from councils and police, who complete the form, have the knowledge and skills to engage with victims and provide the information required. In response, in October 2021, the Human Trafficking Foundation held an online conference for 300 First Responders in London, which took an in-depth look at what makes a good NRM referral and how the decisions are made, explored the importance of language and the role of local authorities beyond the First Responder duty. Presenters included the Single Competent Authority who make NRM decisions; The Salvation Army; Barnardo's; and Birmingham City Council. After the conference, **90%** felt confident making referrals to the NRM compared to **39%** prior to the conference. **95%** were satisfied with the NRM First Responder conference. When asked what they would do differently after the conference, attendees responded they would share the information with colleagues, work more in partnership and ensure there was more detail and appropriate language in their NRM referrals.



MODERN SLAVERY DATA

Previously the only data being shared was the National Referral Mechanism (NRM) statistics published by the Home Office, which is on a pan-London, rather than borough level, making it difficult to inform a local response. The NRM data also only reflects those adults who have consented to a referral, which is understood to be only one part of the picture.

The LMSL identified the lack of data on modern slavery as a challenge for forming their local response. It was noted that without data on the number of people affected by modern slavery it is difficult for boroughs to make tackling the crime a priority; equally without prioritising modern slavery, the majority of cases stay hidden and the data remains low.

A data subgroup was created to address this issue and start to collate data to ensure each borough is aware that modern slavery is happening locally and begin an intelligence-led approach to prevention, disruption and support. The Met Central Specialist Crime team agreed to share anonymised data to provide an in-depth and localised view of modern slavery in the capital. The data subgroup worked to shape this data toolkit, discussing with the Met the information that would be helpful for their response; such as information on disability, which wards offences occurred, and the industries where forced labour has taken place.

The data is now shared on a monthly basis through the Human Trafficking Foundation's local authority newsletter and the Analyst from the Met presents the data at the LMSL quarterly meetings. It is also the data that has been used to inform 'The Picture of Modern Slavery' chapter in this report. As professionals became aware of the data, more requested to be added to the mailing list and Business Analysts from councils have joined the LMSL data subgroup. The aim is to continue to work with boroughs to analyse their data to understand the local picture and use this to inform their approach. Boroughs described the data as "Incredible – really helpful" and "These [data subgroup] meetings help me immensely". One of the trends identified by the Met police data is the number of Albanian nationals being exploited in London. As such, Shpresa, an organisation specialising in this area, attended an LMSL meeting to talk about their work and how they can work in partnership with the boroughs to support Albanian victims and survivors of modern slavery.

Whilst the sharing of the police data is a huge success and incredibly useful for understanding what is happening and developing the response, the data subgroup recognised that the police data is only one crucial part of the picture. For councils to share their own anonymised data proved challenging as not all adult cases of modern slavery identified by councils are raised as a safeguarding concern and are therefore not being recorded. Various departments within councils use different databases and as multiple teams could be identifying victims and survivors, members of the LMSL find it challenging to keep a central record of cases in their borough. As a result of this, the data subgroup has been sharing good practice for recording data and councils have been supporting each other to develop their approach. This will remain a focus for the coming year with the support of the charity STOP THE TRAFFIK.



SURVIVOR ENGAGEMENT

A consistent theme raised in the LMSL Network is engagement with survivors of modern slavery so that learning can be developed and survivors are involved in shaping the local authority response. A challenge is how to make this meaningful, both for the LMSL and the survivors themselves.

In 2021, the Human Trafficking Foundation worked with a survivor of modern slavery to establish a London Survivor Support group. The group meets monthly, having begun as community support before introducing opportunities to hear from speakers on different topics. Now the group is established, the LMSL Executive Committee will meet with members to discuss what meaningful engagement between the two groups could look like.

Separately, the Human Trafficking Foundation was awarded Home Office Modern Slavery Prevention funding to work in a holistic way with survivors and parents of survivors on a train the trainer programme which prepared them for delivering training sessions for police, councils, NHS and community groups in London. Many of the LMSL members attended the training and supported with promoting the opportunity to their colleagues and partners. The lived experience consultants delivered 15 powerful training sessions with the aim of improving council, police and community group responses around support and identification. The consultants all reflected that they enjoyed the project and are keen to continue working with the Human Trafficking Foundation to provide further training and policy input. **93%** of attendees surveyed agreed they learnt more about the subject because of the trainer's lived experience. **90%** felt confident in their ability to identify individuals at risk of modern slavery after the training compared to **55%** before. Met Police officers who attended the training made contact to discuss how they can formally involve lived experience consultants in their future training.



MODERN SLAVERY AND HOUSING

A concern from many members of the LMSL is around housing for survivors. Issues include:

- **people who are homeless being targeted for exploitation;**
- **victims becoming homeless when fleeing exploitation; housing assessors not picking up on the signs of modern slavery;**
- **councils insisting on a connection to the borough for temporary accommodation; accommodation not being suitable; conclusive grounds decisions from the NRM not being recognised leaving victims re-traumatised through probing questions;**
- **and confusion around the responsibility of the local authority and The Salvation Army, which holds the Government contract, to provide NRM support for victims including safehouses.**

It has been an exploratory year for the LMSL with regards to housing; identifying the issues and examining whether a cross-border sharing housing protocol could be a solution and housing will remain a focus for the coming year. This work has involved a roundtable with frontline NGOs; a meeting with the office of the Independent Anti-Slavery Commissioner and London Councils; and conversations with Safer London, which runs the reciprocal housing model for domestic abuse. At this meeting regarding a reciprocal model, it was determined that data was needed on the

number of victims of modern slavery with social tenancies. The Housing subgroup took this back to teams within their councils but found this information was not collected, and it was shared with the data subgroup for consideration.

It is clear that the challenges around housing are complex and ensuring that the model is appropriate and sustainable needs further development. A representative from the London Councils' Directors of Housing group now sits on the LMSL as a conduit between the two networks. The Chair of the LMSL was invited to the Housing Directors' meeting to present on the work and the unique opportunities housing teams have to identify modern slavery. The Chair requested three actions of the Housing Directors, (Meet your Council's Modern Slavery Lead/ Start asking questions about the local response/ Tell LMSL what would be helpful) which will be followed up at a future Housing Directors' meeting.

The Director of Housing representative also spoke at the Local Government Association's launch of their new Guidance and Good Practice for Council Homelessness Services, which has been developed specifically for council officers leading and working in homelessness and housing services. Many of the members of LMSL attended the conference or encouraged their housing teams to go along to learn more.

LMSL members were also instrumental in sharing the updated Homelessness Code of Guidance with their housing teams and flagging the changes around modern slavery. Many of the members also attended to a roundtable led by The Salvation Army to strengthen the relationship and clarity between councils and the Government contract holder.



TRANSITIONAL SAFEGUARDING

One of the challenges that was identified by the LMSL was a drop off in support for child victims of exploitation when they reach 18 and are considered an adult. The LMSL conducted a survey to understand the current situation in London boroughs.

Thirteen councils responded, all of which were in the process of strengthening their response in this area. The survey results were startlingly similar across the board with the main challenge being a lack of service knowledge between Children and Adult Safeguarding, including assumptions that Adults Social Care will continue to provide support when the child is deemed an adult (when in reality this is not possible as they do not meet the threshold in the Care Act). Capacity issues, mental health services and availability of housing were all consistently raised as a challenge for councils wishing to progress in this area. Interestingly, when asked what would help the council to overcome these challenges, the responses were almost identical. They included a transition strategy, clear pathways between services, joint training between adult and child teams and joint commissioning for specialist workers.

Southend-on-Sea, a council considered good practice in this area by the Transitional Safeguarding Report published by the Department for Health and Social Care, attended an LMSL meeting to share their work. The response from the LMSL was positive, with members commenting “This is such a great transitional model that you hold in your council. Thank you for sharing it with us. Great example for us to follow” / “Many thanks Southend on Sea - an argument for investment” / “I want to share with directors for Children Safeguarding and Adult Social Care”. The LMSL will continue to explore this work further and measure progress made.

Stop & Prevent Adolescent Criminal Exploitation (SPACE), an organisation representing the lived experience of parents of child victims, spoke at an LMSL meeting and shared 10 asks for local authorities ([Appendix 2](#)). Several boroughs responded saying which actions they already adhere to and which they are committed to working towards.

Throughout the year the LMSL received presentations from the Modern Slavery Unit within the Home Office on Independent Child Trafficking Guardians (ICTGs) and the NRM Devolved Decision Making for Children Pilot. Barnardo’s also attended a meeting to talk through how they deliver the ICTG programme, which is being piloted in London to continue the support for children past their eighteenth birthday, and encourage boroughs to make referrals. Barking and Dagenham, one of the pilot sites for the NRM Devolved Decision Making for Children, provided an update on how the scheme is working locally; discussing the benefits of reduced waiting time for Conclusive Grounds decisions, raising awareness of trafficking and the NRM and making sure all children have local support available and access to a ICTG if required.



INCREASING AWARENESS

The Chair of the LMSL Network was invited to present to various boards throughout the year to increase awareness of the Network and put modern slavery on the agenda. One of the main priorities with this work was requesting that adult cases of modern slavery should be consistently raised as a safeguarding concern.

The Chair met with the joint Chief Social Worker for Adults at the Department of Health and Social Care (DHSC) who agreed with this and suggested that meeting with Safeguarding Adults Board Managers would be the best way to encourage this to become practise. As such, the Chair attended the London and national Safeguarding Adults Board Managers' meeting where the managers agreed to take the request back to their council and for the LMSL to send information about modern slavery to be hosted online.

In addition, the Chair presented to the London Councils-led Directors of Housing meeting and London Heads of Community Safety to raise awareness of modern slavery, the LMSL and ensure they are aware of the work happening within their borough to tackle modern slavery. Scottish Borders, a local authority in Scotland, also got in touch with the Human Trafficking Foundation to whether learning from the LMSL could be replicated.

Over the year the LMSL also inputted into discussions about policy changes. The Modern Slavery Unit within the Home Office attended an LMSL meeting to consult members on the updating of the Government's modern slavery strategy. The Chair also wrote to the Minister for Safeguarding to express concerns about Part 5 of the Nationality and Borders Bill, which was felt would have a negative impact on victims of modern slavery and put further pressures on local authorities to provide support. The Chair received a written response and an invitation for the Executive Committee to meet with the Modern Slavery Unit within the Home Office to discuss further.

In addition to sharing the work of the LMSL externally, the Network invited speakers to their meeting so they could learn from good practice happening elsewhere. The Modern Slavery Lead for Sandwell council attended an LMSL meeting to share best practise. Many of the councils found the presentation inspiring; two showed the presentation to their Safeguarding Adults Board after being 'blown away'. The lead for Sandwell was asked to speak at borough's own modern slavery meetings and a safeguarding conference to see how their learning could be applied locally.



THE PICTURE OF MODERN SLAVERY IN LONDON

12,727 individuals were identified as potential victims of modern slavery in the UK in 2021, with almost one third in London. Across the UK, cases of labour exploitation were the highest for adults. Children, who made up 43% of referrals, had mostly been criminally exploited.

Each London Modern Slavery Lead was asked to provide an update for this report based on their council's Governance, Successes, Challenges, Key Partners and Priority Outcomes for 2022 in relation to modern slavery. These are the summaries provided throughout this chapter, along with data showing the number of offences and NRM referrals in the capital for April 2021 - March 2022.

The data is from the Metropolitan Police's CRIS database and Home Office NRM data, both taken from the data toolkit the MPS shares with the LMSL each month. The totals are different as offenses may relate to multiple victims and not all victims are referred to the NRM.

Data Limitations

The data is to be used as a guide only and is not official data. It is only intended for those working with the Human Trafficking Foundation, including partner agencies.

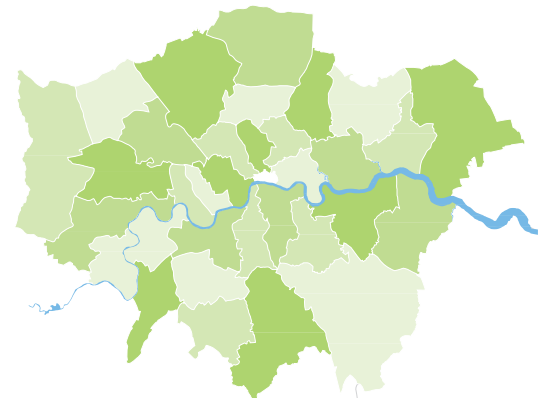
The NRM data in this report is based on the information which the Met Police receives from the Home Office. If the NRM referral was made in London but the crime relates to another police force area, it may not be included in the figures below. This means the number of NRM referrals listed in this report are likely to be lower than the actual number of referrals made.

It is important to note that adults must provide informed consent to enter the NRM and the Duty to Notify data is not displayed. Therefore, NRM figures do not show the full number of victims identified.

In addition, boroughs with low numbers of NRM referrals and offences may reveal that victims are not being identified rather than reflect the true scale of the crime.



TOTAL NUMBER OF MODERN SLAVERY OFFENCES FOR EACH BOROUGH



■ 20/21 ■ 21/22

Barking & Dagenham	98	<div style="width: 98%;"></div>
	106	<div style="width: 106%;"></div>
Barnet	72	<div style="width: 72%;"></div>
	80	<div style="width: 80%;"></div>
Bexley	48	<div style="width: 48%;"></div>
	45	<div style="width: 45%;"></div>
Brent	68	<div style="width: 68%;"></div>
	94	<div style="width: 94%;"></div>
Bromley	48	<div style="width: 48%;"></div>
	56	<div style="width: 56%;"></div>
Camden	55	<div style="width: 55%;"></div>
	59	<div style="width: 59%;"></div>
Croydon	170	<div style="width: 170%;"></div>
	175	<div style="width: 175%;"></div>
Ealing	82	<div style="width: 82%;"></div>
	84	<div style="width: 84%;"></div>
Enfield	103	<div style="width: 103%;"></div>
	135	<div style="width: 135%;"></div>
Greenwich	100	<div style="width: 100%;"></div>
	86	<div style="width: 86%;"></div>
Hackney	69	<div style="width: 69%;"></div>
	61	<div style="width: 61%;"></div>
Hammersmith & Fulham	24	<div style="width: 24%;"></div>
	37	<div style="width: 37%;"></div>
Haringey	110	<div style="width: 110%;"></div>
	107	<div style="width: 107%;"></div>
Harrow	66	<div style="width: 66%;"></div>
	62	<div style="width: 62%;"></div>
Havering	48	<div style="width: 48%;"></div>
	50	<div style="width: 50%;"></div>
Hillingdon	81	<div style="width: 81%;"></div>
	85	<div style="width: 85%;"></div>

Hounslow	77	<div style="width: 77%;"></div>
	80	<div style="width: 80%;"></div>
Islington	38	<div style="width: 38%;"></div>
	53	<div style="width: 53%;"></div>
Kensington & Chelsea	36	<div style="width: 36%;"></div>
	38	<div style="width: 38%;"></div>
Kingston	32	<div style="width: 32%;"></div>
	45	<div style="width: 45%;"></div>
Lambeth	108	<div style="width: 108%;"></div>
	103	<div style="width: 103%;"></div>
Lewisham	66	<div style="width: 66%;"></div>
	88	<div style="width: 88%;"></div>
Merton	45	<div style="width: 45%;"></div>
	34	<div style="width: 34%;"></div>
Newham	131	<div style="width: 131%;"></div>
	145	<div style="width: 145%;"></div>
Redbridge	93	<div style="width: 93%;"></div>
	74	<div style="width: 74%;"></div>
Richmond upon Thames	27	<div style="width: 27%;"></div>
	18	<div style="width: 18%;"></div>
Southwark	97	<div style="width: 97%;"></div>
	115	<div style="width: 115%;"></div>
Sutton	28	<div style="width: 28%;"></div>
	41	<div style="width: 41%;"></div>
Tower Hamlets	71	<div style="width: 71%;"></div>
	77	<div style="width: 77%;"></div>
Waltham Forest	116	<div style="width: 116%;"></div>
	106	<div style="width: 106%;"></div>
Wandsworth	39	<div style="width: 39%;"></div>
	51	<div style="width: 51%;"></div>
Westminster	50	<div style="width: 50%;"></div>
	88	<div style="width: 88%;"></div>

OFFENCE OUTCOME

■ April 20 > March 21

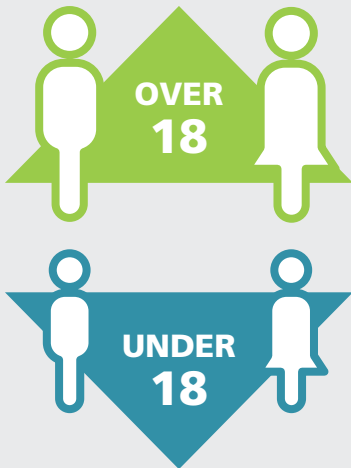
■ April 21 > March 22



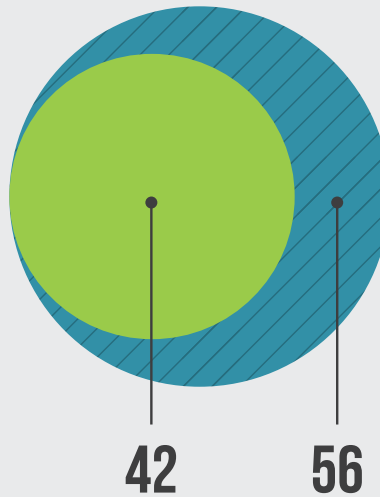
BARKING AND DAGENHAM

MODERN SLAVERY OFFENCE

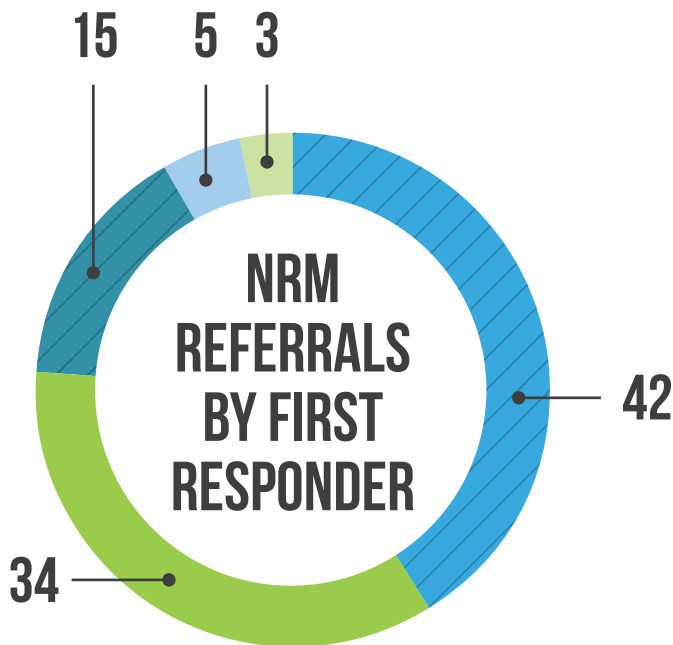
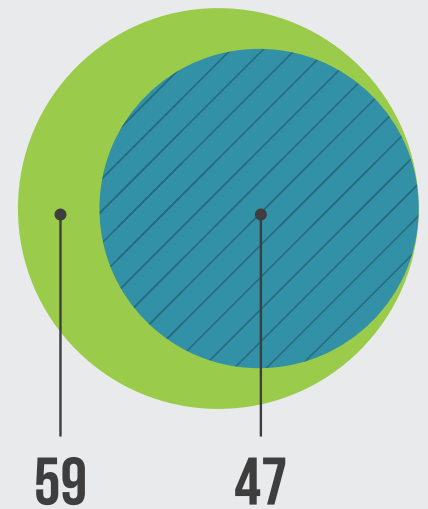
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



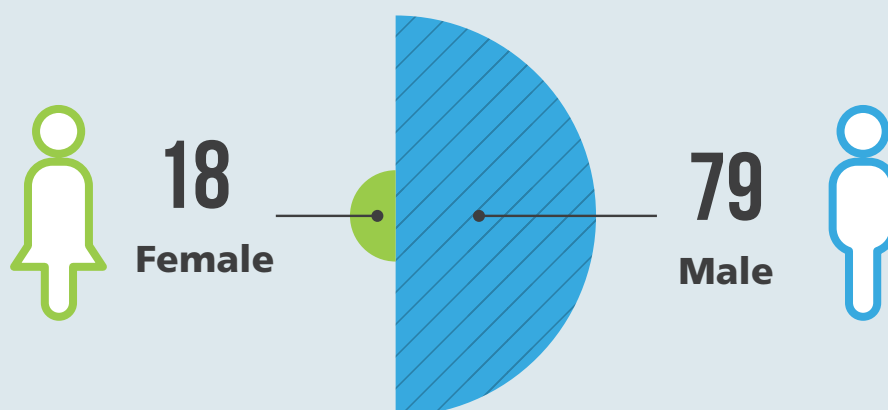
British



Albanian

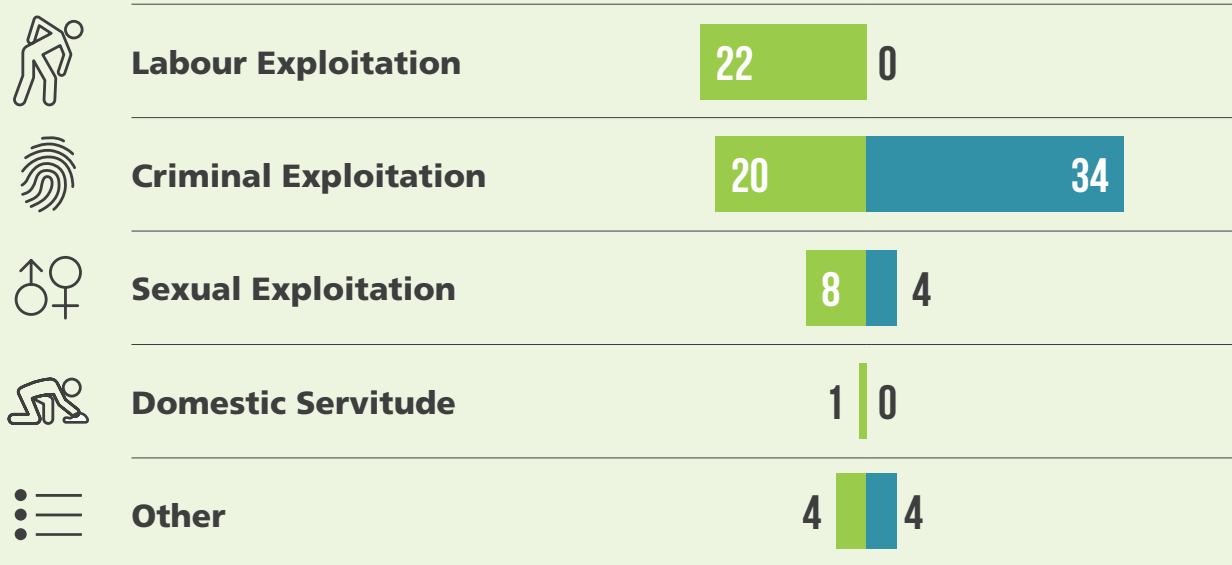
BARKING & DAGENHAM CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



BARKING & DAGENHAM CONTINUED



GOVERNANCE

No one team leads on modern slavery, rather it sits across Adults & Children's Care and Support. There is no Modern Slavery Board, but for children, the Contextual Safeguarding & Exploitation strategic subgroup leads the developments.



SUCCESSSES

- A Modern Slavery Pathway endorsed by the Barking and Dagenham Safeguarding Adults Board (SAB) and a Modern Slavery Statement relating to commissioning, procurement, recruitment and supply chains
- In April 2021, LBBD were selected by the Home Office as one of 10 pilot sites nationally who would run their own NRM Devolved Decision Making Panels for children. They have used the funding associated with this to employ an NRM coordinator and their multi-agency decision making panels have been in place since July 21. This has significantly speeded up the decision making for children identified as victims of modern slavery and ensured better oversight of safeguarding responses to trafficked children. 42 NRM referrals have been discussed at panel meetings with the majority of referrals (79%) for criminal exploitation. 74% received a Positive Conclusive Grounds decision and the average time to make a decision was 23 days.



CHALLENGES

The NRM and issues around modern slavery and trafficking are not always well understood. However, LBBD have used the NRM coordinator to deliver bespoke training to staff in children's care and support and have included this issue in induction training to raise awareness and improve responses.



KEY PARTNERS

The Community Safety Partnership is looking at including modern slavery data through the VAWG sub group. Through the NRM Pilot, strong links have been developed with the Barnardo's Independent Child Trafficking Guardian service and BDD are using the Devolved Decision Making Panel to ensure that children are referred to this service appropriately.

BARKING & DAGENHAM CONTINUED



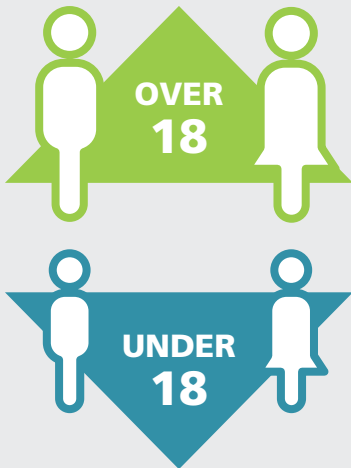
PRIORITY AREAS FOR 2022

Improving identification and responses to children who are victims of modern slavery and trafficking is a priority for children's care and support. As the NRM Pilot project evolves, processes are being developed that ensure that decision making is linked to safeguarding responses. In a year from now, LBDD would like to be in a position where all staff in children's care and support are confident to make appropriate NRM and associated referrals for trafficked children.

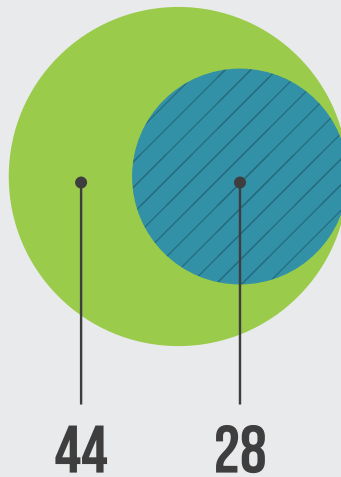
BARNET

MODERN SLAVERY OFFENCE

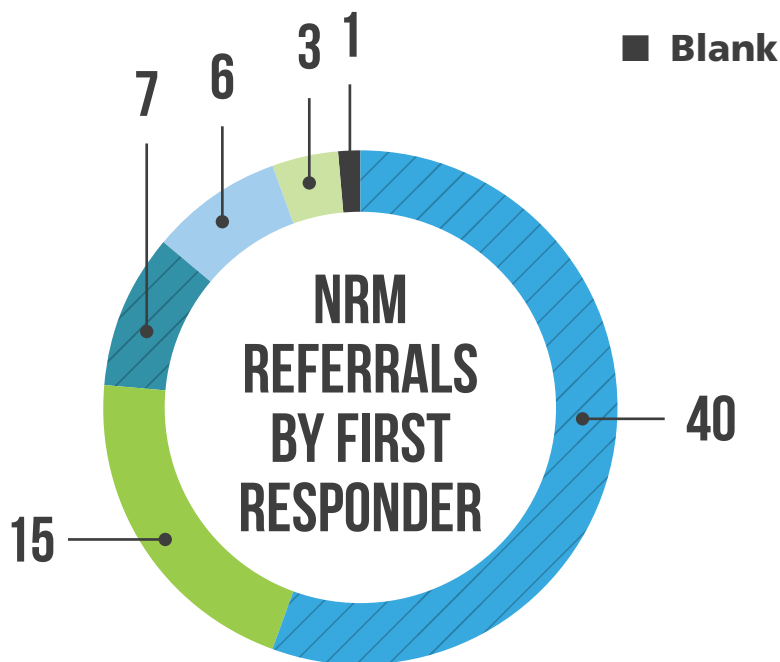
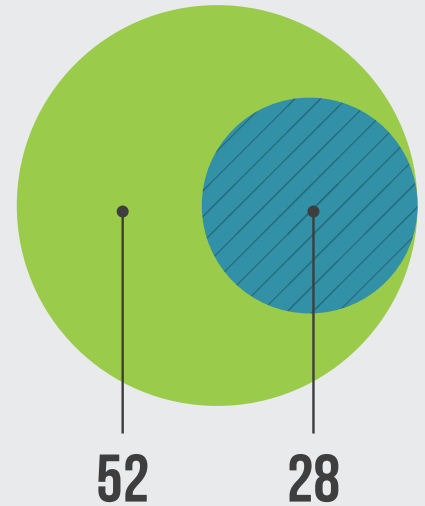
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



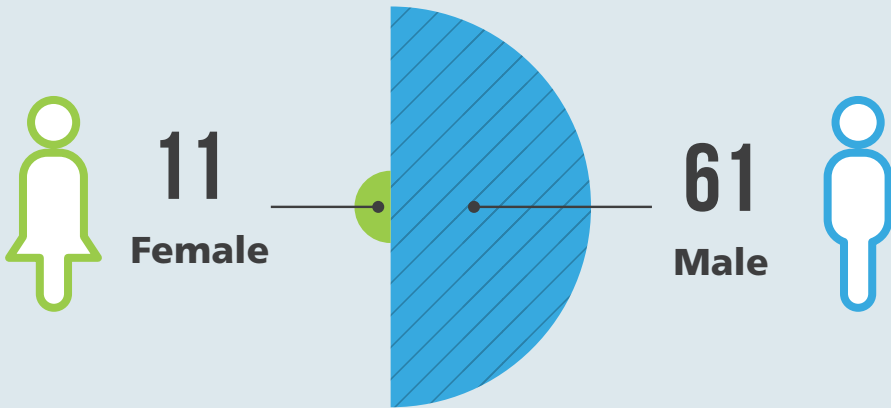
British



Sudanese

BARNET CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



Labour Exploitation

23 Adult 1 Children



Criminal Exploitation

22 Adult 14 Children



Sexual Exploitation

3 Adult 2 Children



Domestic Servitude

5 Adult 0 Children



Other

2 Adult 0 Children

BARNET CONTINUED



GOVERNANCE

- Barnet doesn't have a Modern Slavery Board or set Coordinator, instead Adult Social Care and Children's Services lead on tackling modern slavery.



SUCCESSES

- A colleague from Adult Social Care, Housing and Learning & Development attended modern slavery Train the Trainer training in the summer
- The Human Trafficking Foundation were invited to a Safeguarding Adults Managers meeting to raise awareness of indicators and the NRM process



CHALLENGES

- Low numbers of adult referrals

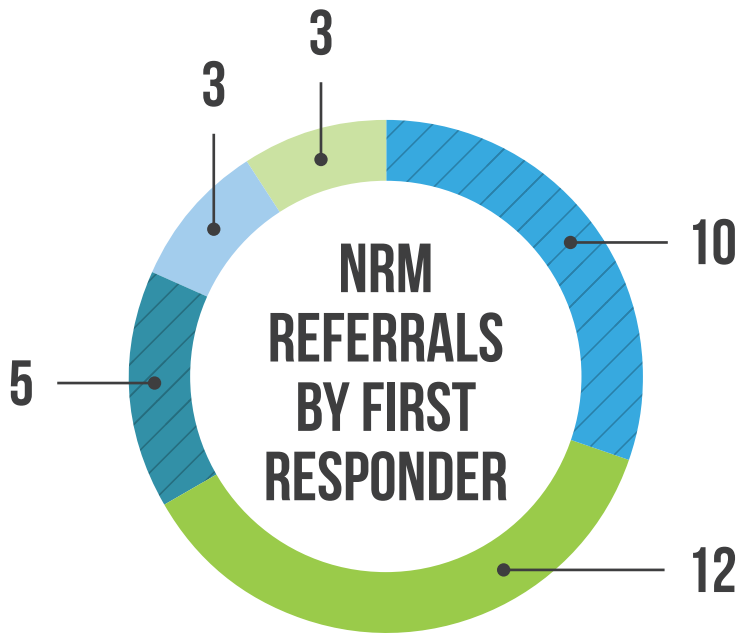
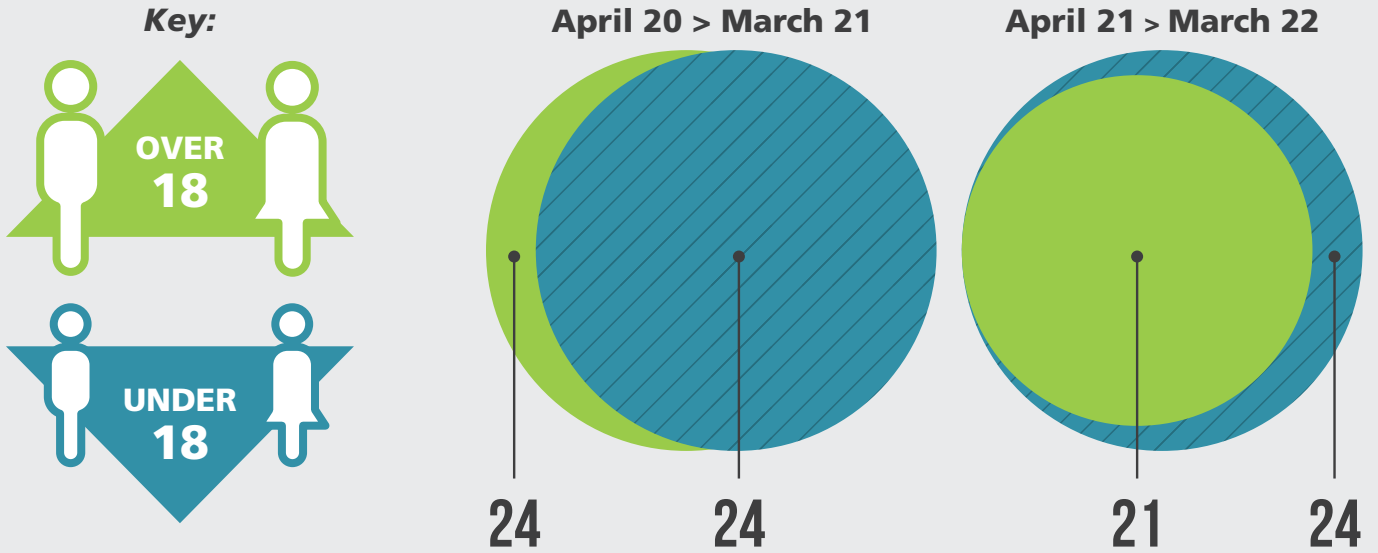


PRIORITY AREAS FOR 2022

- As agreed within the new Barnet Domestic Abuse and VAWG Strategy action plan, Barnet will be developing a strategy and action plan to support survivors of trafficking and modern slavery

BEXLEY

MODERN SLAVERY OFFENCE



Home Office



Social Services / Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



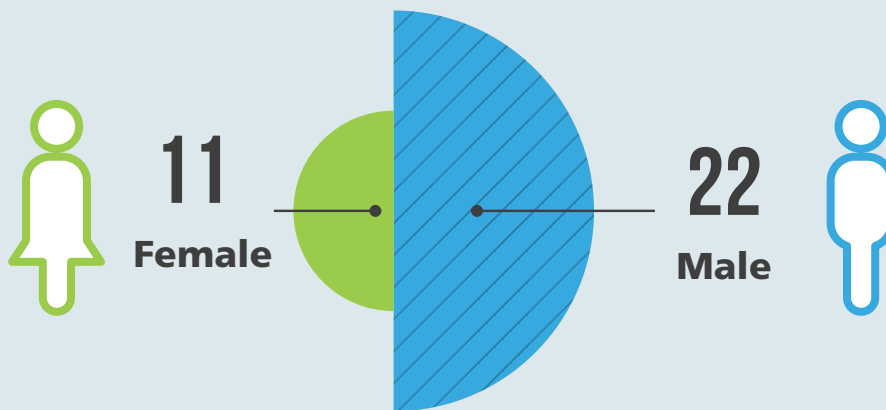
British



Albanian

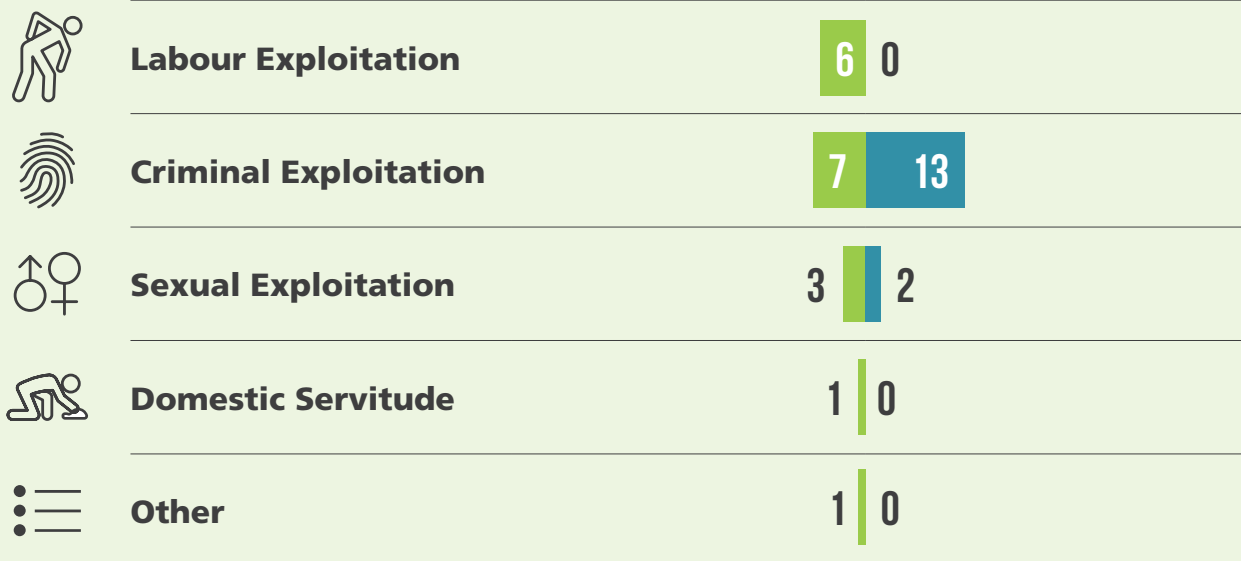
BEXLEY CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



BEXLEY CONTINUED



GOVERNANCE

The Community Safety Team lead on modern slavery. There is a Modern Slavery Officer who works in close partnership with key contacts in Adult Social Care, Children's Social Care, and Youth Offending Services. The Bexley Community Safety Partnership Board oversees the Council's modern slavery work, which includes other partners such as Housing, Police, London Fire Brigade. Bexley has a Modern Slavery Working Group with all partners invited.



SUCCESSES

- Bexley has a [Strategy and Toolkit](#), a Modern Slavery Statement, and Referral Pathways. These are all being updated to reflect improvements in partner processes. There is no modern slavery policy or protocol. Mandatory training is provided online for all Council staff, though not all have completed this. Level 2 training is provided for all frontline partners in Bexley on a monthly basis.
- Following a case raised with modern slavery concerns which had an inadequate response, we held a case review meeting to better understand partner roles and powers to improve timely and efficient collaboration for such cases in the future.



CHALLENGES

- Data recording relies on staff making NRMs to notify the Community Safety Team. Changes have been made to ensure this is supervised and has led to improvement, but more information needs to be included, e.g., location and type of exploitation. Low numbers of cases make it difficult to target preventative action.
- Partnership work – this has improved significantly but there is still more needed for timely and effective information sharing and response planning, and key departments attending, e.g., Housing.
- Awareness-raising / training – making modern slavery an interest and priority area for all partners and residents



PRIORITY AREAS FOR 2022

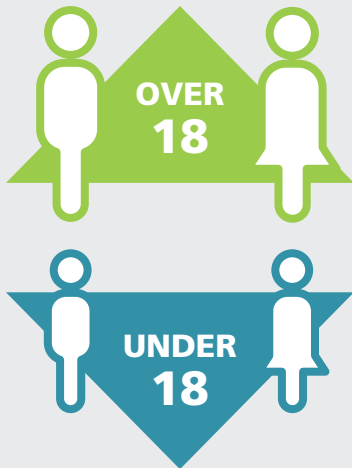
- Improved written referral pathways, Strategy and Toolkit, and Modern Slavery Statement (and Transparency in Supply Chains Statement.)
- Improved information sharing and more efficient collaboration with partners.
- Increase in referrals and casework for potential victims and survivors.

BRENT

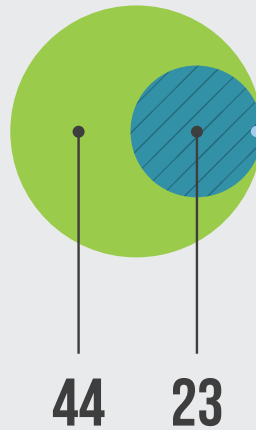
MODERN SLAVERY OFFENCE

● Age unknown

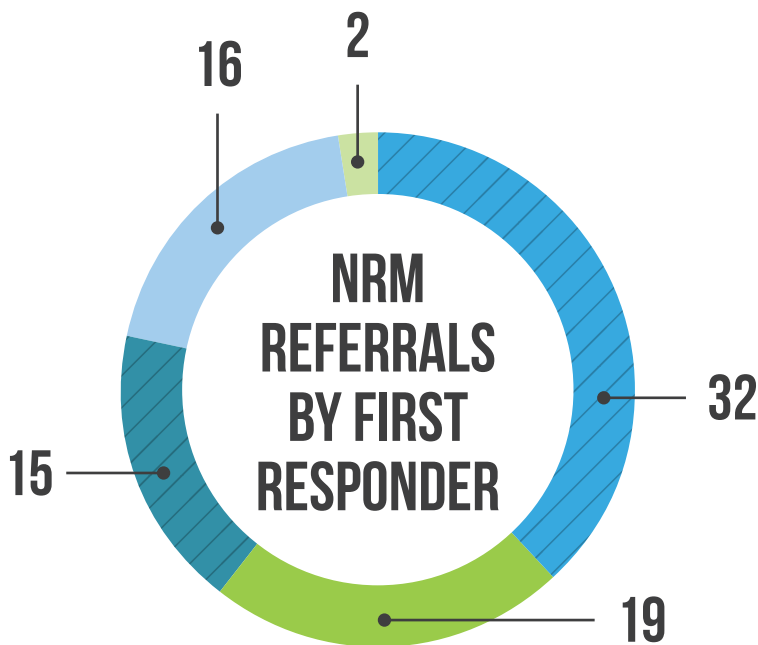
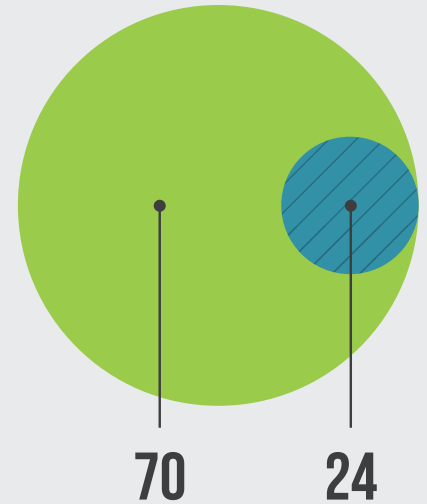
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



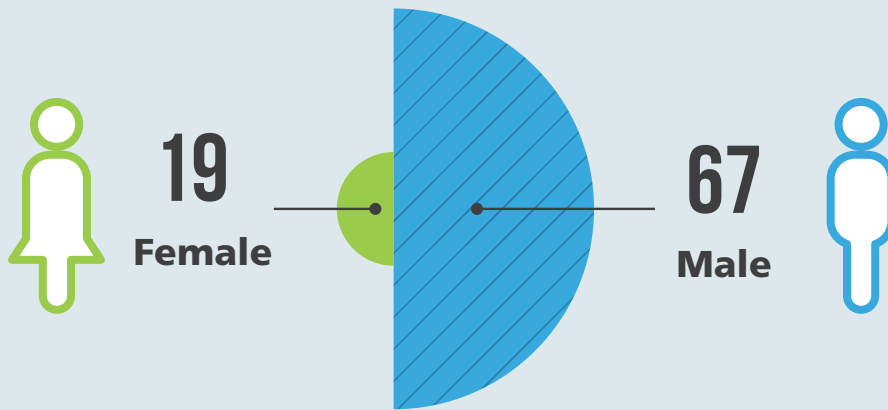
Albanian



Filipino

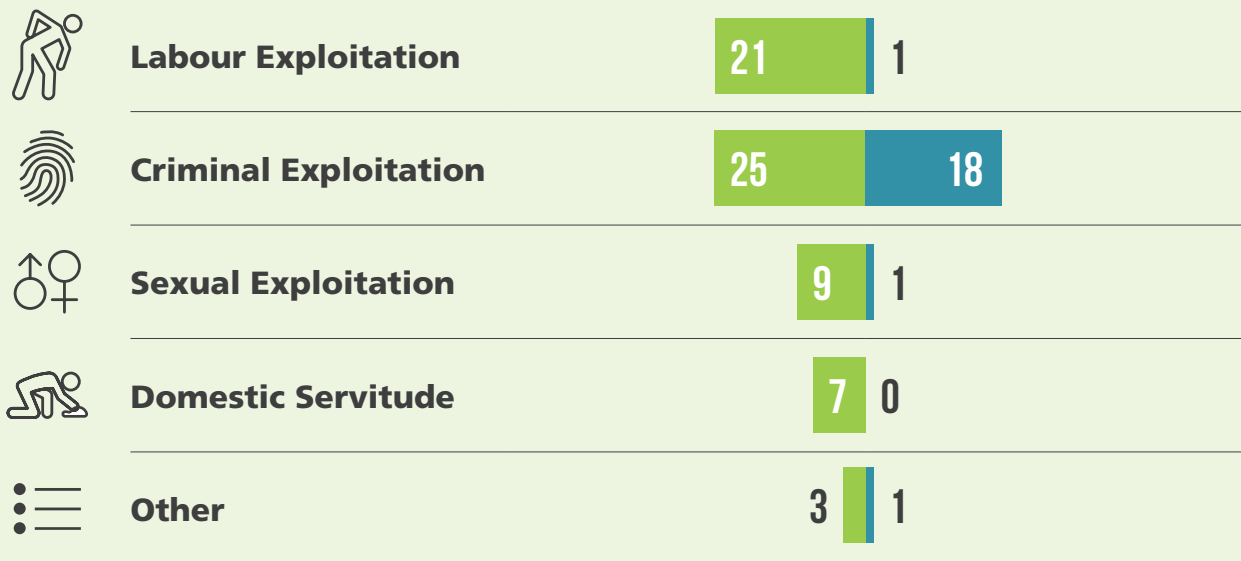
BRENT CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



BRENT CONTINUED



GOVERNANCE

Brent has an internal multi team advisory panel from children and adult services and community safety. Modern Slavery is led jointly through these services locally, however the community safety team is the point of contact for the Council. The Community Safety Manager is the coordinator of activity.



SUCCESSSES

There is a Council protocol that is in place and this will be reviewed in 2022/23, this is presented to the Safer Brent Partnership on an annual basis. There is a corporate training module that has been developed within the organisation and is available for all staff.



CHALLENGES

The pandemic saw a shift within communities and this is key for us to build on with a strong community spirit amongst local communities and we plan to utilise new networks that have been established during this time. The pandemic also saw an increase in the risk of modern slavery and recent international issues have the potential to further increase the risk of people being exploited. This will be a focus for the following year.



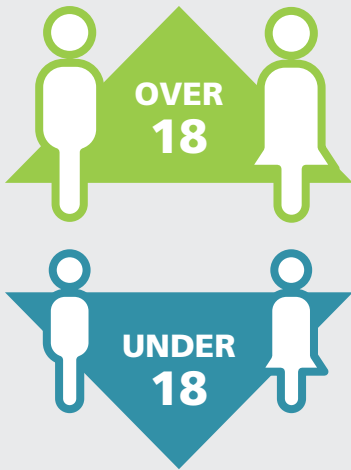
PRIORITY AREAS FOR 2022

- As part of our good practice approach we will be conducting a review of our processes, protocol and conducting a needs assessment to ensure our approach in Brent is proportionate and appropriate to prevent people being exploited and support victims of modern slavery.
- We are currently reviewing our website to ensure appropriate information is available for partners, residents and businesses.
- There is an action plan that has been developed to ensure that this key safeguarding theme is developed further during 2022/23, this plan focusses on increased training, awareness raising and working more with our community partners on recognising the signs and how to report concerns.

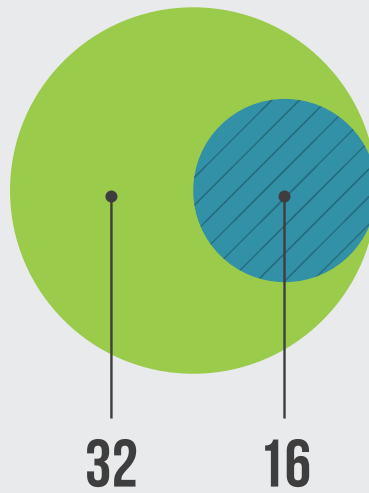
BROMLEY

MODERN SLAVERY OFFENCE

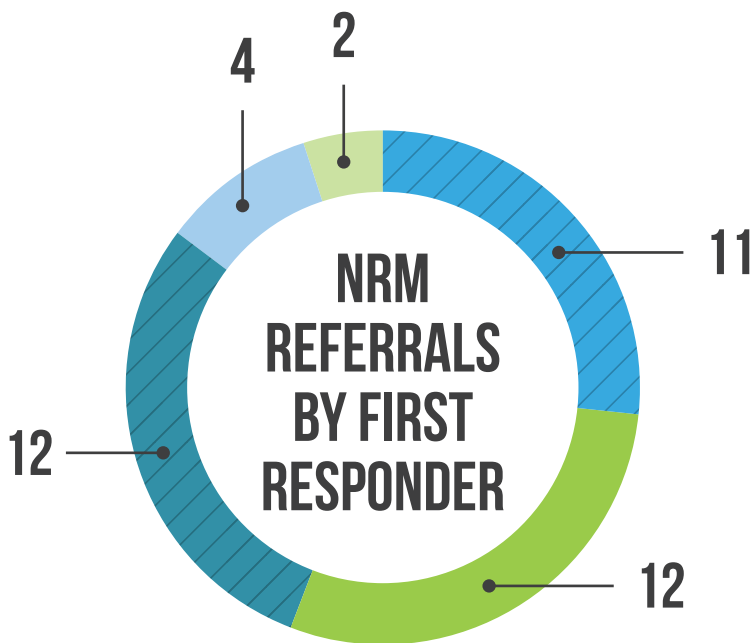
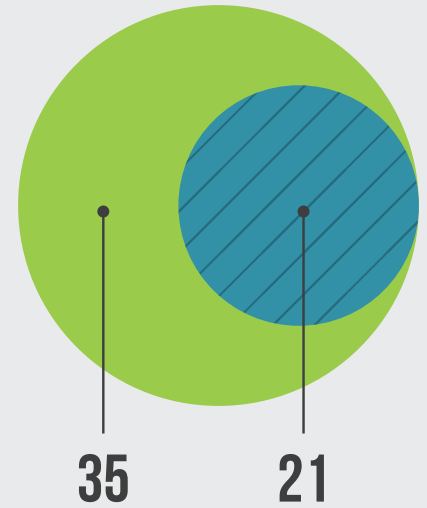
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



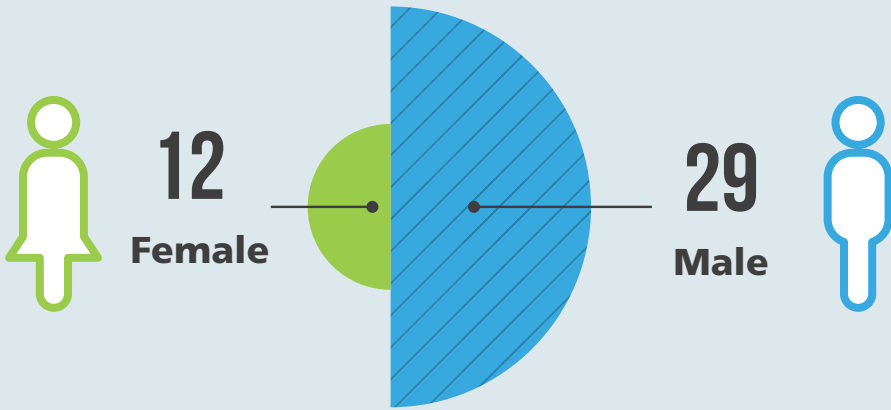
British



Albanian

BROMLEY CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



Labour Exploitation

5 | 1



Criminal Exploitation

15 | 9



Sexual Exploitation

3 | 3



Domestic Servitude

3 | 0



Other

1 | 1

BROMLEY CONTINUED



GOVERNANCE

The Bromley Safeguarding Adults Board (SAB) previously established a Modern Day Slavery task & finish group to raise awareness of the local and national picture, with the primary aim of developing a local MDS policy. This group has since ceased and any MDS related information is now available on a dedicated webpage via the BSAB [website](#). The SABs communications and executive function have sight of all local MDS related information. The Board Manager attends regular London Modern Slavery Leads meetings and feeds back information to local partners.



SUCCESSES

- The Bromley SAB produced and published a local MDS policy to safeguard adults and children who are at risk of modern slavery and human trafficking. An online e-learning course on Human Trafficking and Modern Day Slavery is made available for all member agencies of the Board, with a bespoke 1day Modern Day Slavery & Human Trafficking training course currently being developed. The Board also promotes national learning sessions related to MDS, such as those delivered by HTF and the Home Office, via its learning events webpage.
- A poster raising awareness of MDS was produced and is available in easy-read format.
- The SAB annual report now highlights local and regional MDS data.



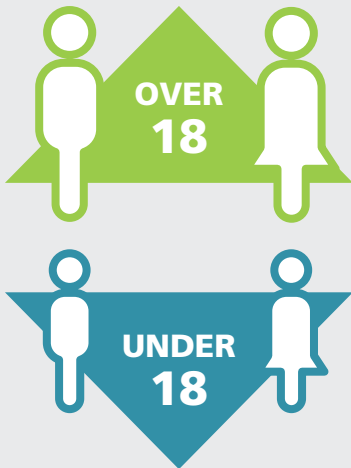
PRIORITY AREAS FOR 2022

- MDS is one of Bromley SAB's priority areas and therefore further engagement work will continue on this.

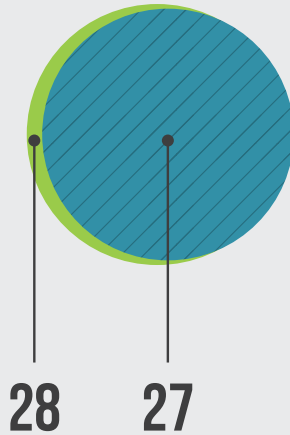
CAMDEN

MODERN SLAVERY OFFENCE

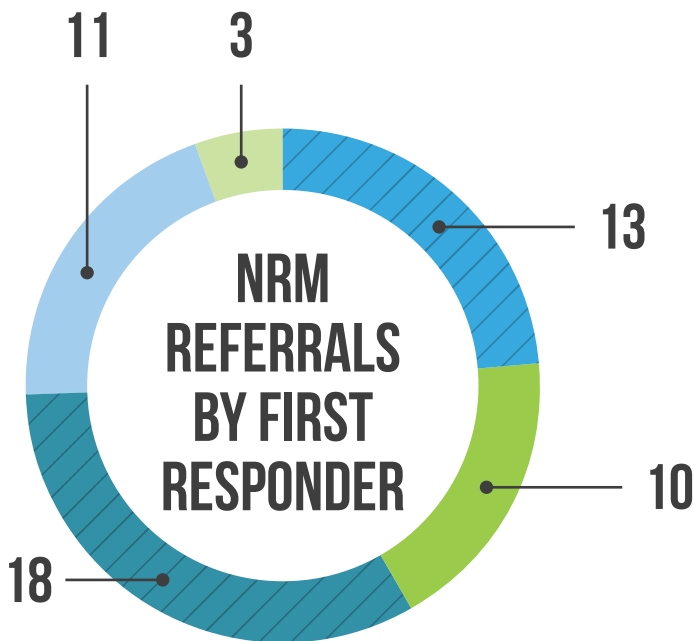
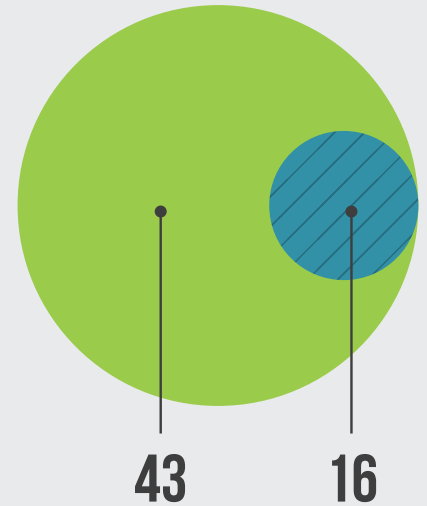
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



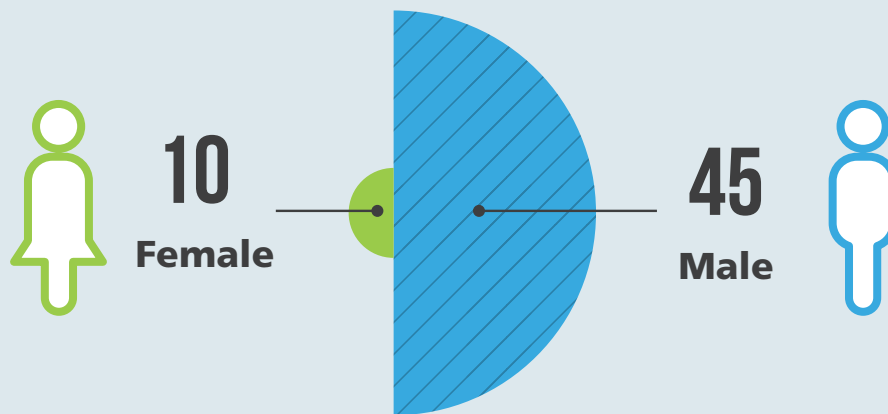
British



Albanian

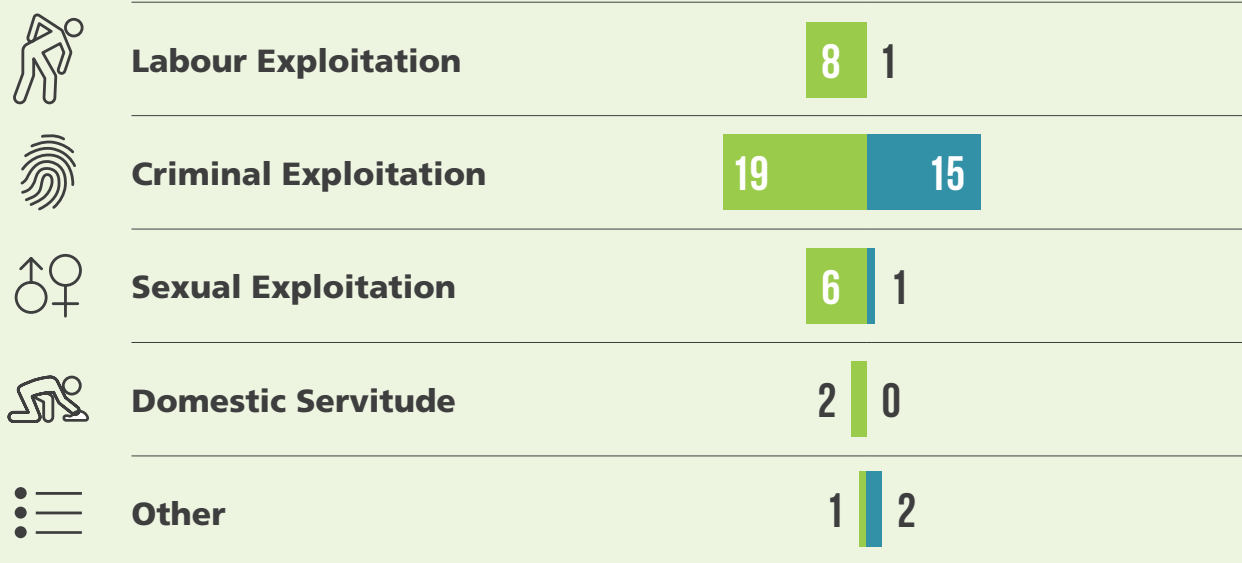
CAMDEN CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



CAMDEN CONTINUED



GOVERNANCE

MASH is responsible for modern slavery and NRM referrals within the council. Agencies across the council and Safeguarding Adults Partnership Board are aware of these arrangements.



SUCCESSSES

The simplicity of the arrangement for referrals into MASH works relatively well. There is a strong guidance document that has recently been reviewed. In Autumn 2021, four council staff completed the 'Train the Trainer training', and are working on a strategy for delivering the training, along with reviewing the council's current eLearning offer, which can be shared with other boroughs once updated.



CHALLENGES

The challenges are focussed around upskilling workers outside of MASH around the NRM processes. The training strategy which is in progress will address some of these issues going forward.



KEY PARTNERS

Central North West London NHS Trust has a Modern Slavery Lead who is responsible for embedding an awareness of modern slavery across the Trust. Training is delivered to develop staff skills to identify and support individuals who come into contact with health services and bespoke sessions are delivered on current trends. The Trust has a modern slavery statement and an in-house training session for corporate services has been developed and roll-out started with procurement staff. Follow-up actions will be incorporated into forthcoming sessions, including a session for Human Resources, which is planned for 2022.



PRIORITY AREAS FOR 2022

A year from now Camden aims to have a consistent training offer provided by training officers, along with the eLearning reviewed and sent out to the staffing team/SAPB.

CITY OF LONDON

The Metropolitan Police is not responsible for the City of London, therefore the area is not included in the data.



GOVERNANCE

The Single Point of Contact for modern slavery sits within the Department of Communities and Children's Services and they also chair the Modern Slavery Forum. They are supported by the Community Safety team.



SUCCESSES

- The Modern Slavery Forum is attended by different departments within the City Corporation and City police. It is not currently attended by voluntary sector services, but there are plans to invite these services.
- A modern slavery referral pathway is almost complete.



CHALLENGES

- Data is a challenge as there are very low numbers being reported. The resident population is small in comparison to worker/visitor population but the Corporation needs to have oversight of any modern slavery happening in the City.
- There is a lack of funding available to deliver training to professionals.



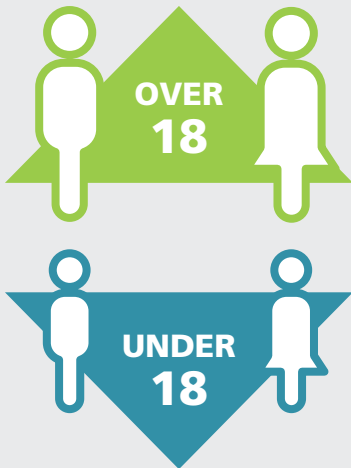
PRIORITY AREAS FOR 2022

- It would also be helpful to establish where potential vulnerabilities are in relation to modern slavery to help focus on these areas.
- Awareness raising, keeping modern slavery on people's agenda.
- Training for professionals
- Engaging with small and medium sized enterprises based in the City to ensure they have a MS statement/policy in place.

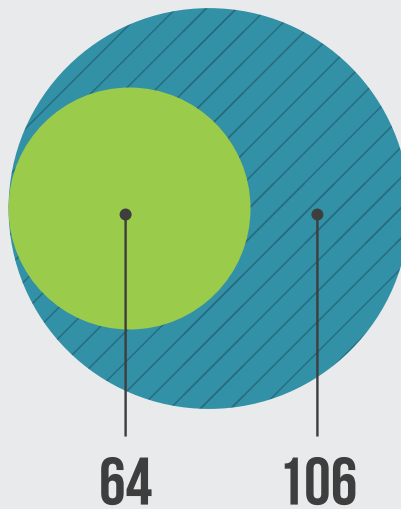
CROYDON

MODERN SLAVERY OFFENCE

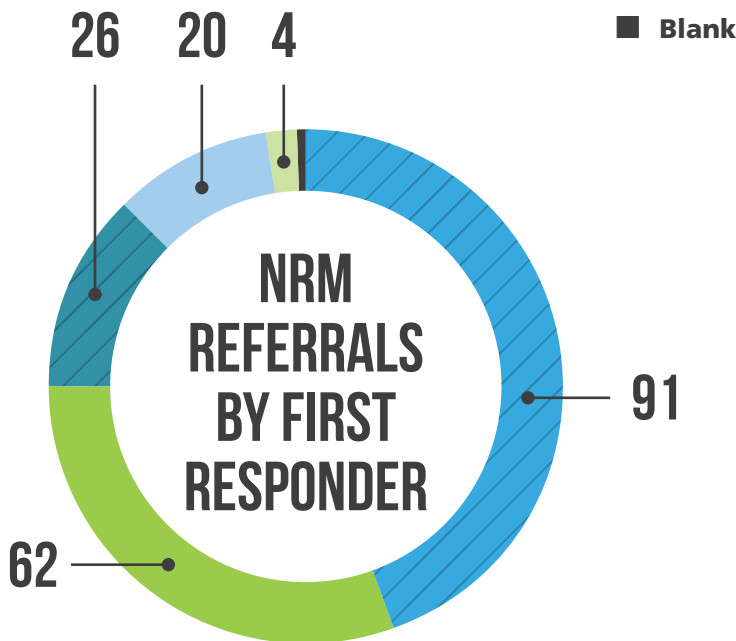
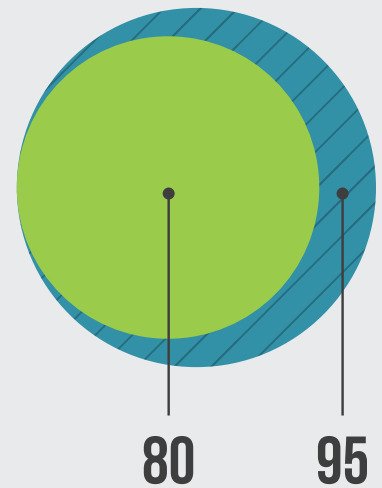
Key:



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April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



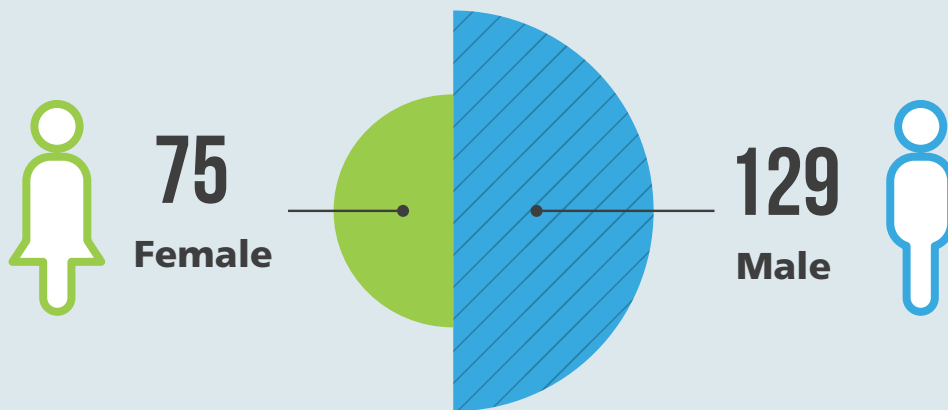
Albanian



Vietnamese

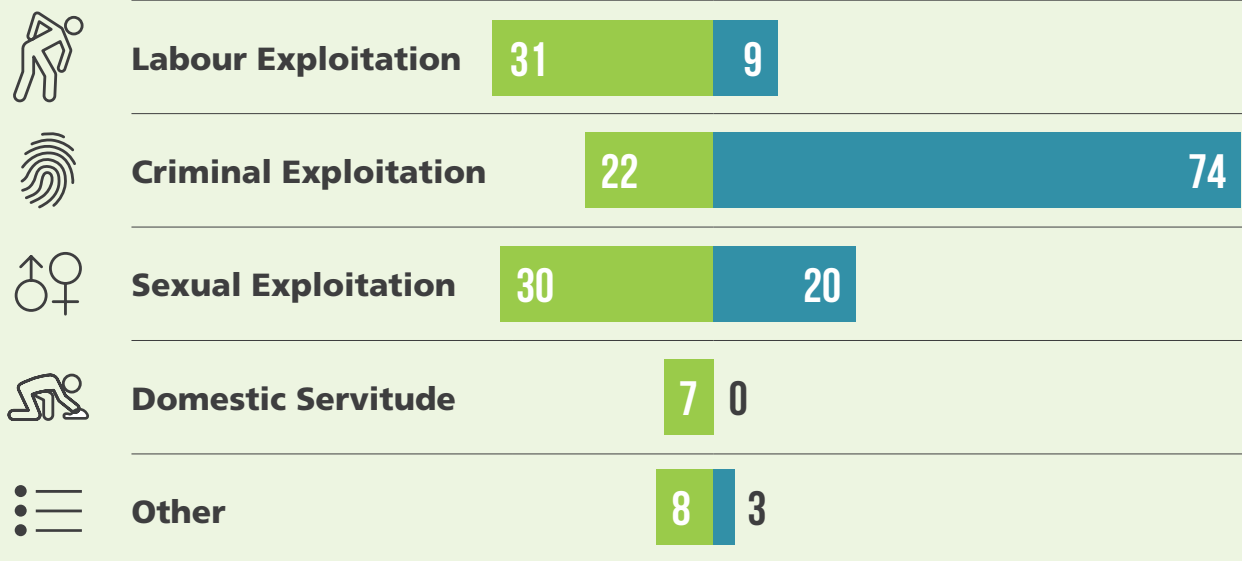
CROYDON CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



CROYDON CONTINUED



GOVERNANCE

Modern slavery sits within the Violence Reduction Network and is part of Community Safety. MDS reports into the adult safeguarding board and the Safer Croydon Partnership. The Modern Slavery forum has recently been reinstated.



SUCCESSSES

- Croydon has 2 staff that deliver modern slavery training
- Successful at completing NRM's for under 18's.
- The strategy and supply chain statement are currently being refreshed



CHALLENGES

Housing can be challenging as there is not a designated lead. Croydon is currently experiencing some financial difficulties and this had led to a number of staff leaving or being made redundant. There is still a lot of work to be done in raising awareness of the issue across Croydon.



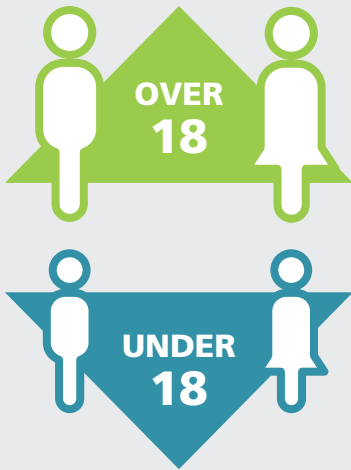
PRIORITY AREAS FOR 2022

For the year ahead, transitional work will be addressed as there is an identified need for on-going support for when victims turn 18. The Violence Reduction Unit will be working closely with the Employment, Skills & Economic Development department to develop better communication with local business.

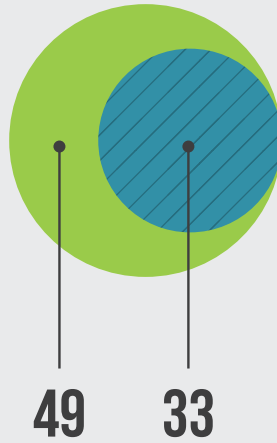
EALING

MODERN SLAVERY OFFENCE

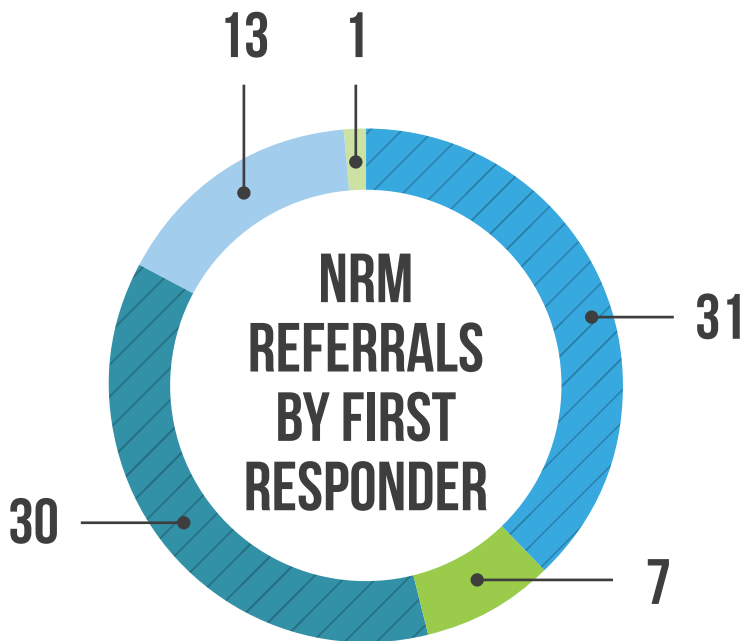
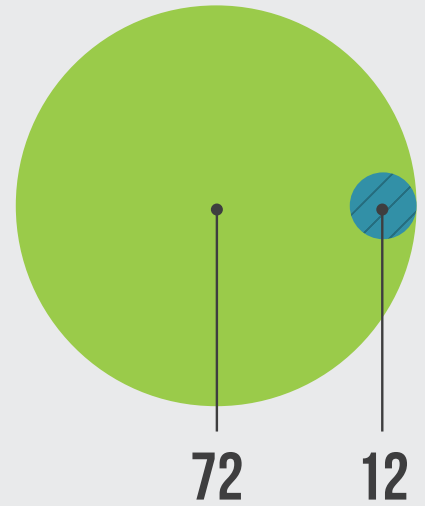
Key:



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April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



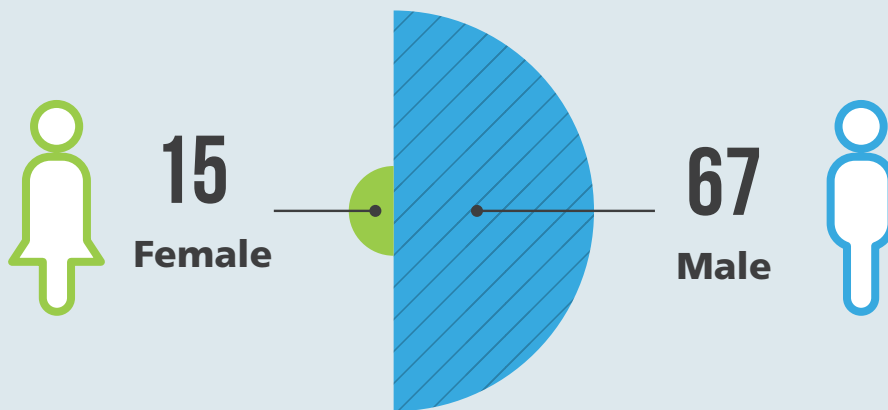
Albanian



Indian

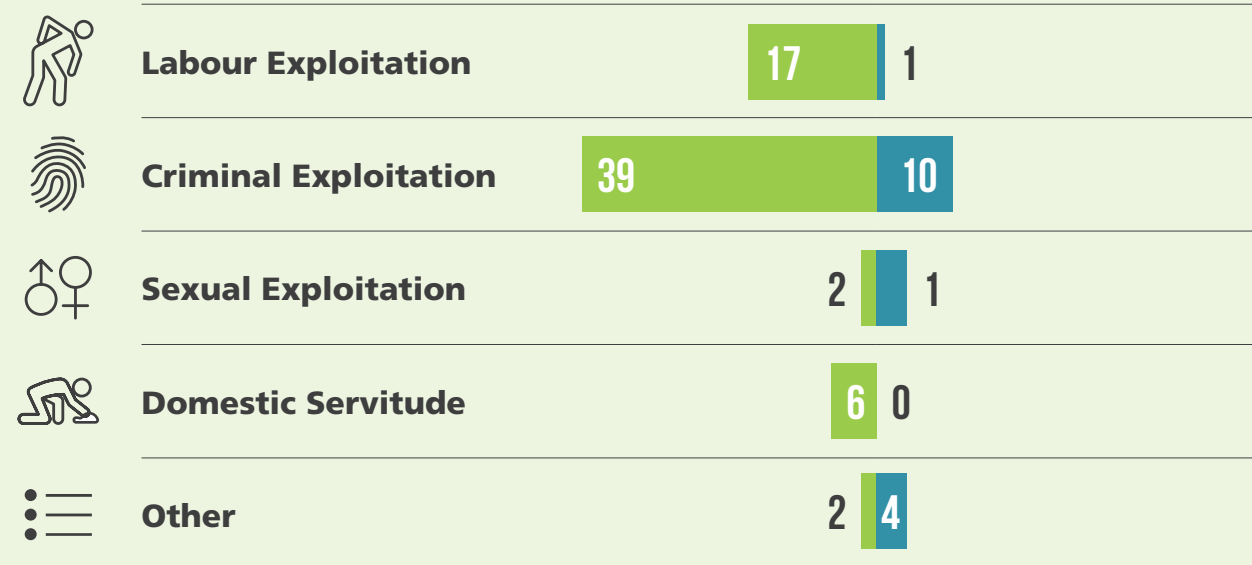
EALING CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



EALING CONTINUED



GOVERNANCE

Currently there are various leads in Children/ Adults/Housing and appetite from the Safeguarding Board and potentially Safer Communities Partnership to coordinate and strengthen a more internal cohesive response between Adults, Children, Safer Communities and Housing. Children have an imbedded process and within Adult Social Care cases where the adult is not deemed to have a care and support need these cases would not trigger a s.42.



SUCCESSSES

- Multi Agency Flow Chart for practitioners. Implemented and placed in local authority resources
- Whilst the case study shows below show the victim survivors did not have care and support needs there is evidence of good working together and support from agencies and sign posting.

Case Example

A Police merlin report was received in January 2021 regarding 'Mr A', a young polish male in his mid-twenties. The subjects' employers had conducted welfare checks with their employees and during the interview the subject disclosed he had been trafficked to the UK. Mr A disclosed he had been approached in December 2020 in a soup kitchen by a man who said he could arrange for him to go the UK and he would be given accommodation, work and all the necessary documents. Mr A said when he arrived in the UK, he was taken to a garage to sleep and there was no heating, hot water or electricity. He was allowed to wash daily in the house which the garage belonged to. Work was arranged for him, and he was expected to hand all his weekly wages to the individual who had brought him to the UK. A safeguarding adult's referral was received and the Safeguarding Adults Team in Ealing established a NRM referral had been made and Mr A was given accommodation in another county. The safeguarding team called Mr A and when there was no answer, left him messages in Polish to check he was being cared for. They contacted The Salvation Army and it was confirmed he was being supported.

EALING CONTINUED



CHALLENGES

More Single Points of Contact need to be trained across Adult Social Care and Mental Health.



KEY PARTNERS

Hestia Modern Day Slavery Response Team/ Outreach Advocates, Police through the Ealing SAB



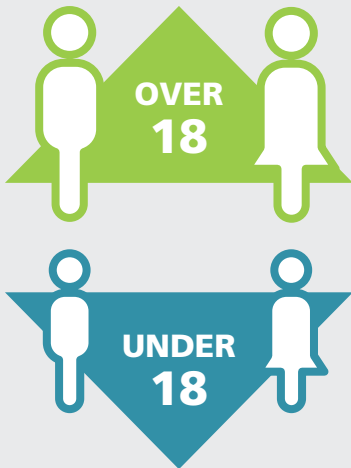
PRIORITY AREAS FOR 2022

- Strengthen partnership to ensure where individuals have care and support needs/require council services there is a collaborative response. Making local links and strengthening links with key partners
- More trained SPOCs across ASC and Mental Health.
- Commissioning and Contracts to endorse modern slavery transparency in supply chains statement

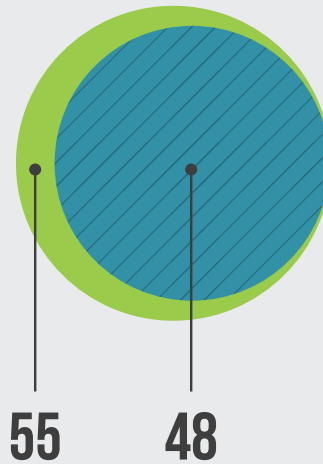
ENFIELD

MODERN SLAVERY OFFENCE

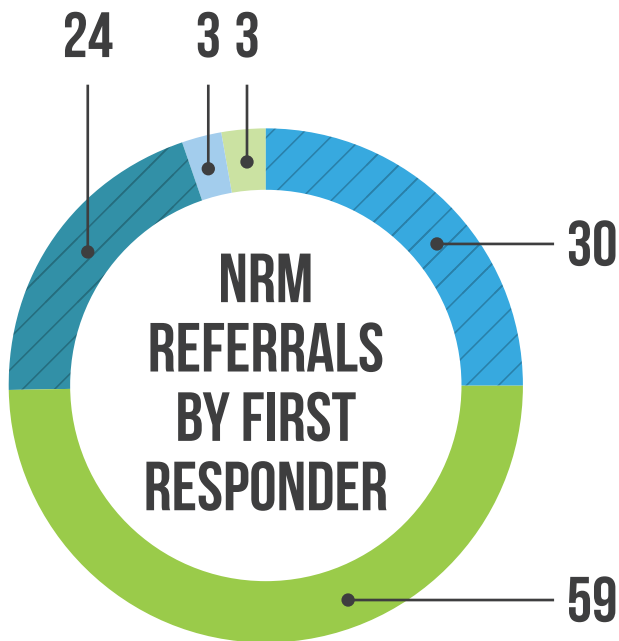
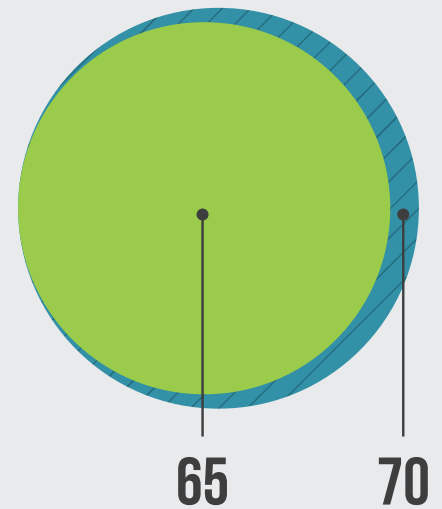
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



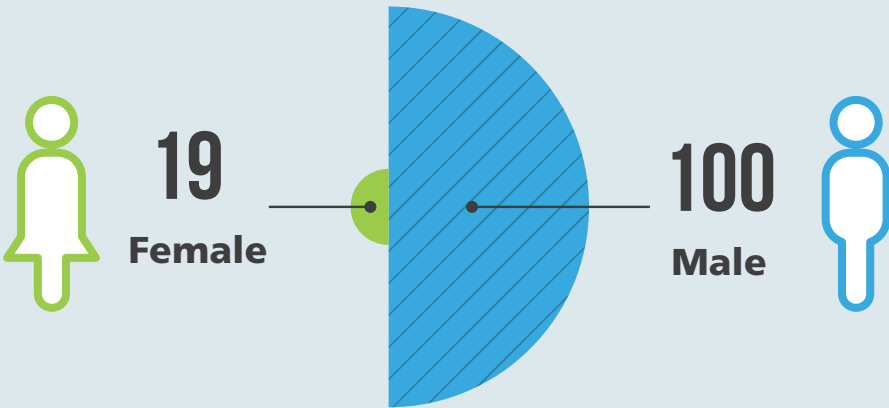
Albanian



Romanian

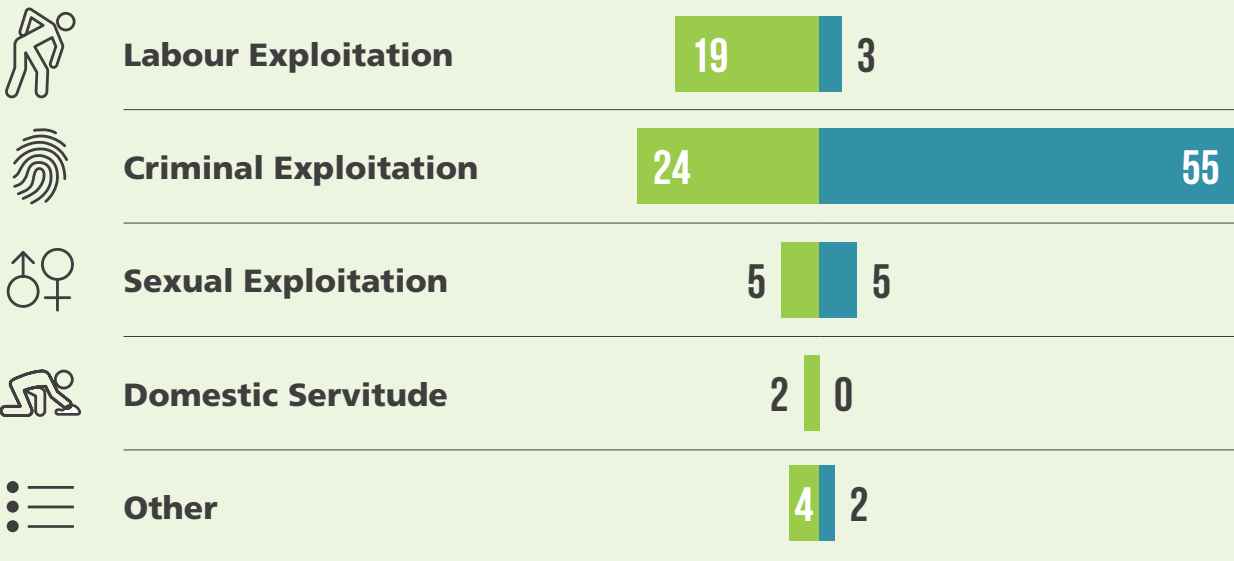
ENFIELD CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



ENFIELD CONTINUED



GOVERNANCE

The Enfield Modern Slavery Team sits under Strategic Adult Safeguarding within Enfield Council. The team consist of a Team Manager, two Modern Slavery Investigators and a Police Sergeant. This is jointly funded by the London Borough of Enfield and the Met Police North Area BCU. The Team is overseen by the Enfield Modern Slavery Board which is chaired by the Director of Health and Adult Social Care.



SUCCESSSES

- The Enfield Modern Slavery Team have developed a strategy and action plan for the year ahead.
- The team also established clear pathways with partners in respect of referrals and information sharing.
- The team deliver regular training sessions both internally and externally on modern slavery to raise awareness of the issue
- The team also targets local businesses to raise awareness across the borough
- Modern slavery is on the Enfield website



CHALLENGES

As the Modern Slavery Team is a fairly new approach by the Council, the team are striving to ensure information is appropriately shared across relevant departments to work with the Police to secure investigations. Also, it can be difficult to secure a further investigation due to the need for victim engagement, manpower and, clear and accurate evidence



KEY PARTNERS

One of the things that contributes well to the success of the team is multi-agency partnerships. As well as the Police, the teams also work in partnership with Housing, Social Care, Community Safety, NHS colleagues and third sector organisations. Links are maintained through regular attendance of key meetings.



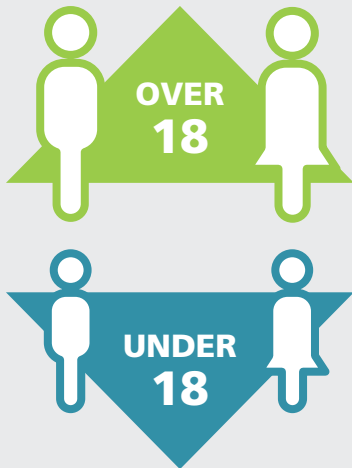
PRIORITY AREAS FOR 2022

Regularly review data from the mapping dashboard and to focus resources on a targeted response to those findings

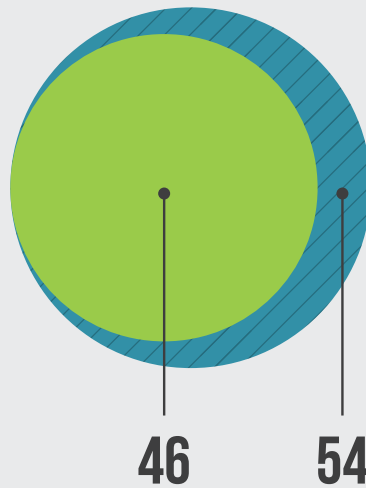
ROYAL BOROUGH OF GREENWICH

MODERN SLAVERY OFFENCE

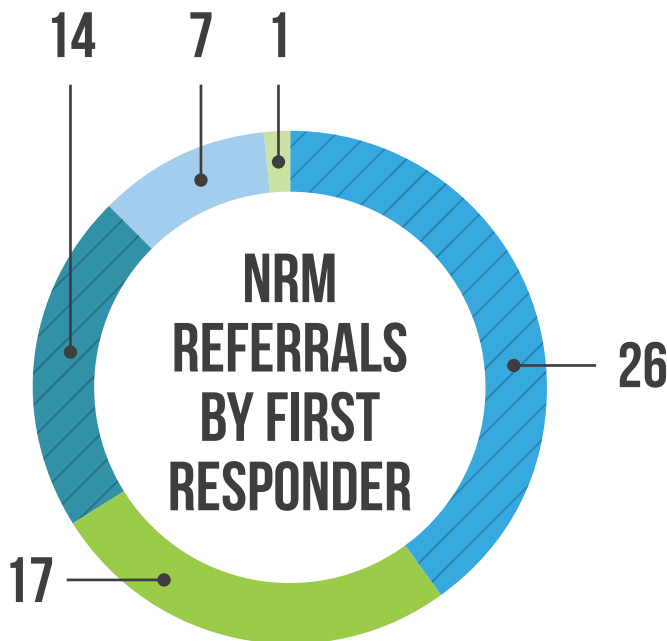
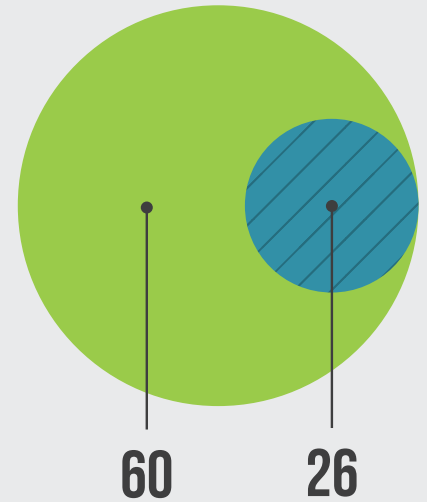
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



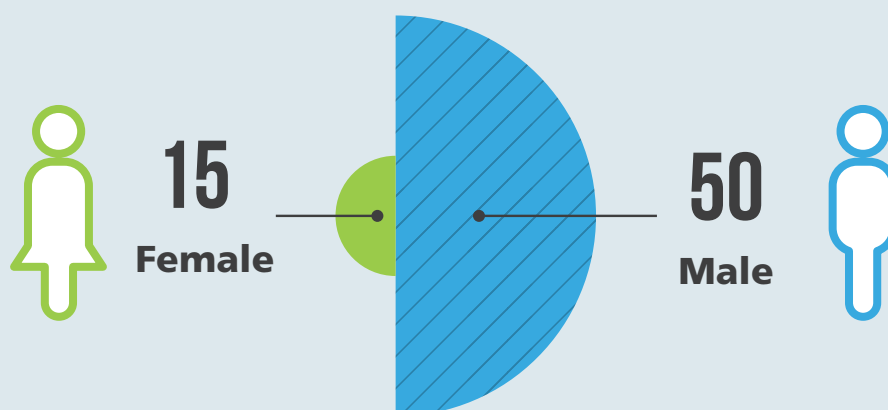
British



Albanian

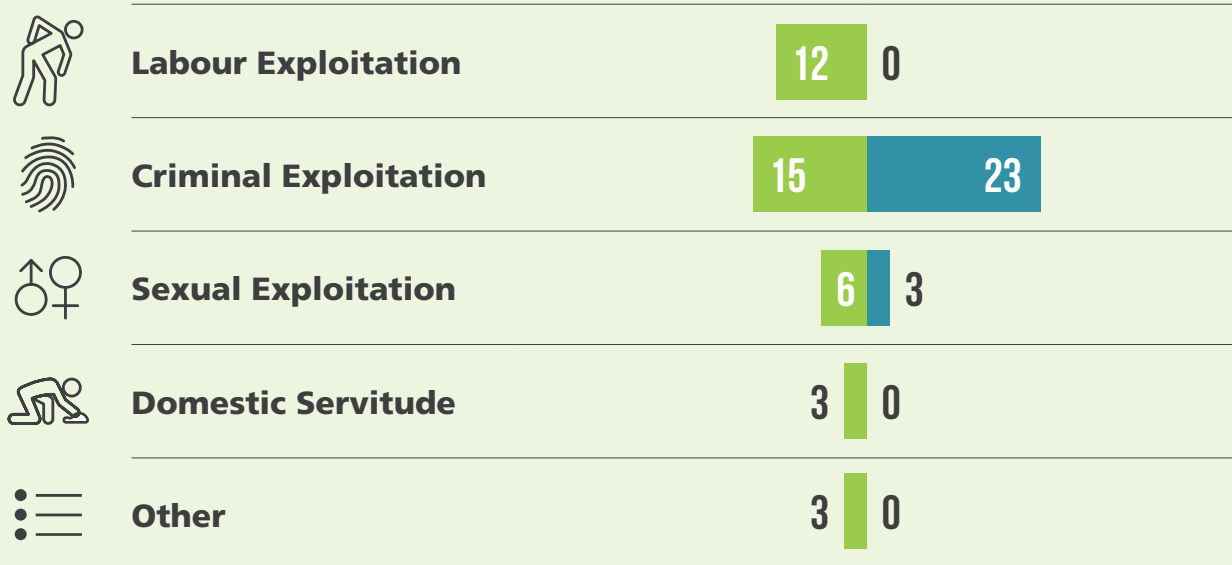
ROYAL BOROUGH OF GREENWICH CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



ROYAL BOROUGH OF GREENWICH CONTINUED



GOVERNANCE

The Safer Communities Team, within the Department of Housing and Safer Communities of RBG, holds the strategic responsibility for Modern Slavery. The Senior Community Safety Specialist for VAWG and Modern Slavery holds the lead. RBG has a monthly Modern Slavery Response Group, which oversees the partnership work around Modern Slavery.



SUCCESSSES

- An RBG Strategy is in development and a pathway has been developed for both the Council and the BCU.
- Regular training is also undertaken across the partnership and a housing protocol has been developed to ensure emergency housing support for victims, while awaiting NRM support.
- Most multi-agency case work has been happening virtually and staff across Children's Services and Adult services have been supportive of cases.
- RBG have a supply chains statement.

Case study

A victim was identified by Early Help in Children's Services when support was being offered to a single mother who had brought her son over from Brazil, who was living in a HMO. After significant support was given to build trust it was identified that she had

been trafficked into the country for sexual exploitation. The Safer Communities Team worked with the social worker from Early Help to provide support in referring the woman to the NRM and the Salvation Army for safe accommodation. As there was a delay in The Salvation Army being able to house the woman and her son, the Safer Communities Team worked with Housing to provide emergency temporary accommodation for that night until she could be moved to the safe house. The HMO was not registered with the borough and has been referred to the HMO team for investigation.



CHALLENGES

The challenge for Greenwich is the continuing turnover of BCU lead Modern Slavery police officers, which leads to a lack of constancy in information sharing on cases, often with the council finding out about police lead cases after the event. There is still a lack of information sharing with the council from the central modern slavery unit.



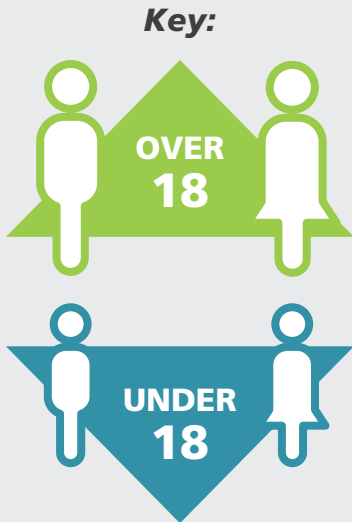
PRIORITY AREAS FOR 2022

Modern Slavery is a priority within the RBG community safety plan and 2022 will see the implementation of the new Modern Slavery Strategy.

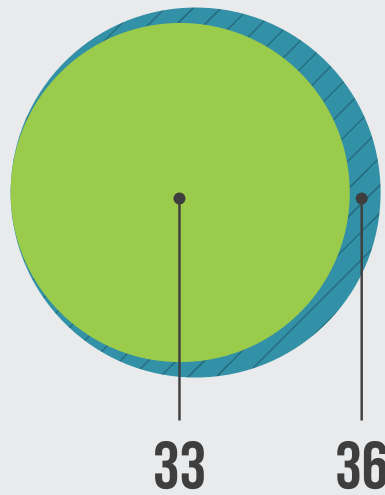
HACKNEY

MODERN SLAVERY OFFENCE

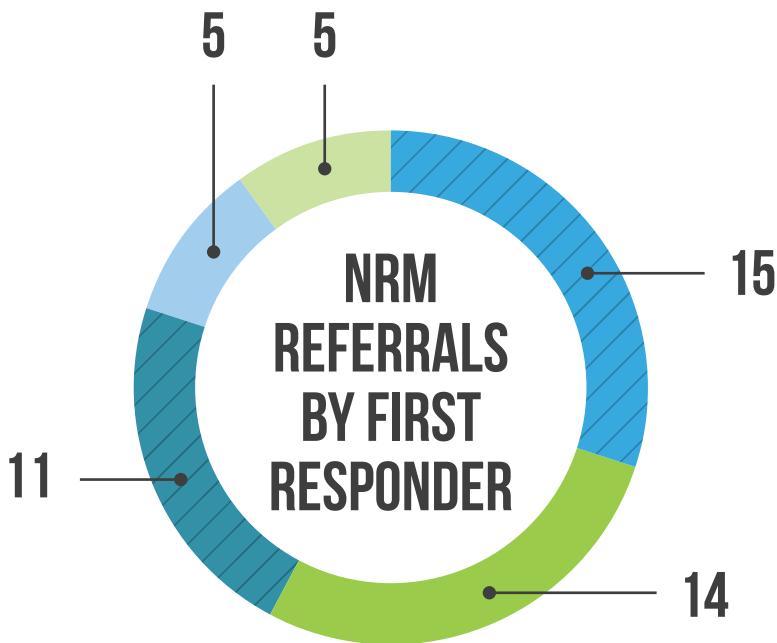
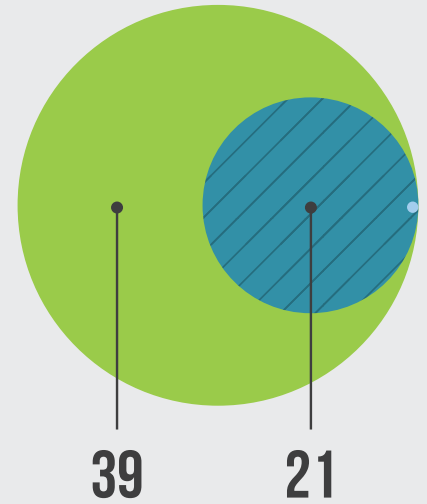
● Age unknown



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



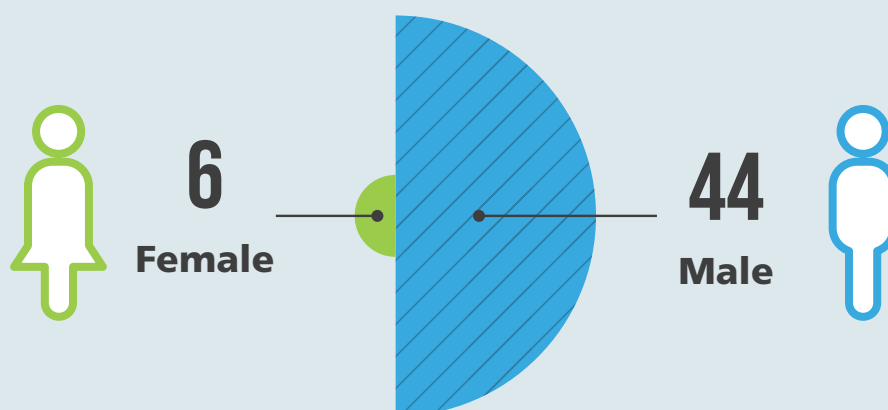
Albanian



Vietnamese

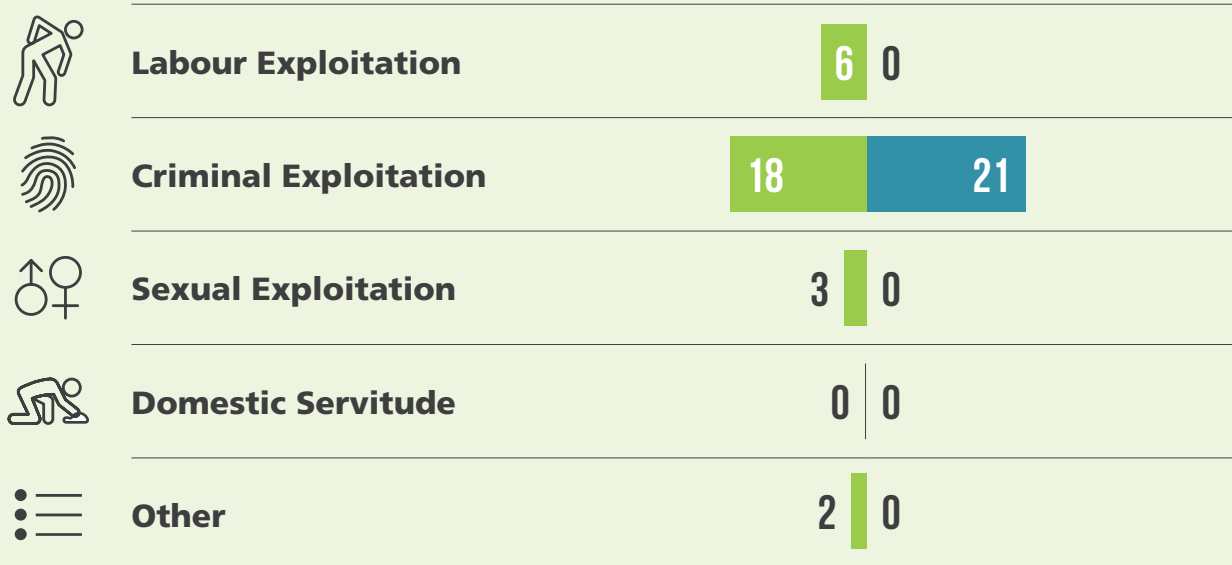
HACKNEY CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HACKNEY CONTINUED



GOVERNANCE

At present the leadership for modern slavery is jointly shared between the Safeguarding Adults Board and the Community Safety Partnership. There is a quarterly work group that meets to take forward work around modern slavery. This group reports back to several partnerships and the Chief Executive, typically on a yearly basis.



SUCCESSSES

There is a modern slavery strategy in place as well as a pathway for modern slavery and a supply chain statement. This is all contained on a web page on the London Borough of Hackney website. There has been a small rise in cases being referred into Hackney Adult Social Care and there has also been a more collaborative response to managing concerns around modern slavery. Children's Service have long established pathways to support children experiencing modern slavery, this includes a Multi-Agency Safeguarding Hub and Integrated Gangs Unit to support victims. Generally there has been a slow increase in awareness around modern slavery.



CHALLENGES

The biggest challenge has undoubtedly been being able to offer suitable support for victims of modern slavery. There is a limited budget to provide support, particularly to adults who may not meet the threshold for support under the Care Act. This is something that will be continued to be reviewed however this remains challenging for people, who risk being deported. The issue of coercion and control further compounds this issue and raising awareness of professionals' duties around modern slavery, particularly people who may be able to notice the signs of modern and report this.



PRIORITY AREAS FOR 2022

Ideally there would be corporate training in place for staff in place within the next year. The council will also continue to look at how we will support victims of modern slavery. Finally the council has commissioned courses on issues like coercion and control to help raise awareness of the peripheral issues that may impact support offered to victims.

HACKNEY CONTINUED

Case Example

During the pandemic, a small number of health authorities provided “ask no questions” weekend vaccination clinics with the aim of engaging harder to reach communities. This was positively received in Hackney and saw a significant number of people attending the clinics, specifically a large number of undocumented Chinese nationals (160 in one session), with few speaking English. Clinicians used available telephone interpreting services initially and were able to secure attendance of appropriate interpreters for ongoing sessions. Clinicians became aware of large numbers of people attending in groups with “minders / observers / overseers” in the background, which was felt to be suggestive of potential exploitation. It was thought that very few, if indeed any of the larger groups attending, were residents of the borough.

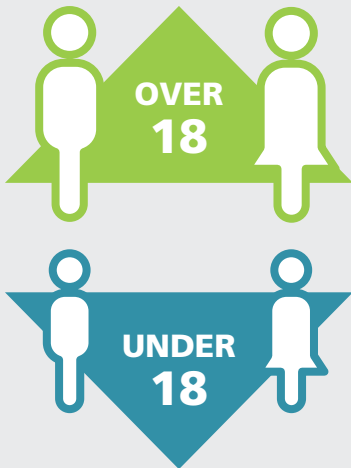
Hackney coordinated a multi-agency meeting which included Public Health, Primary Care, Clinical Commissioning Group, Met Police, Community Safety Team, Human Trafficking Foundation, Adult Social Care and Voluntary Agencies to discuss the options. The council also engaged with Westminster City Council to share learning. An intelligence led multi-agency support framework was agreed upon, and consisted of:

Creation of accessible information, ie leaflets, posters, discreet information cards; ensuring clinicians were familiar with the indicators of modern slavery and relevant pathways; updating Adult Social Care ‘out of hours’ staff; securing consistent interpreters; arranging presence of local Chinese support agencies to facilitate any follow up conversations; ongoing liaison with the Met Police; and introducing a safe space to share information during the suggested fifteen minutes post-vaccine monitoring time. Attendance numbers reduced as other boroughs began to offer ‘no questions asked’ clinics but several multi-agency monitoring meetings were held to ensure all actions were carried through.

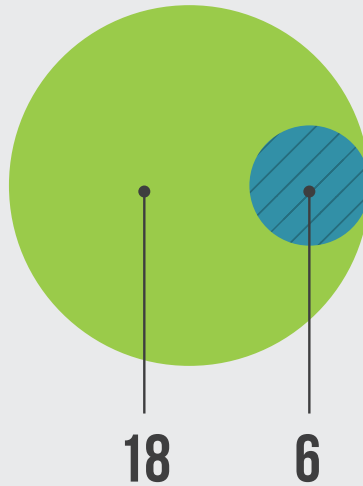
HAMMERSMITH AND FULHAM

MODERN SLAVERY OFFENCE

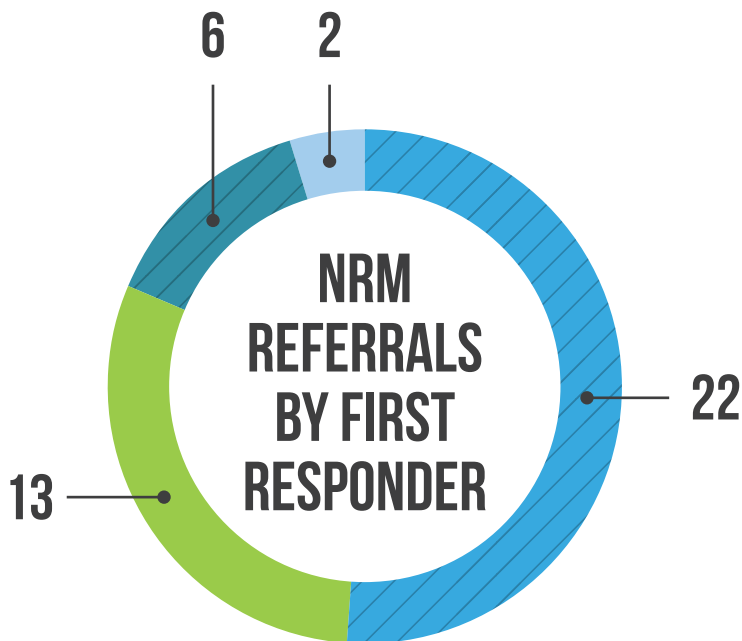
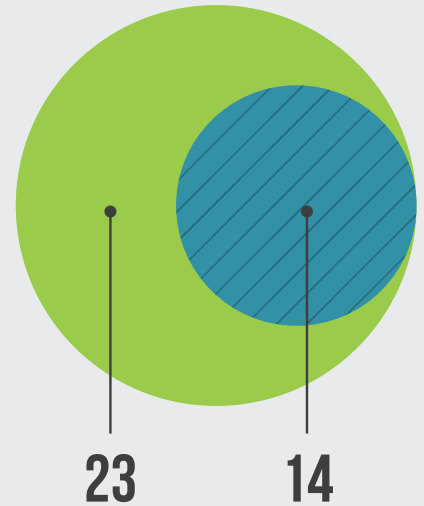
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



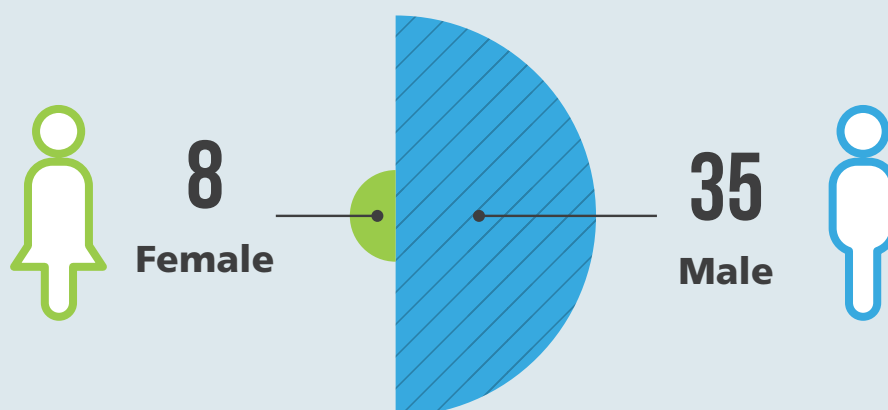
British



Iranian

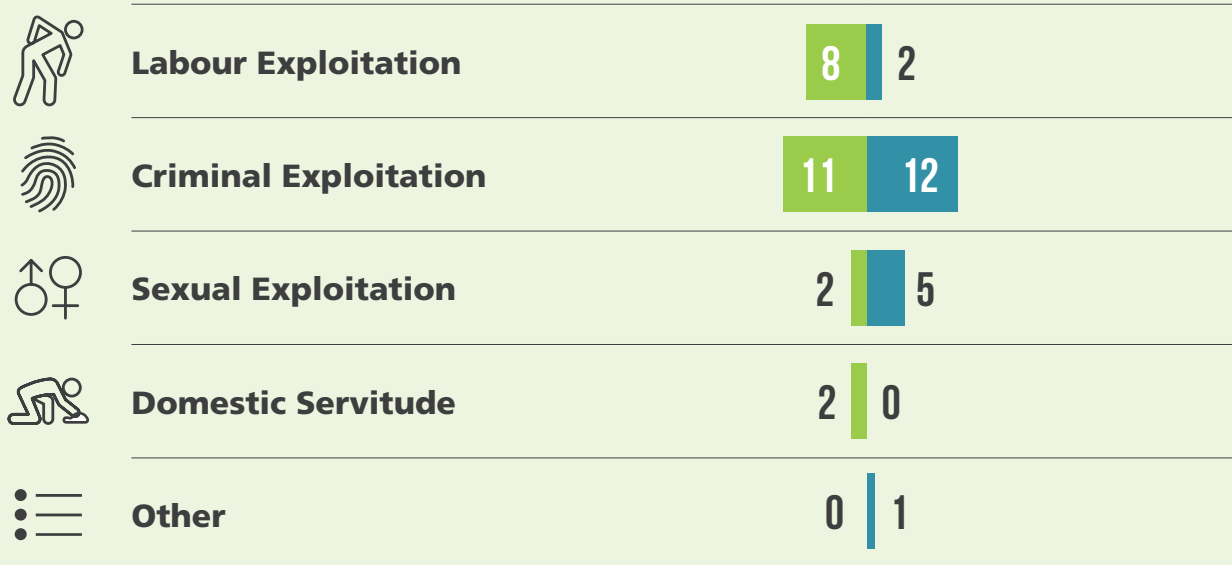
HAMMERSMITH AND FULHAM CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HAMMERSMITH AND FULHAM CONTINUED



GOVERNANCE

- The strategic coordination of Hammersmith & Fulham's response to tackling Modern Slavery is led by the Victims Programme Coordinator, who sits within Community Safety. However, H&F's approach is that modern slavery is the collective responsibility of the Council and no single department has sole responsibility. H&F is working towards a coordinated community response to Modern Slavery.
- H&F jointly coordinate the local Modern Slavery and Exploitation (MSE) Operational Group with the bi-borough (RBKC and WCC) and this multi-agency Operational Group reports to the respective Violence Against Women and Girls Boards for H&F and the bi-borough.



SUCCESSES

- The joint Modern Slavery Operational Group across the three boroughs of RBKC, WCC, and LBHF allows for strong multi-agency partnership working and sharing of best practice between statutory and non-statutory partners.
- H&F published its inaugural Modern Slavery Strategy in October 2021 which outlines the borough's commitments over the next five years.

- The council publishes an annual Modern Slavery Statement and are working with the procurement team to introduce Modern Slavery in the Supply Chain training for council officers with procurement responsibilities. So far over 60 members of staff were trained last financial year.
- The Community Safety team works closely with colleagues in licensing to incorporate MSE awareness into regular licensing visits. H&F's licensing team is currently working jointly with the Central Specialist Modern Slavery Taskforce within the MET on Operation Aidant across a number of nail bars across Hammersmith & Fulham to complete welfare and compliance checks around potential Modern Slavery



CHALLENGES

Currently there is quite a large data gap when it comes to Modern Slavery. The borough is working to address this by participating in a data sharing project with Stop the Traffik and the MSE Operational Group to create a local Data Dashboard

HAMMERSMITH AND FULHAM CONTINUED



KEY PARTNERS

In addition to working collaboratively with the NHS, police and NGOs as part of the MSE Group, the council worked collectively with key partners (local NGOs Rahab and Tamar, police, and the Modern Slavery lead for the bi-borough) to establish a local response to individuals involved in prostitution who experience vulnerability, risk, harm and/or exploitation



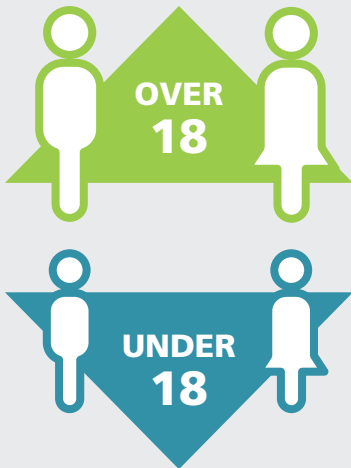
PRIORITY AREAS FOR 2022

- Increased knowledge and confidence around MSE, risk indicators, and referral pathways through regular multi-agency MSE training for internal and external partners working with adults in H&F
- Establishment of a Prostitution Risk Reduction Conference (PRRC) to identify and safeguarding individuals involved in prostitution who experience vulnerability, risk, harm and/or exploitation
- Local data picture established of MSE in H&F and bi-borough through the Data Sharing Project with Stop the Traffik

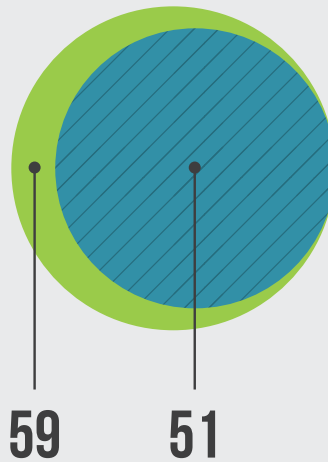
HARINGEY

MODERN SLAVERY OFFENCE

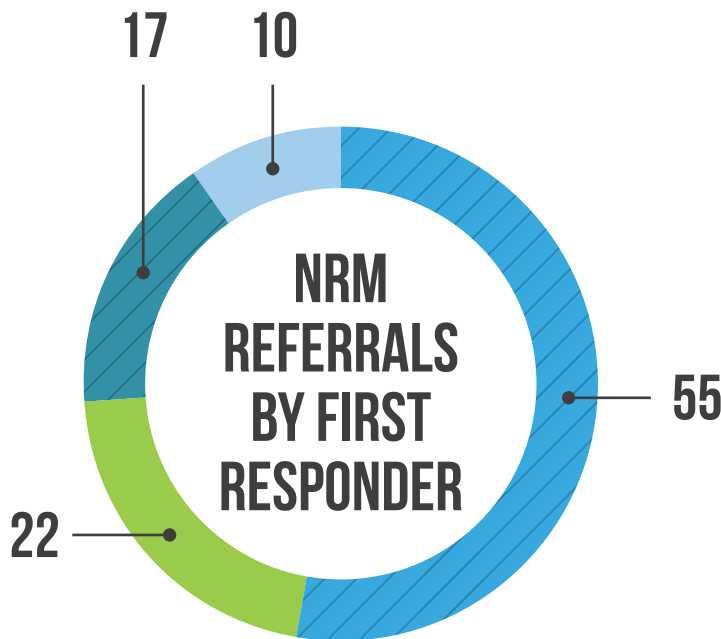
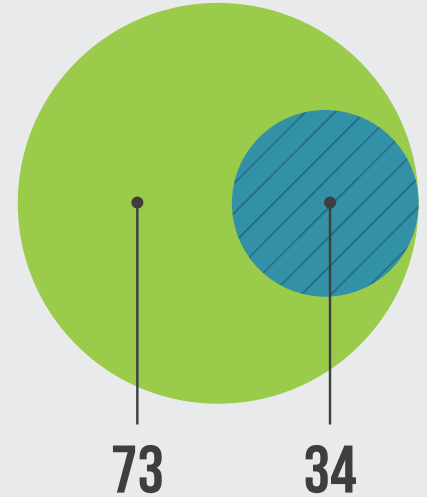
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



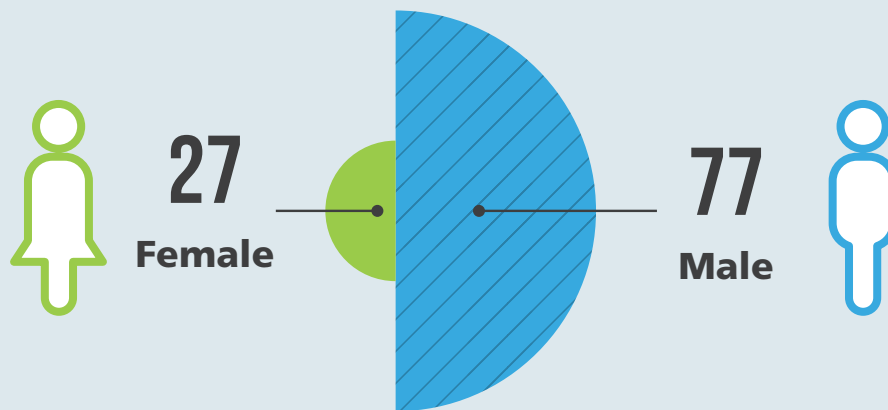
Albanian



British

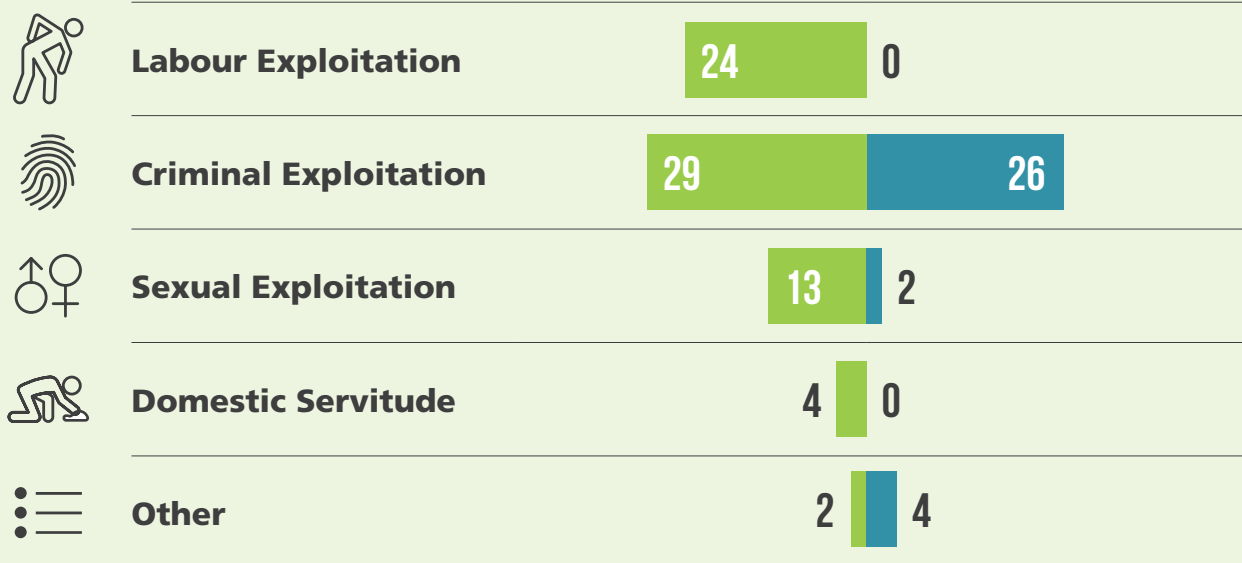
HARINGEY CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HARINGEY CONTINUED



GOVERNANCE

- Modern slavery sat previously under Public Health with a Modern Slavery Coordinator leading on the approach. Since the end of this funding, modern slavery now sits operationally with the Community Safety team.



SUCCESSSES

- The council has a Modern Slavery Plan, a Cost Benefit analysis, a referral pathway, practitioners handbook and online webinar recordings available for all staff. The council website has a page for partners to visit for more information about spotting the signs and how to response.



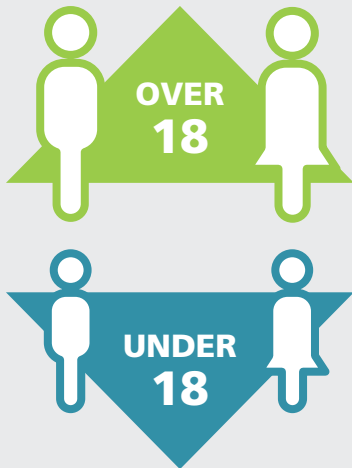
CHALLENGES

- Without specific resources for tackling modern slavery, the council is limited in their ability to continue the strategic partnership response previously led by the Coordinator.

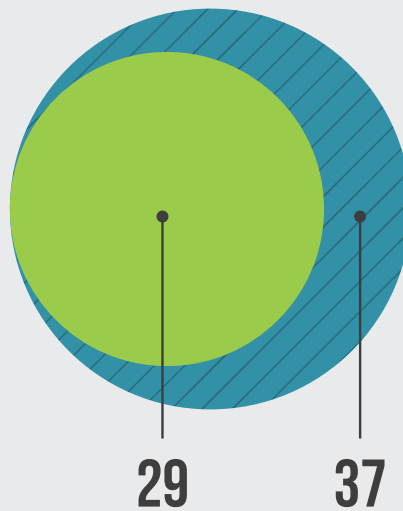
HARROW

MODERN SLAVERY OFFENCE

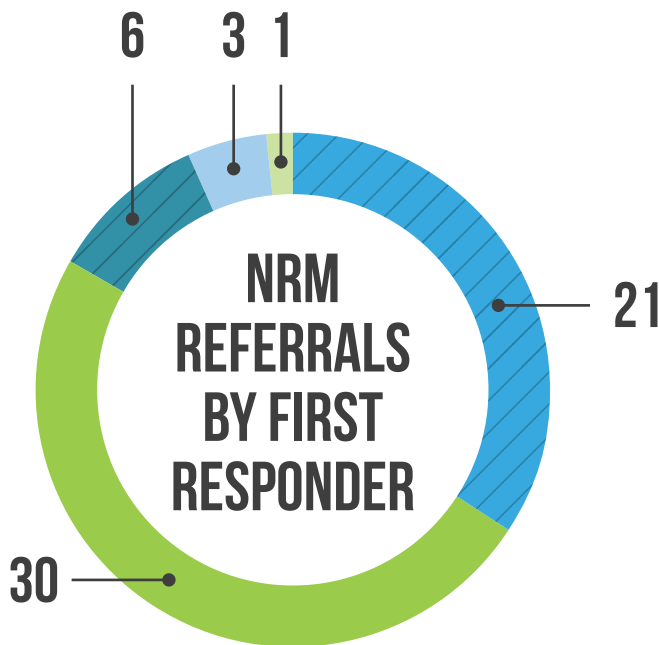
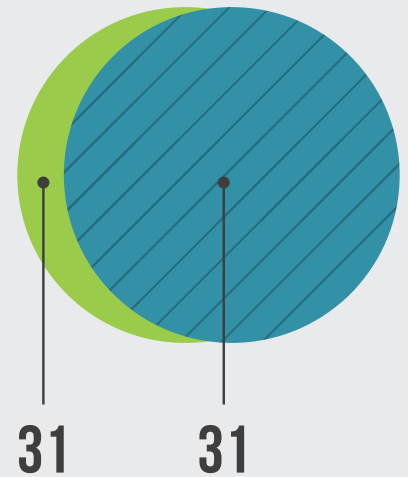
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Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



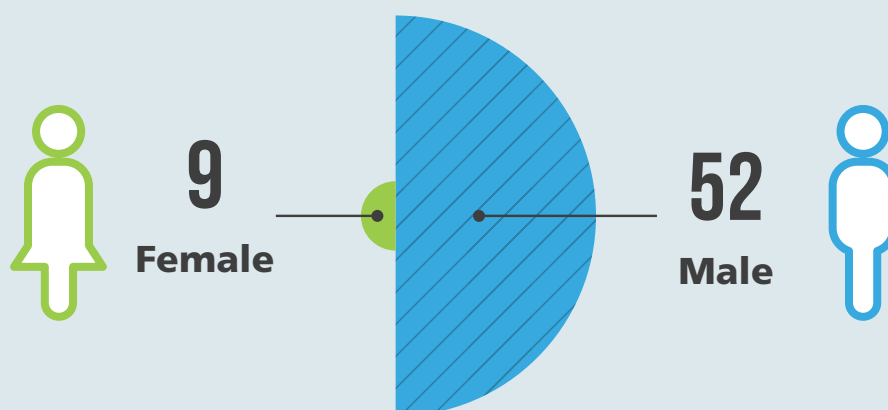
Albanian



Romanian

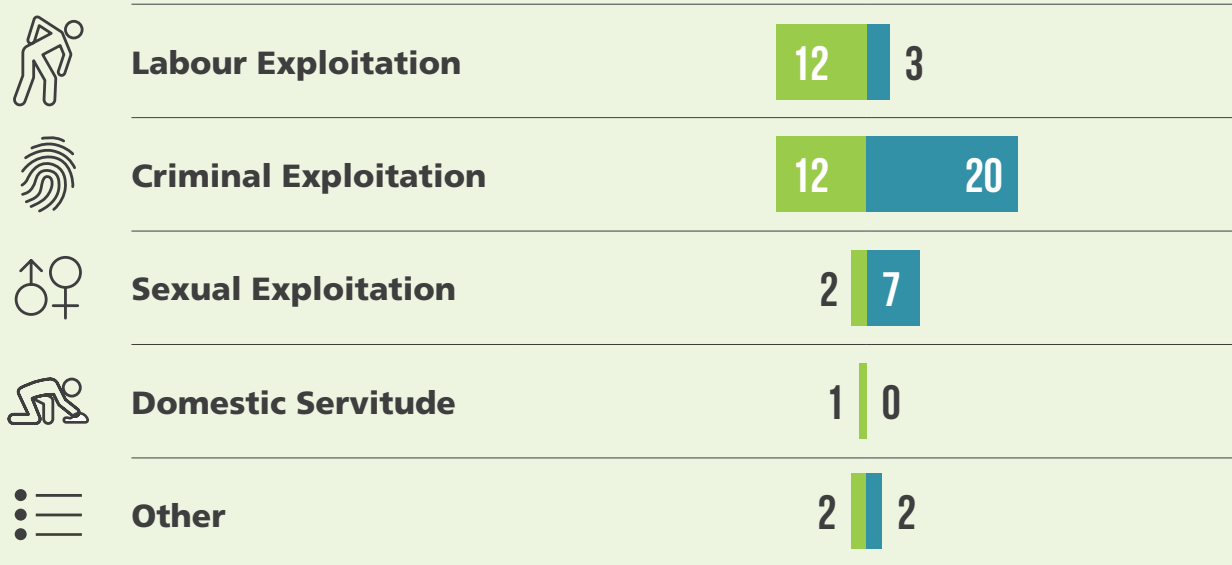
HARROW CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HARROW CONTINUED



GOVERNANCE

Harrow Council no longer has a specific lead or board for Modern Slavery. The Safer Harrow Partnership board plays a key role in bringing together key stakeholders in the borough including police, health and probation services. As such, the Partnership board has strategic oversight for tackling modern slavery across the borough.



SUCCESSSES

- Harrow Council's Community Safety Violence Vulnerability and Exploitation Strategy includes a section on Modern Slavery which describes how this might manifest within the Borough. This document highlights the importance of partnership working and information sharing on tackling modern slavery.
- The procurement team has issued a set of requirements for suppliers which are included in the conditions of contract for both high and low value contracts. These requirements stipulate the need for best practice from service providers as set out in the relevant sections and clauses of the Modern Slavery Act 2015. Procurement training has also been developed regarding the risks of exploitation in supply chains.



CHALLENGES

The local profile on modern slavery is not fully known, especially with regard to adults. Work needs to continue to review and understand activity on referrals, including the processes in place, and the data on numbers and outcomes.



KEY PARTNERS

As noted, key partners including police, NHS and NGOs are brought together under the Safer Harrow Partnership board. This gives everyone the opportunity to raise, discuss and plan how to address areas of concern that arise in the borough. In addition, weekly catch up meetings between the Council's Community Safety team and the local police provide an opportunity to liaise on issues of this nature that have arisen.



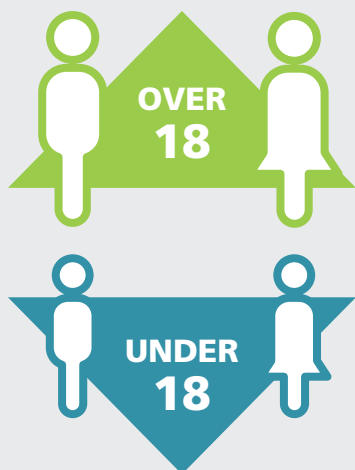
PRIORITY AREAS FOR 2022

It would be useful to strengthen links with the LMSL and consider what is working well in other boroughs with a similar profile to Harrow.

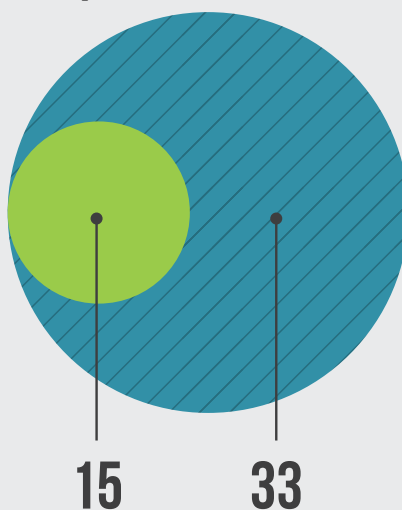
HAVERING

MODERN SLAVERY OFFENCE

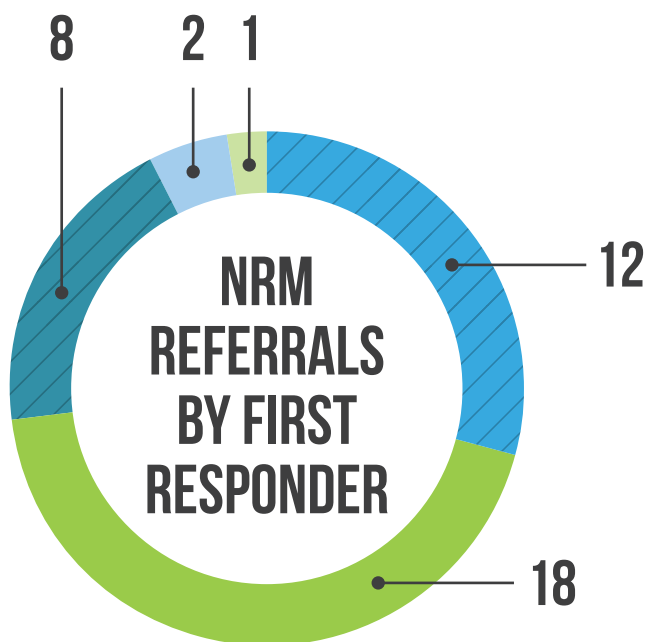
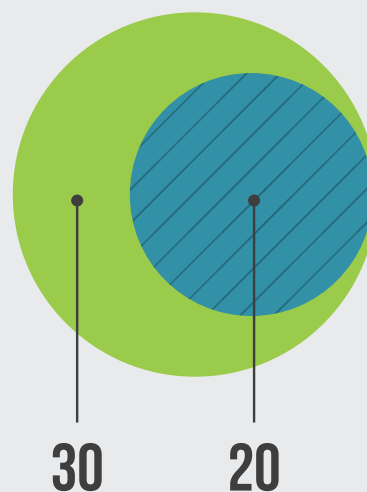
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



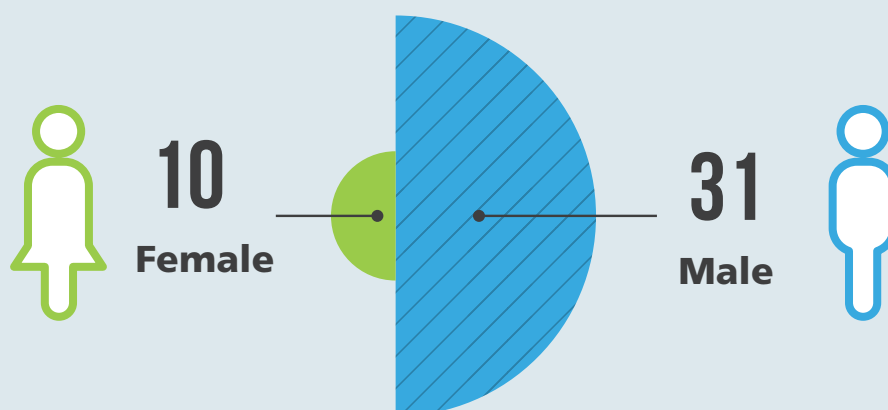
Albanian



Vietnamese

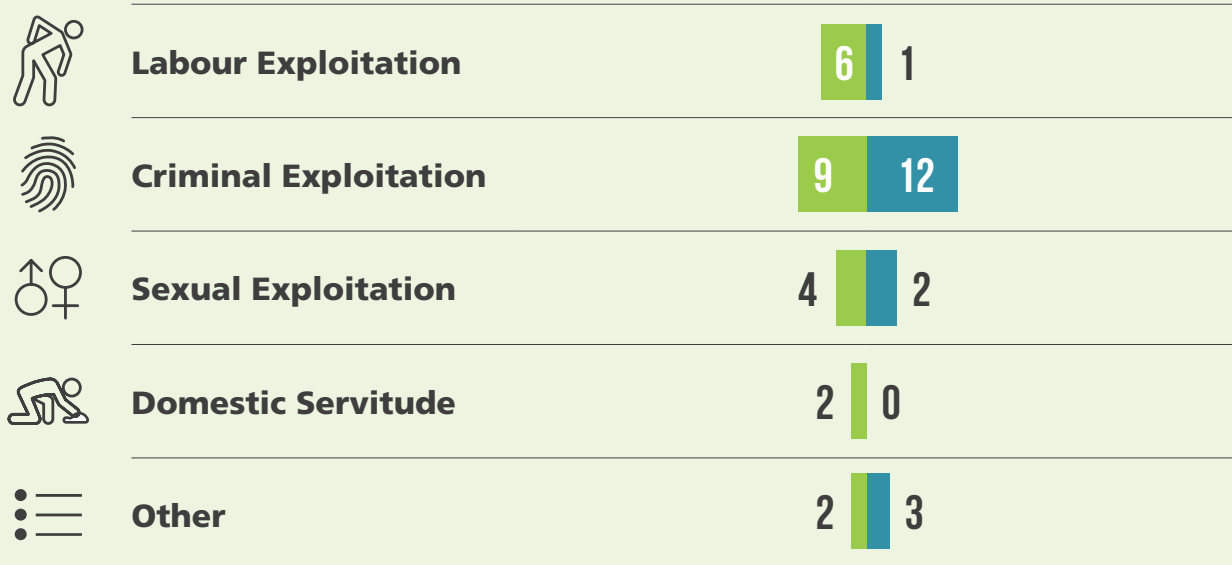
HAVERING CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HAVERING CONTINUED



GOVERNANCE

- Havering doesn't have a Modern Slavery Board or set Coordinator, instead Adult Social Care and Children's Services lead on tackling modern slavery and have a Single Point of Contact in each.



SUCCESSES

- Havering has a modern slavery statement setting out the council's modern slavery policy.
- The council has devised a toolkit for practitioners to support in the identification of possible modern slavery cases.
- Adult Safeguarding has put together e-learning for the council and developed a recording system so that modern slavery cases can be flagged on the database and reported on easily.
- A colleague from Trading Standards and Adult Social Care attended the modern slavery Train the Trainer training
- In response to child exploitation, Havering has Missing & Exploitation Coordinator and an Integrated Adolescent Safeguarding Service with youth justice, early help, safeguarding and an analyst in one place.



CHALLENGES

- Low numbers of adult referrals
- Sourcing appropriate accommodation for adult victims can be challenging



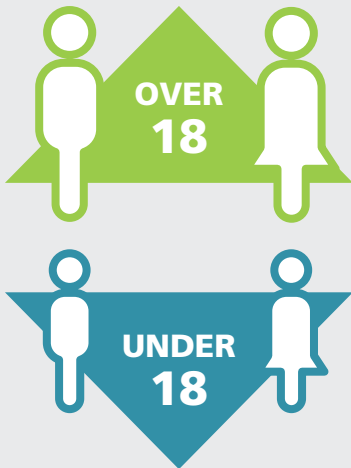
PRIORITY AREAS FOR 2022

- Modern slavery policy to be signed off by the council
- Ensure one process for referrals within the local authority
- Roll out of training to staff in all departments to raise awareness
- Oversight of modern slavery via Safeguarding board to ensure all partners have effective ways of working with victims to improve outcomes

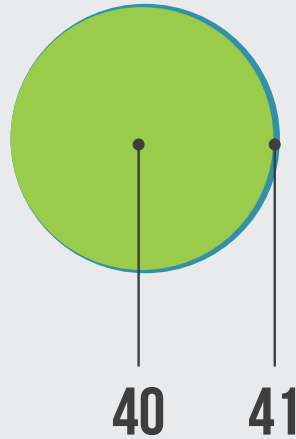
HILLINGDON

MODERN SLAVERY OFFENCE

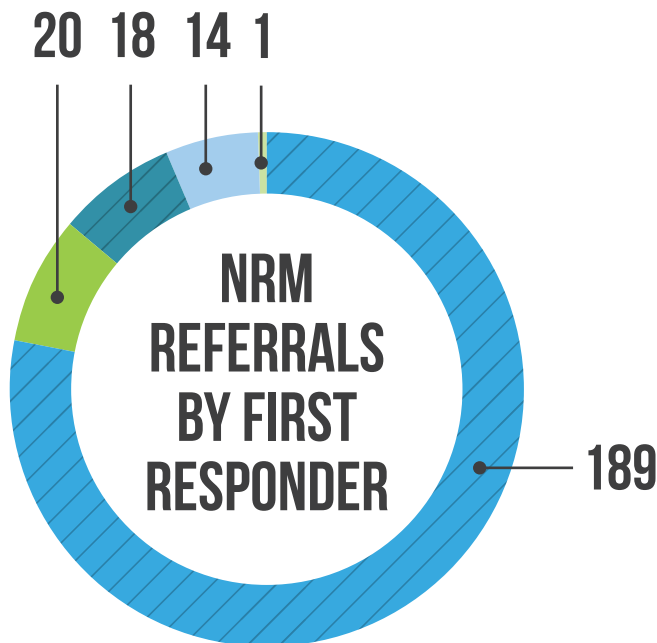
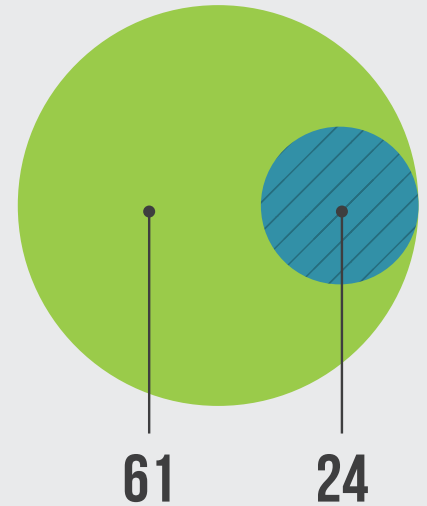
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



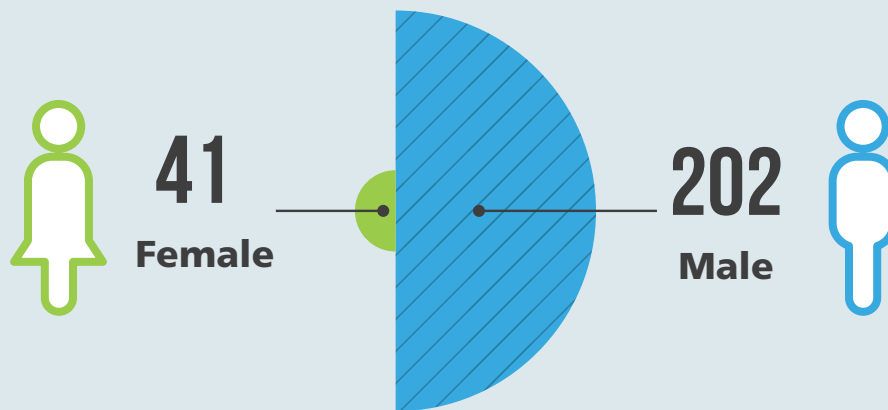
Vietnamese



British

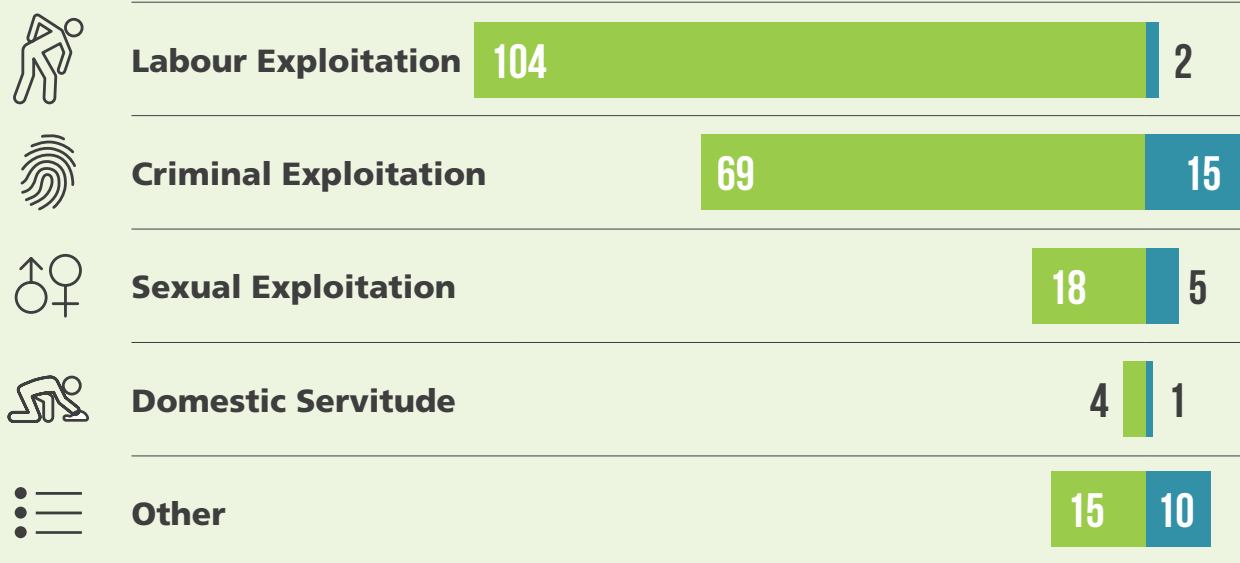
HILLINGDON CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HILLINGDON CONTINUED



GOVERNANCE

The modern slavery subgroup was a priority under the Hillingdon Safeguarding Children Partnership and Safeguarding Adults boards, which included membership from several departments of the council e.g. Children's and Adult Social Care, Housing, Procurement, Police, CCG, Mental Health (CNWL), Border Force, Hestia, Community Safety Team, and other local key partners. Statutory processes are in place in statutory agencies such as Children's or Adult Social Care, Police, etc. The subgroup has since ended as set work is complete.



SUCCESSES

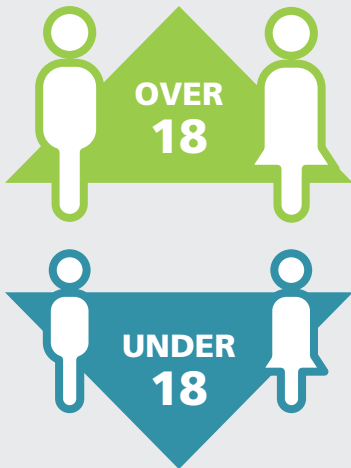
- Developed an e-learning module which is accessible for free for partner agencies of the Hillingdon Safeguarding Children Partnership and partner agencies of the Safeguarding Adults Board.
- Awareness training about modern slavery is being scheduled twice per year. It is delivered by the organisation True Honour.
- The subgroup has created a resource guide which has been shared amongst the subgroup with the request for dissemination within individual agencies.
- There will be a Hillingdon specific Modern Slavery guidance document, which will be shared with partners in the near future.

HOUNSLOW

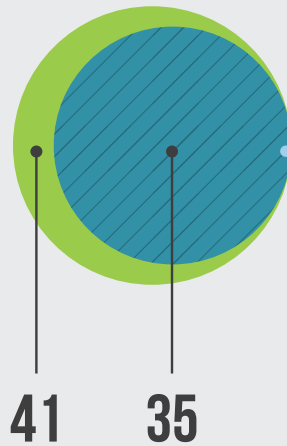
MODERN SLAVERY OFFENCE

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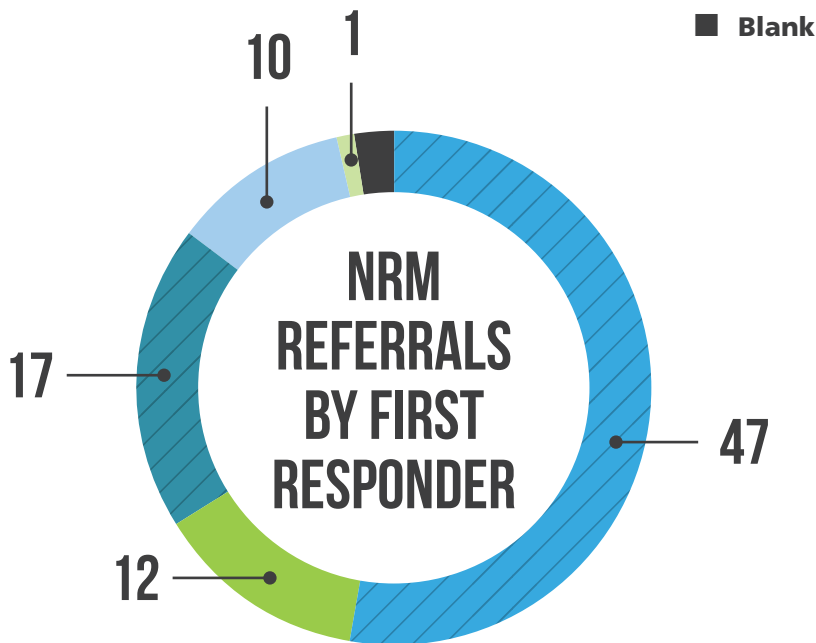
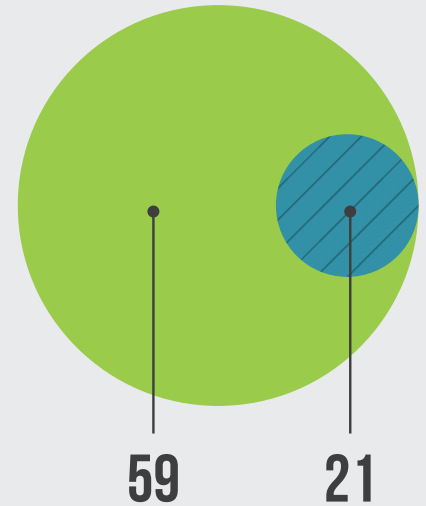
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



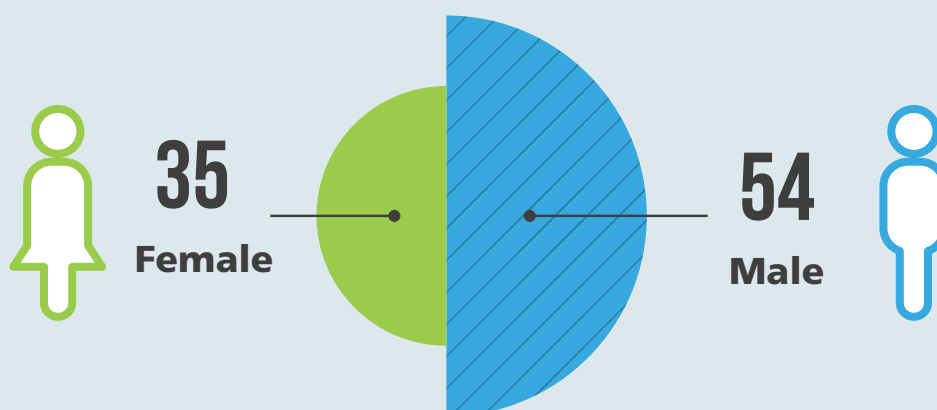
Albanian



Eritrean

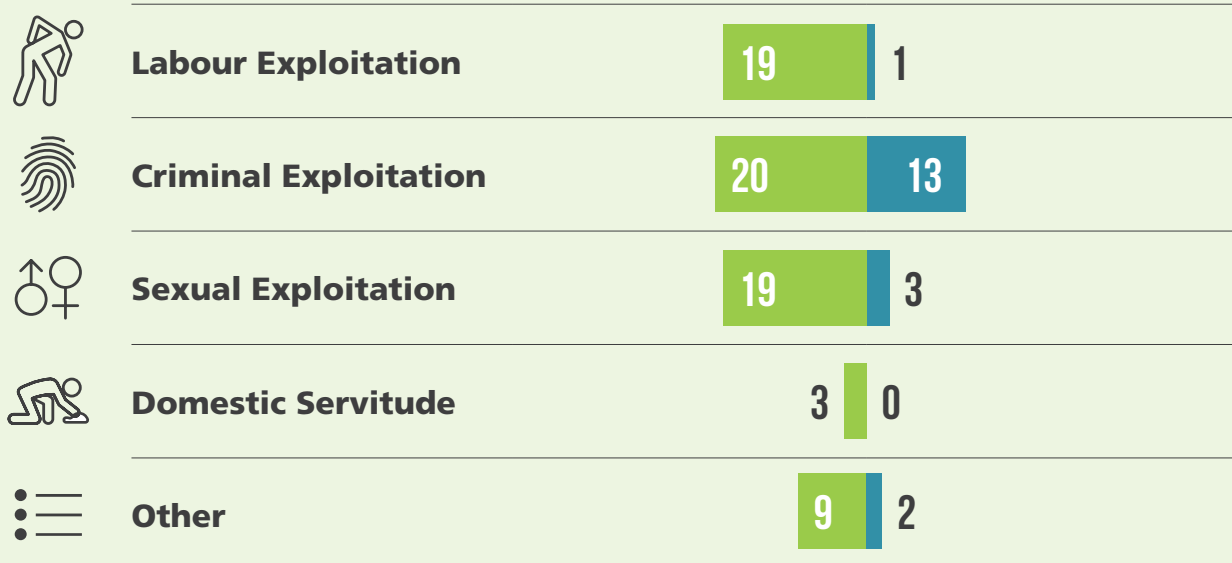
HOUNSLOW CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



HOUNSLOW CONTINUED



GOVERNANCE

The Community Safety Team has overall responsibility for the modern slavery service. Operationally this is delivered by the IDVA/ Modern Slavery Advocate who is co-located with Adult Social Care. This co-location enables the advocate to collaborate with the First Contact Team who, in general, would initially receive referrals for people identified as experiencing or at risk of modern slavery. The First Contact Team would complete their own checks, such as, is the person known, NRM status etc and would then share the referral with the Modern Slavery Advocate for longer term support. Self-referrals direct to the Modern Slavery Advocate or referrals from other services are also accepted.



SUCCESSSES

- Community Safety and Adult Social Care work well together. Relationships have been established with partner agencies in the borough to ensure they are aware of the service, although this work is to be explored further to ensure it remains current especially with possible emerging modern slavery risks escalating due to the economic climate.
- In February 2022, the council organised a series of online webinars on the topic of Modern Slavery and how partner agencies can work together to support those who have been impacted by this issue. From the feedback that was received, it was found that the webinars were a success in that it sparked an interest and an eagerness to learn within the professional community about a very well hidden and little known issue. What was also successful about these webinars was the confidence gained by the professionals in the community to identify the signs of Modern Slavery and how the council can work in a multiagency setting to get the survivor the correct support, and prevent further exploitation.
- In terms of pathway, those with concerns about Modern Slavery should report the exploitation to the Social Care teams who can then make a referral to the Modern Slavery Advocate. Alternatively, there is have a drop in service called One Stop Shop, where the Modern Slavery Advocate can be contacted directly to further advice.

HOUNSLOW CONTINUED



CHALLENGES

- A challenge is that the Modern Slavery Advocate works part time, so has limited hours to continually raise awareness, provide training, attend team meetings etc. However, when contact has been made with partners to discuss modern slavery and how to identify, this has been well received.
- Another challenge is understanding the prevalence of modern slavery as a result of the global pandemic and the consequences of the current economic crisis. Modern Slavery in itself is a hidden issue, however, the council has found that exploiters are developing more sophisticated ways of controlling their victims and preventing them from accessing support, as a result of the Covid emergency. It has also been challenging as the pandemic response has limited opportunities to identify Modern Slavery victims due to Government resources having to be re-prioritised in order to focus on addressing the impact of the pandemic.



PRIORITY AREAS FOR 2022

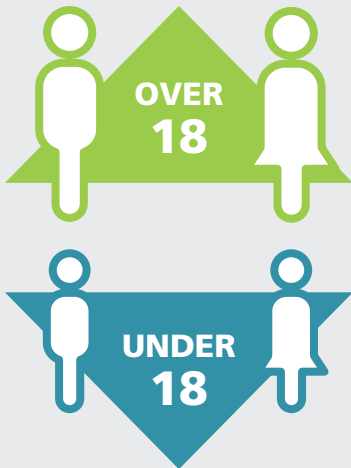
Taking into consideration the limited time of the Modern Slavery Advocate, the priority will be reaching out to businesses in the borough, providing information on potential modern slavery issues that they could identify, campaigns for the general public to not be a bystander and promote clear routes to report.

ISLINGTON

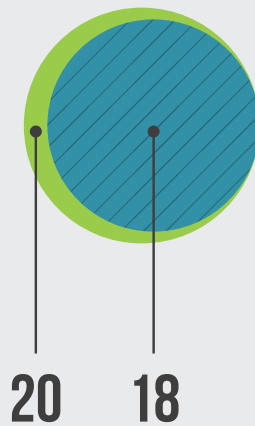
MODERN SLAVERY OFFENCE

● Age unknown

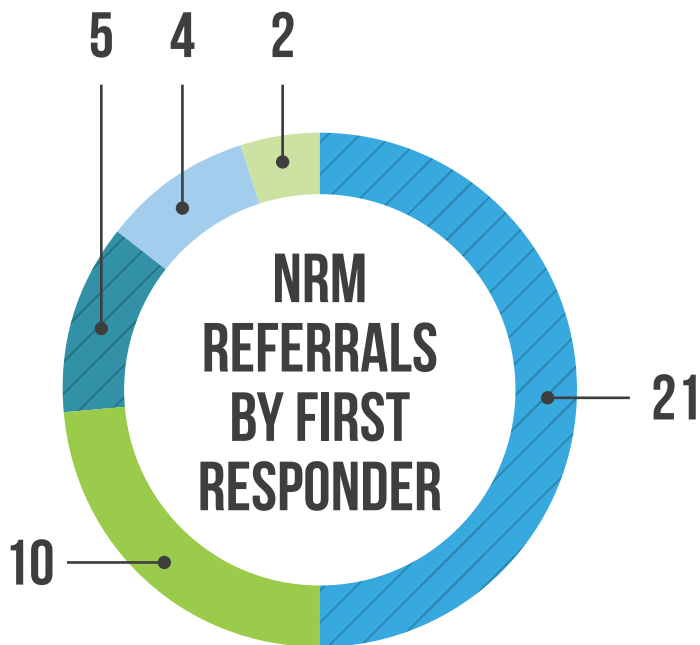
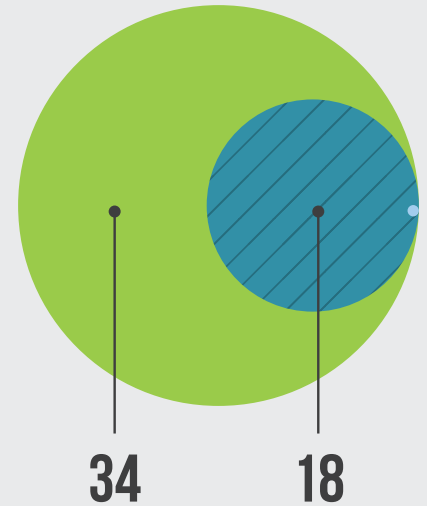
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



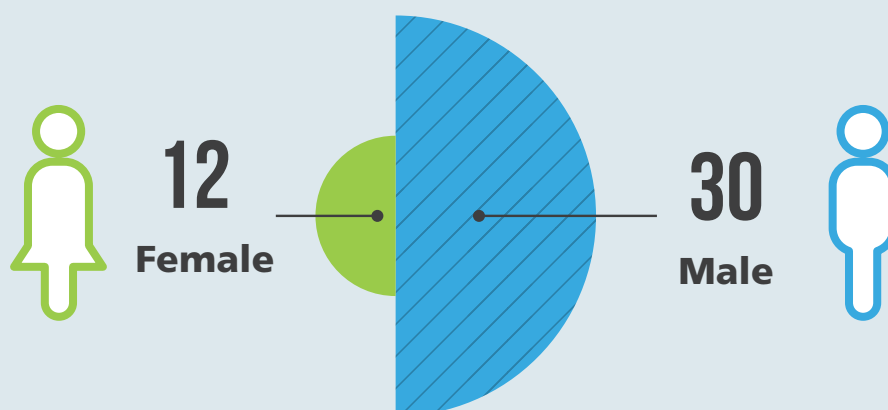
British



Eritrean






ISLINGTON CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children

Exploitation Type	Adult	Children
 Labour Exploitation	7	3
 Criminal Exploitation	11	9
 Sexual Exploitation	3	1
 Domestic Servitude	3	1
 Other	3	1

ISLINGTON CONTINUED



GOVERNANCE

Whilst modern slavery is an issue that sits across a range of divisions within the council, the Modern Slavery Board was set up and was being managed by Community Safety up until the Summer of 2021 when it was agreed that it would continue under Adult Safeguarding, in-line with other boards in London. Unfortunately due to staff leaving in Adult Safeguarding, there is no current lead for the board, although this is being worked upon. The underlying work in regards to modern slavery by the relevant teams and partners is ongoing and is not affected.



SUCCESSSES

- There has been good buy-in from a wide range of partners in Islington and good engagement. This has meant that the board has become a place for partners to bring concerns and to have a captive audience of a wide range of professionals. There is a strategy in place within the council, a pathway and also an organisational-wide supply chain statement which is overseen within the procurement of any service the council seeks formally. There is multi-agency working protocol in place which has been governed by the Modern Slavery board previously and there is regular training in place and shared with a wide distribution to our networks. All documentation is to be reviewed to ensure that it is relevant and up to date.
- Islington is part of the Home Office funded Devolved NRM Decision Making pilots for children, which has been successful due to the quick decision making and ensuring support goes where needed. The Modern Slavery board has been successful in bringing professionals together to provide a positive sounding board for the pilot project and to have access to many services in one place.
- Multi-agency dip-sampling of modern slavery cases has taken place which enabled the benefit of feedback on approach from a range of professionals to improve the quality of the service provided. It has been incredibly resource intensive due to the size of some of the cases but it has been invaluable.

ISLINGTON CONTINUED



CHALLENGES

There is a current issue about the governance of the board as above which has been challenging but additionally, the council have found the resource intensive nature of undertaking a dip-sampling process to be difficult despite the very obvious benefits. There may be scope for some cross-borough working to look at how we might develop a library of sharing best practice and a toolkit that allows boroughs to increase the quality of the service provided.



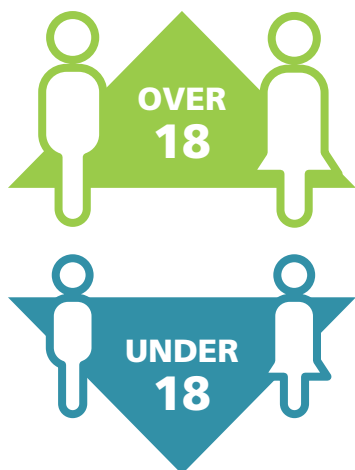
PRIORITY AREAS FOR 2022

The current priority is to agree the governance of the Islington Board as well as reviewing the Terms of Reference and other documentation and action plan to ensure that the council is progressing with objectives.

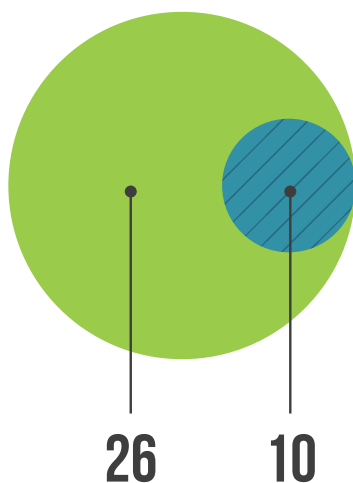
ROYAL BOROUGH OF KENSINGTON AND CHELSEA

MODERN SLAVERY OFFENCE

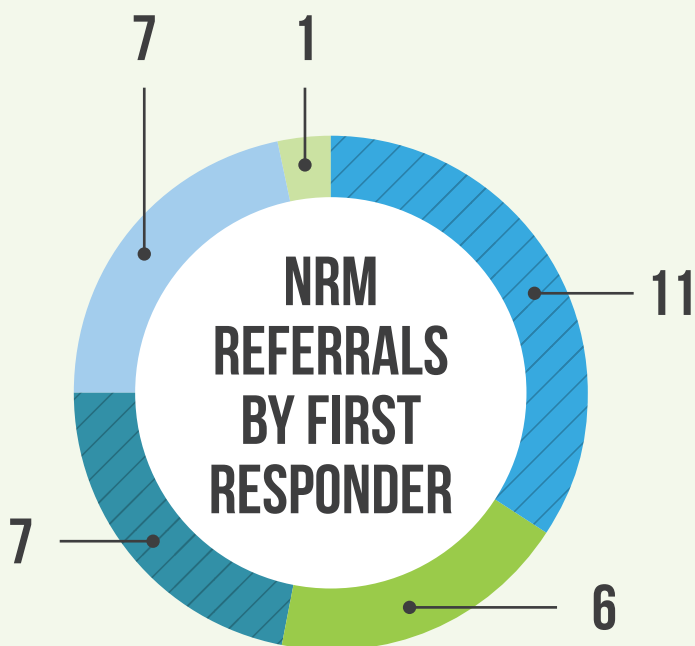
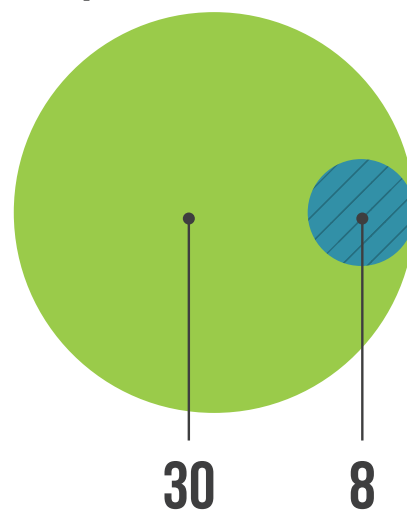
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British

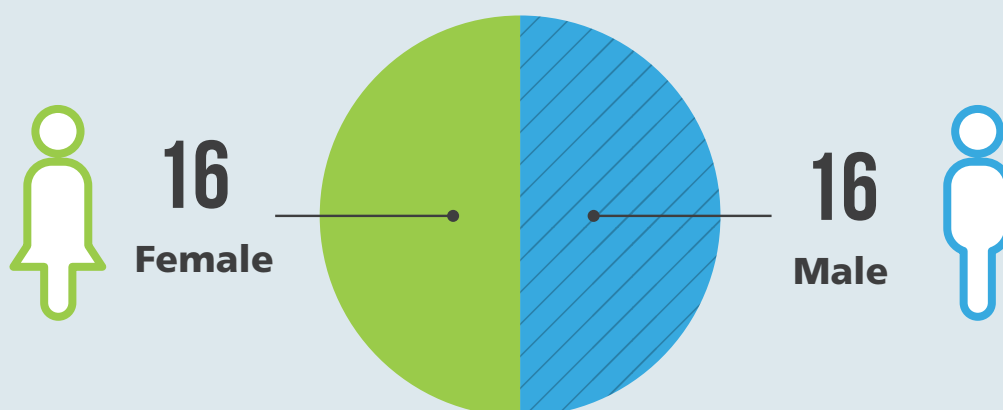


Filipino








Albanian

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children

	Labour Exploitation	5	0
	Criminal Exploitation	6	5
	Sexual Exploitation	6	1
	Domestic Servitude	7	0
	Other	2	0

ROYAL BOROUGH OF KENSINGTON AND CHELSEA AND WESTMINSTER CONTINUED



GOVERNANCE

The Royal Borough of Kensington and Chelsea and Westminster City Council have a joint Modern Slavery and Exploitation Coordinator who works within Kensington and Chelsea's Community Safety Team. The Modern Slavery and Exploitation Coordinator has responsibility for coordinating the Modern Slavery and Exploitation Operational Group. This group meets quarterly and is accountable to the Violence Against Women and Girls Strategic Board



SUCCESSSES

- The Boroughs have a 5 year modern slavery strategy 'Ending Modern Slavery: Our Strategy for a Coordinated Community Response', which was published in 2021
- Both councils have pathways for how adult victims of modern slavery can access support
- The Royal Borough of Kensington and Chelsea has produced two modern slavery supply chains statements
- Westminster City Council has released a Responsible Procurement Strategy, highlighting modern slavery as a priority area, with plans to release a modern slavery statement in the coming months
- Regular training for professionals across the boroughs on adult modern slavery awareness is available, alongside child trafficking training delivered through the LSCP

- Training for procurement officers has commenced in both Local Authorities
- After a break of a year, anonymous data collection with Stop the Traffik has resumed
- Both local authorities have been part of the NRM devolved decision-making pilot for children, with timely decisions being made for children who are experiencing modern slavery and exploitation



KEY PARTNERS

- The Modern Slavery and Exploitation Operational Group, covering the two Boroughs and Hammersmith & Fulham, is attended by a wide group of multi-agency professionals including various council departments, NHS, police and NGOs who lead on actions to contribute towards achieving the goals of the Modern Slavery Strategy
- Westminster City Council have continued a successful partnership with The Passage, providing Multi-Agency Case Conferences for victims/survivors, resulting in collaborative support for individuals alongside high quality NRMs



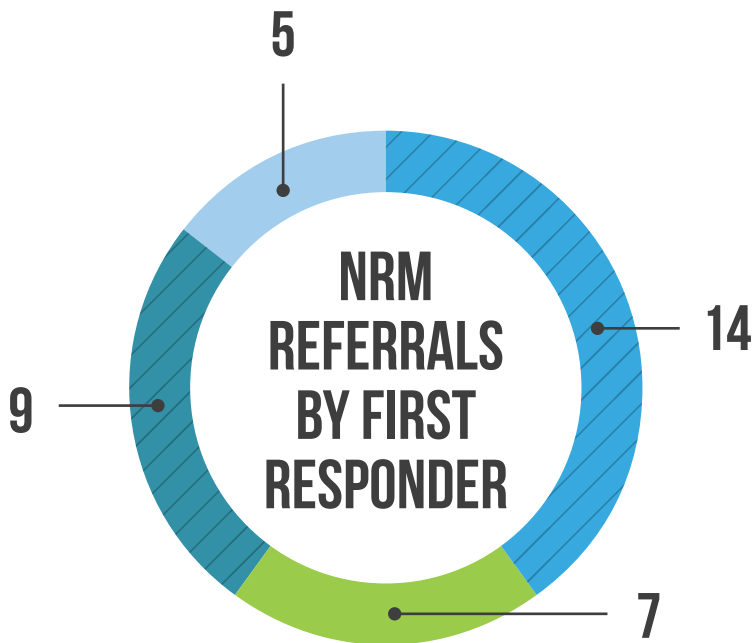
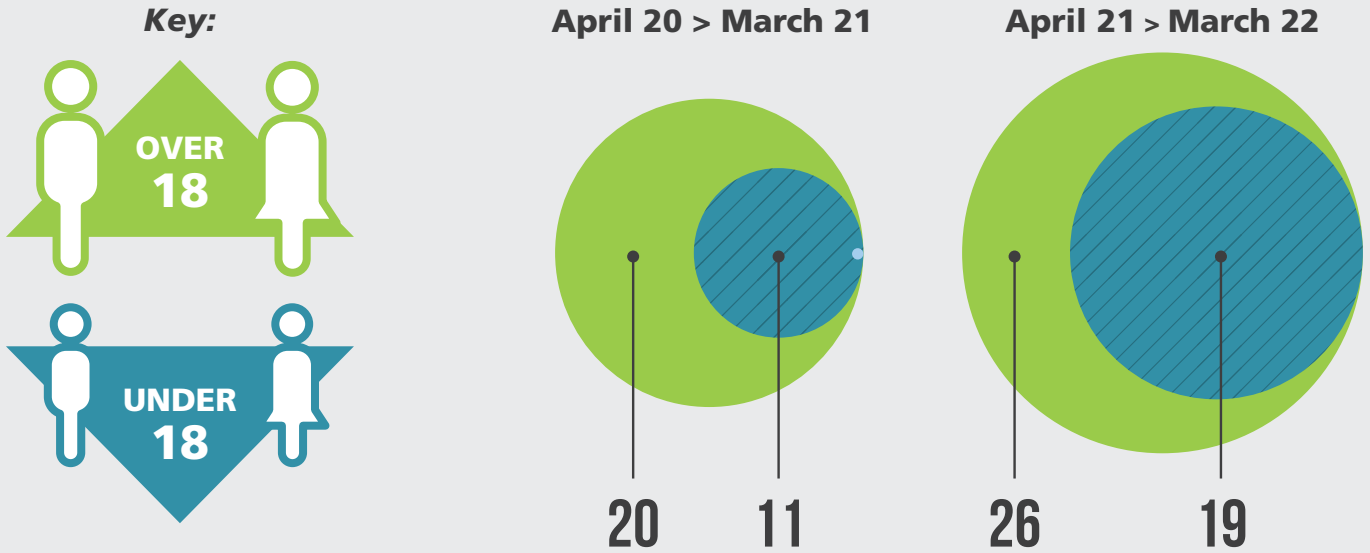
PRIORITY AREAS FOR 2022

- The boroughs are looking at how Adult Social Care record cases of modern slavery on systems, considering best practice
- The boroughs want to use the data collected with Stop the Traffik to inform work moving forward

ROYAL BOROUGH OF KINGSTON UPON THAMES

MODERN SLAVERY OFFENCE

● Age unknown



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM

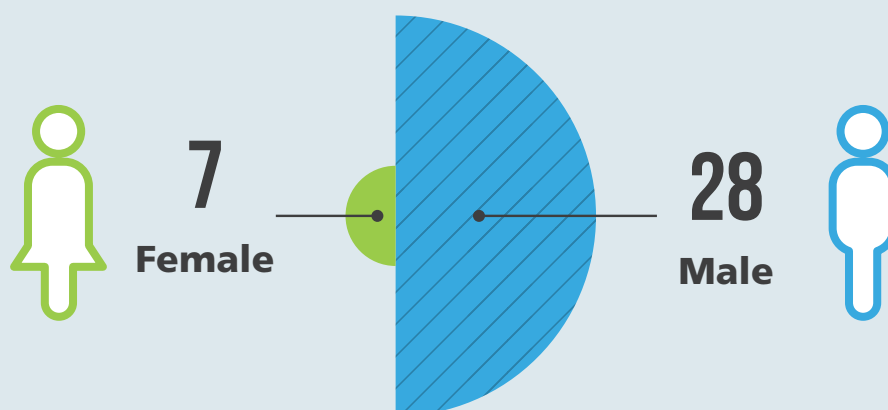


Albanian








British

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children

Exploitation Type	Adult	Children
 Labour Exploitation	7	0
 Criminal Exploitation	12	9
 Sexual Exploitation	3	0
 Domestic Servitude	3	0
 Other	1	0

ROYAL BOROUGH OF KINGSTON UPON THAMES CONTINUED



GOVERNANCE

- Governance sits with the Safer Kingston Partnership Board, Adult Safeguarding Board and the Children's Safeguarding Board
- The Modern Slavery Working Group has operational oversight of the local work



SUCCESSES

- Regular sub-group meetings review local needs and bring in specialist agencies to provide presentations/training - represented by multiple partner agencies (Housing, Homelessness Services, Adult social care, children's services, health services, voluntary sector services, public health, community safety etc.)
- Referral pathway developed and ready to be launched
- [Modern slavery statement](#)
- Regular training provided on Modern Slavery
- Cases tracked on both the children's services side (through Single Point of Access) and adults safeguarding (through MASH) as well as the Vulnerable Adults Multi-Agency Panel



CHALLENGES

A lack of clarity on extent of modern slavery and no set data collection method across the partnership - hoping that with the referral pathway, the council will be better able to capture this



KEY PARTNERS

- Input into the local working group from Human Trafficking Foundation and Children's Society - this has been incredibly helpful to have regular expert input.



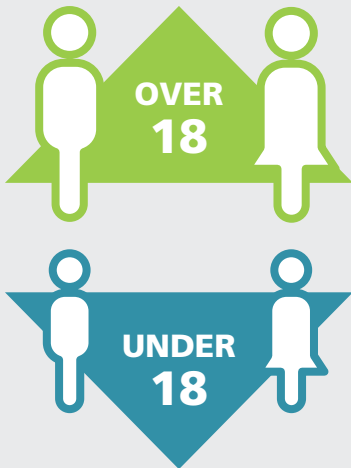
PRIORITY AREAS FOR 2022

- Roll out a local flowchart so agencies are aware of a clear referral pathway
- Look at bringing in more capacity around the coordination work in relation to Modern Slavery
- Develop routine enquiry into best practice
- Further engagement with local businesses through awareness raising
- Development of further training

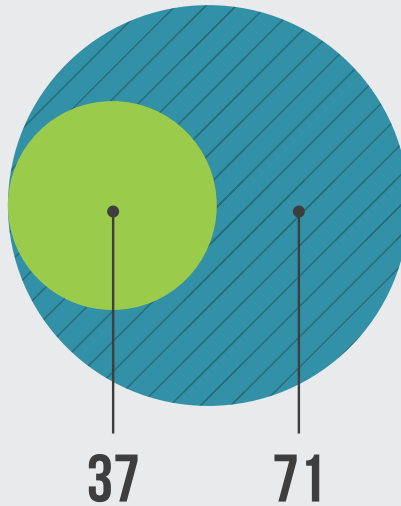
LAMBETH

MODERN SLAVERY OFFENCE

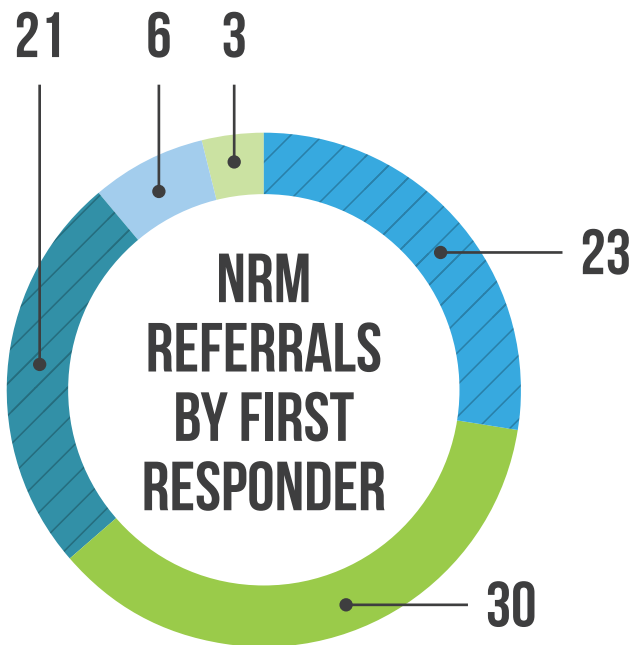
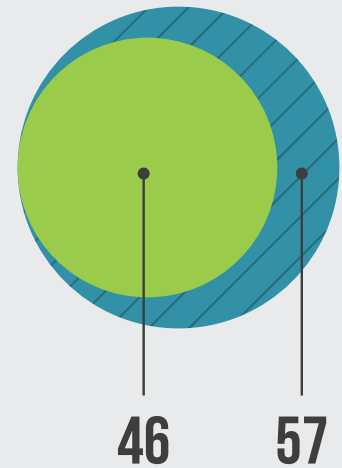
Key:



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April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



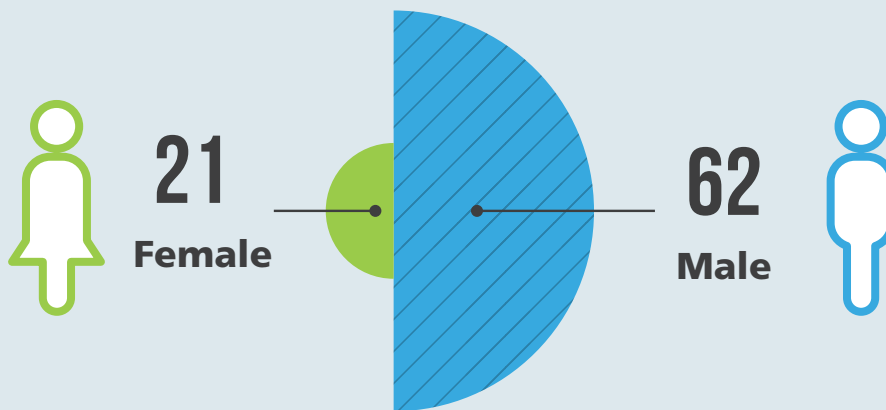
British



Albanian

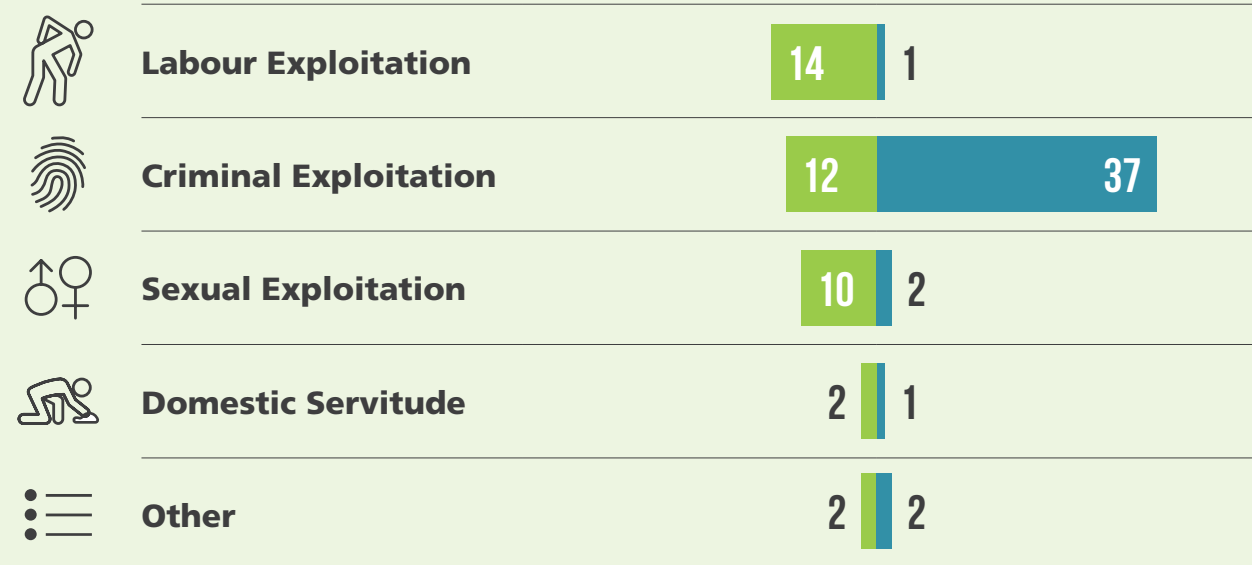
LAMBETH CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



LAMBETH CONTINUED



GOVERNANCE

- Responsibility to coordinate strategy and develop the annual statement sits within the Community Safety Team.
- Operations currently led through Public Protection and Regulatory Services and Housing teams.
- Children's and Adult Safeguarding teams also provide support to victims.
- The Modern Slavery Steering Group (MSSG) owns the annual Modern Slavery Statement and the Action Plan that feeds into it. The MSSG currently reports directly to the Safer Lambeth Partnership Executive (Lambeth's Community Safety Partnership board).



SUCCESSSES

- Modern Slavery awareness training is being made mandatory for all Council staff.
- There has been an improved understanding of how officers report and record issues of / cases relating to modern slavery
- The Lambeth Safeguarding Children Partnership has created a [leaflet](#) for Parents/Carers regarding Child Exploitation (including County Lines)



CHALLENGES

There are vacancies for analysts in key teams. Once in place, coordinated activity / interventions with key partners such as the police will be implemented



KEY PARTNERS

- The police, Public Health and MOPAC Rescue and Response are part of the Modern Slavery Steering Group



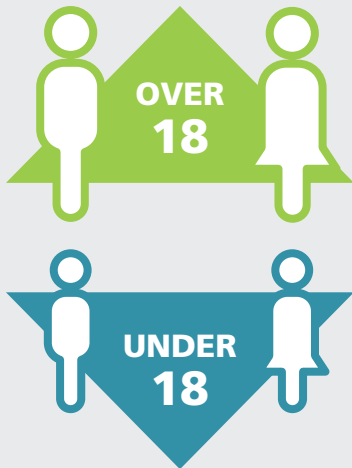
PRIORITY AREAS FOR 2022

- Establish a training programme for Council officers that is role / sector-specific.
- Publish the reporting / recording processes.
- Develop an awareness campaign (definitely within the Council and key partners; wider public tbc).

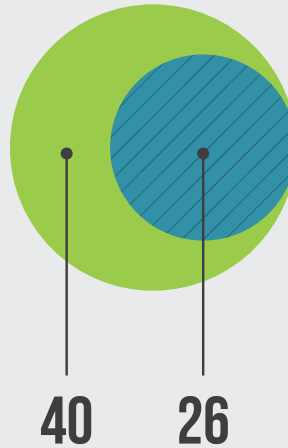
LEWISHAM

MODERN SLAVERY OFFENCE

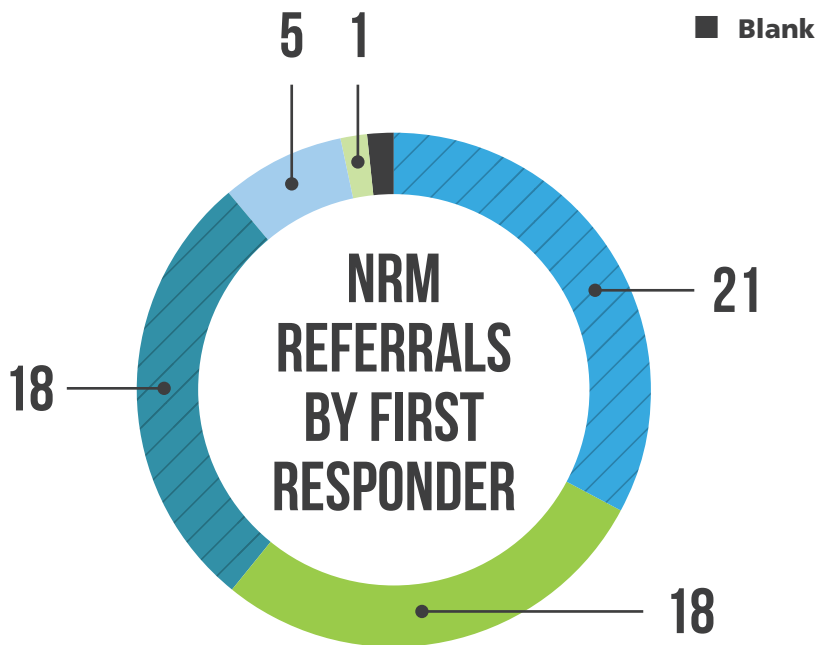
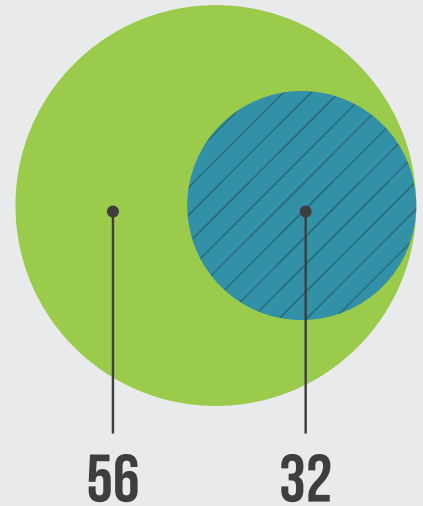
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



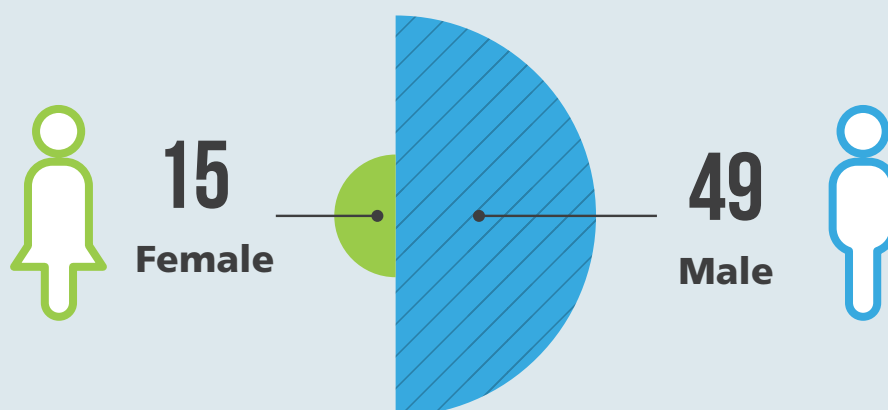
Albanian



Chinese

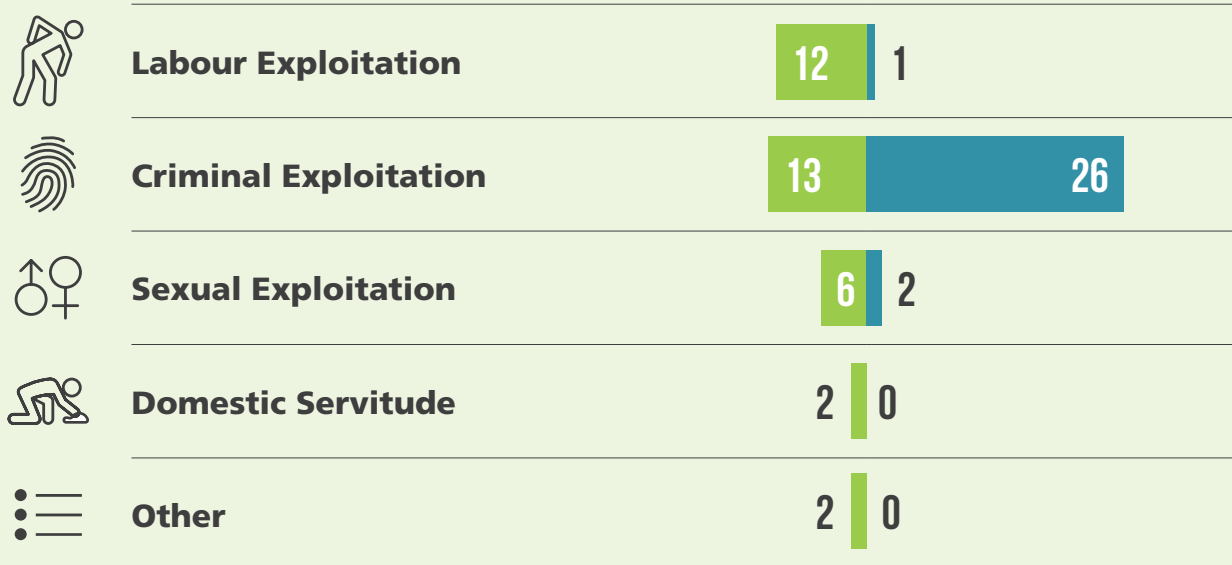
LEWISHAM CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



LEWISHAM CONTINUED



GOVERNANCE

- The Lewisham Modern Slavery Human Trafficking Network is taking the lead on the strategic development of these issues in the Borough having been established in October 2020. The governance for the Network is now linked to the local Safer Lewisham Partnership Board, and although it has not yet been decided which directorate within the Council will take the lead on this subject, this should be confirmed in the near future.



SUCCESSES

- A new local strategy and victim care pathway has been created, but this is still to be finalised and published as some details still need to be confirmed linked to the governance issues outlined above.
- A data scientist has been appointed to work with the Network by the Council, and this more detailed analysis is starting to highlight key areas for development.
- A new Modern Slavery Statement has also been created by the Council which reflects the progress that has been made by the Network.



CHALLENGES

As outlined above, the crucial issue locally is for the Council to determine which directorate will take the lead for this subject, which will then hopefully lead onto a decision regarding the potential development of a dedicated co-ordinator post. This will make a significant difference and mean that there is someone to take the action plan for the network forward in a more timely manner.



PRIORITY AREAS FOR 2022

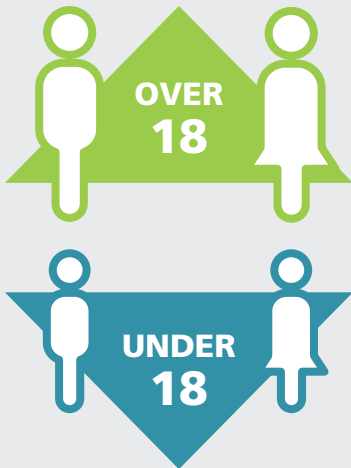
To finalise and publish the local strategy and victim care pathway, hopefully appoint a local co-ordinator and therefore significantly improve the profile of the subject locally leading to increased training delivery, awareness raising, and ultimately more victims being supported effectively.

MERTON

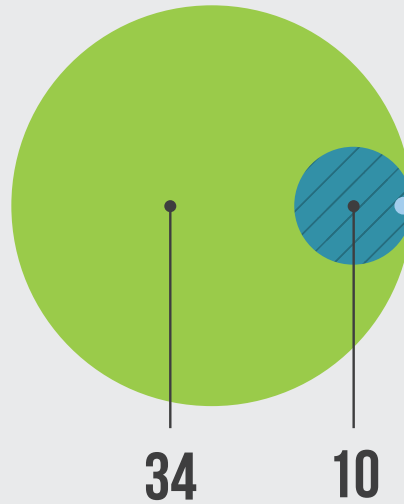
MODERN SLAVERY OFFENCE

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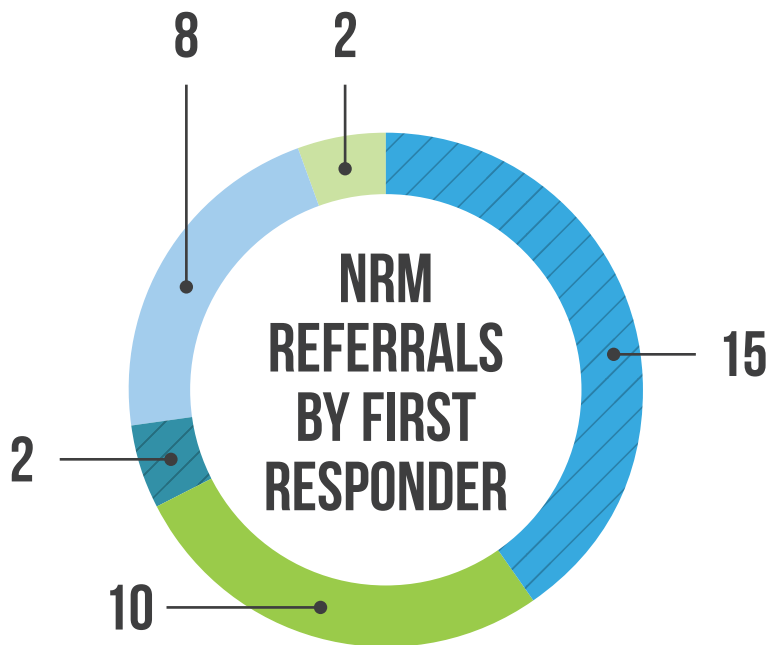
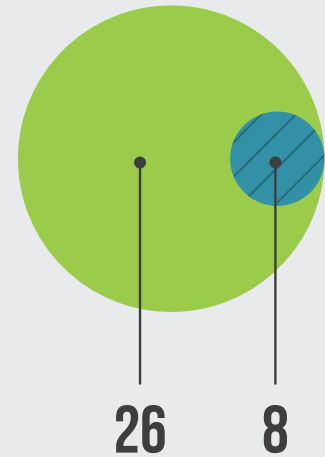
Key:



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April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



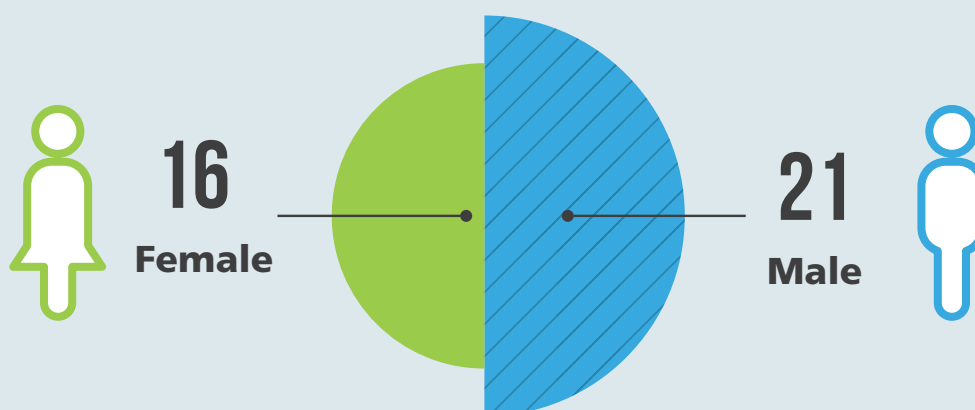
Albanian



British

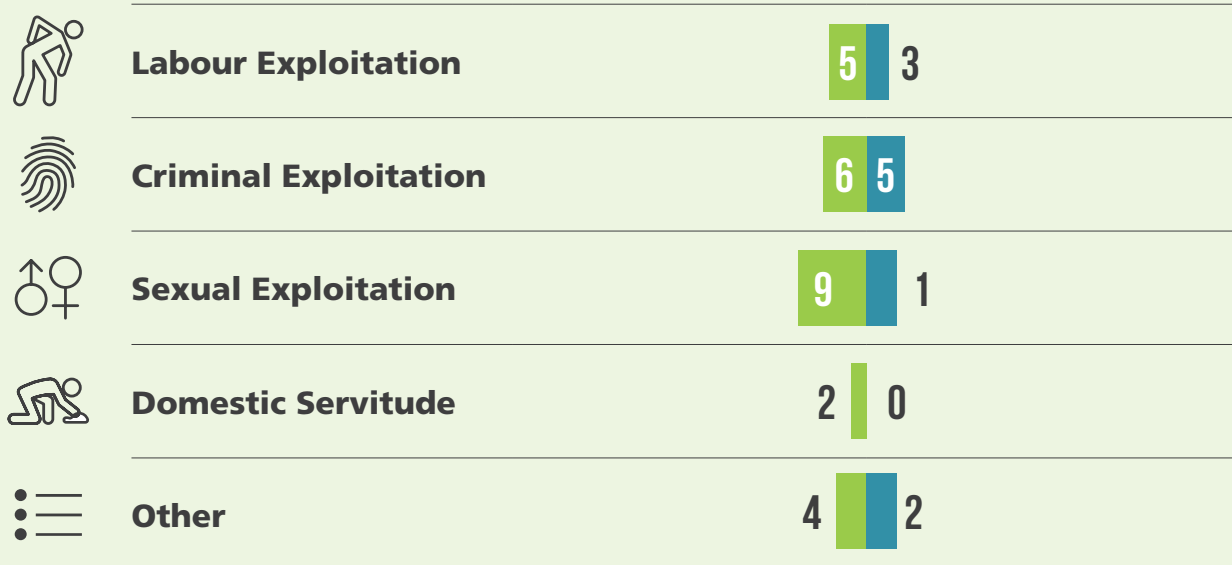
MERTON CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



MERTON CONTINUED



GOVERNANCE

- Safeguarding Adults Board lead on modern slavery and feeds into VAWG Strategic Board. There are named points of contact within the Council (Adult Social Care, Children Schools and Families, and Community Safety)
- The council is going to set up a modern day slavery multi-agency task group (a sub group of the VAWG board) to get an action plan in place in relation to modern slavery being included in the new VAWG strategy



SUCCESSES

- There is a modern slavery pathway which is via Adult Social Care. Over the next six months this will be reviewed and strengthened, along with additional training and awareness raising. Modern Slavery is being added into the new VAWG strategy which is being developed and is expected to be launched around September – November 2022.
- Since the train the trainer programme in July, training will continue to be rolled out (aiming 3 – 4 times a years) with training regarding awareness and legal duties.

Case Example

A person who had been a victim of modern slavery for over 30 years presented to the Housing team having become street homeless when a restaurant he had been living in changed hands. The Housing team recognised he was a victim of modern slavery and made a referral to the Adult Safeguarding team. The individual was provided with housing and is back in contact with his family after 30 years. The restaurant was referred to the Gangmasters and Labour Abuse Authority.



CHALLENGES

The biggest challenge is around housing. For example, if ASC get a referral in and need to house someone quickly it can be a challenge to get them housed in the interim period until NRM involvement. Sometimes the delay may result from the first responders not using the NRM initially. Further work is planned to look at the accommodation aspect of the referral pathways and especially regarding accommodation in the time gap between NRM referral and The Salvation Army involvement.



PRIORITY AREAS FOR 2022

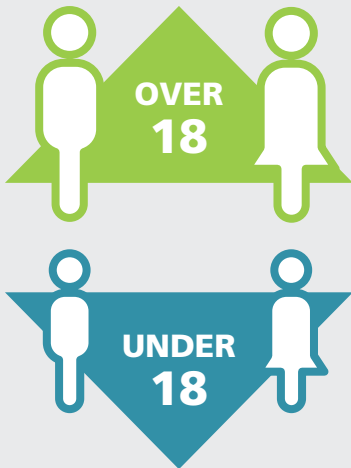
- Training – raising awareness
- Setting up a modern slavery sub group
- Raising profile across borough and with residents
- Pathway review and enhancement

NEWHAM

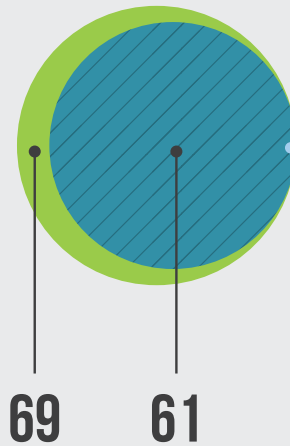
MODERN SLAVERY OFFENCE

● Age unknown

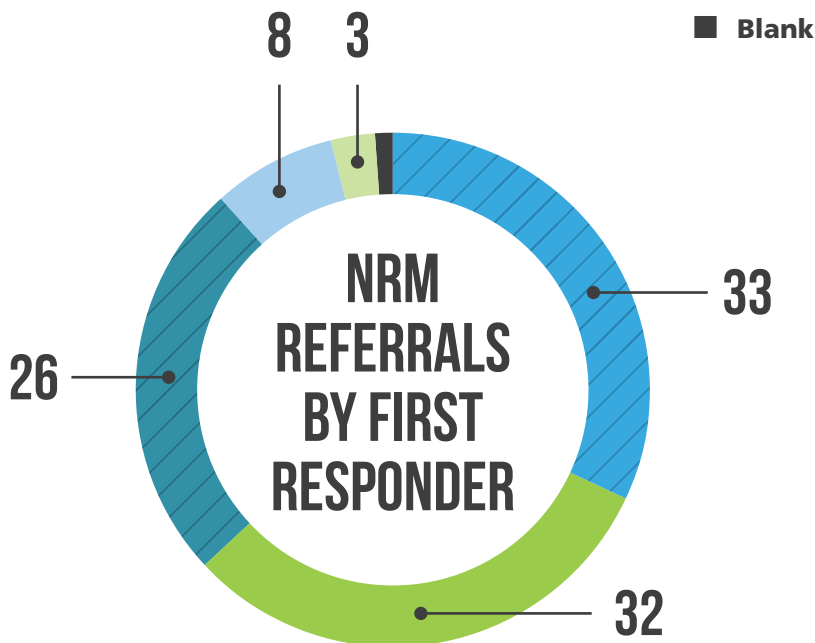
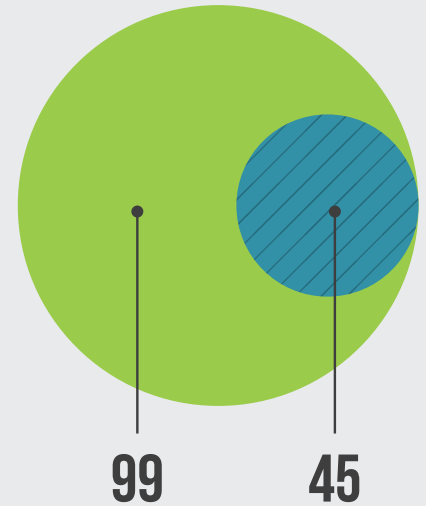
Key:



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Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



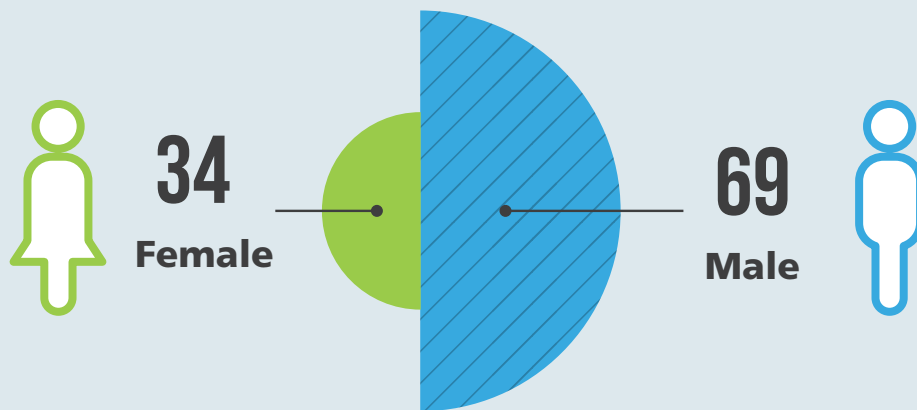
Albanian



Vietnamese

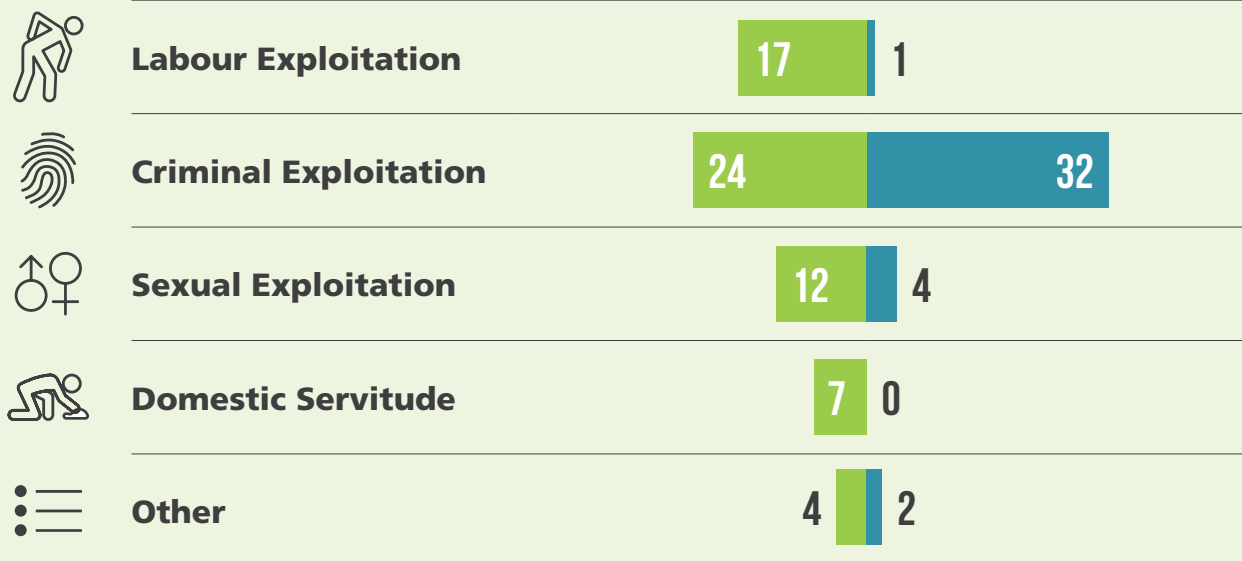
NEWHAM CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



NEWHAM CONTINUED



GOVERNANCE

Newham's approach is to embed good practice on Modern Slavery across a range of services with a Corporate Director sponsor – the council's Children and Young People's Commissioner. A policy lead has led on the development of a Newham strategy and action plan and this is now transitioning across for the Community Safety Team to be the lead for the Council. The council's all-age exploitation group which is multi-agency has responsibility for the issue and a sub-group has been established to monitor delivery.



SUCCESSES

- Newham has developed an End Modern Day Slavery Strategy which has engaged a broad range of services and partners and has helped to ensure that Modern Slavery has a greater focus in commissioning and service delivery.
- There is an annual statement which is about to be refreshed and training is being rolled out across a wide range of services. A 2 year Action Plan sets out clear ambitious but realistic expectations to roll out an improved approach to supporting victims of Modern Day Slavery in Newham.
- A key focus has been to greatly increase the number of staff and partners organisation employees attending training on Modern Day Slavery and the council is moving towards making training mandatory for key frontline staff.



CHALLENGES

- There is not a dedicated officer resource to co-ordinate the modern slavery response due to resource constraints. There is a reliance on services to make this agenda a priority and there is not a sufficiently robust understanding of the scale and extent of modern slavery in the Borough.
- A major challenge is improving the consistency in the quality of referrals through the NRM process so that the decision maker has a clear picture of the nature of the exploitation that is taking place and is able to make the right decision to provide support.



PRIORITY AREAS FOR 2022

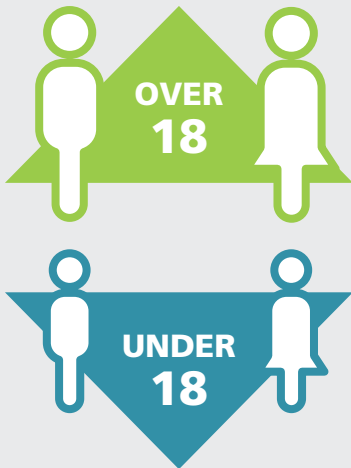
The priority for the year ahead is to deliver the Action Plan on the key priorities of multi-agency response to improve the way in which victims of modern slavery are supported in Newham.

REDBRIDGE

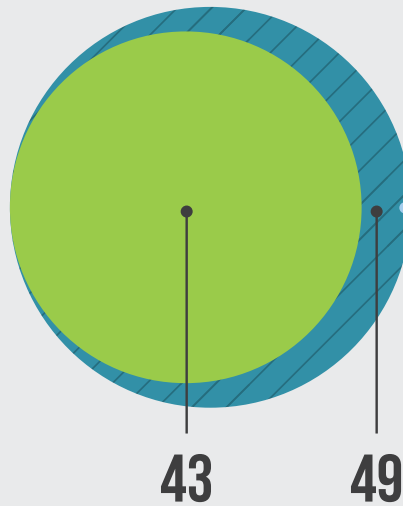
MODERN SLAVERY OFFENCE

● Age unknown

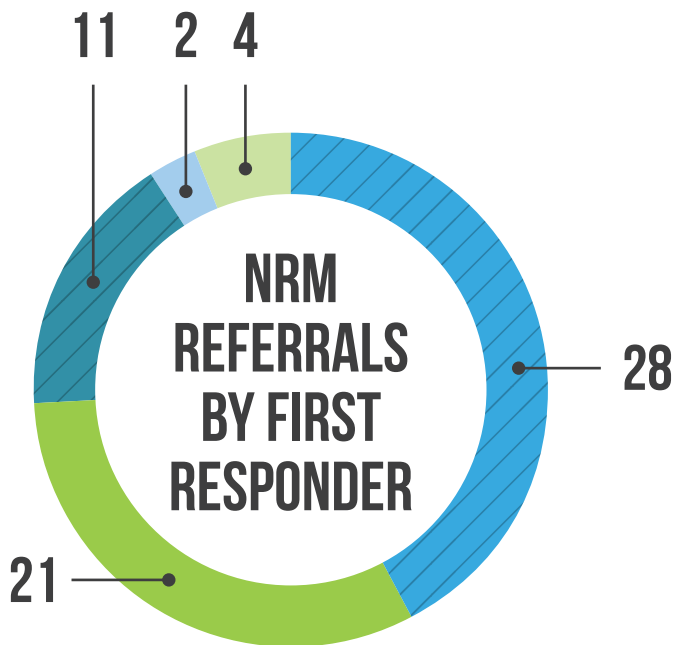
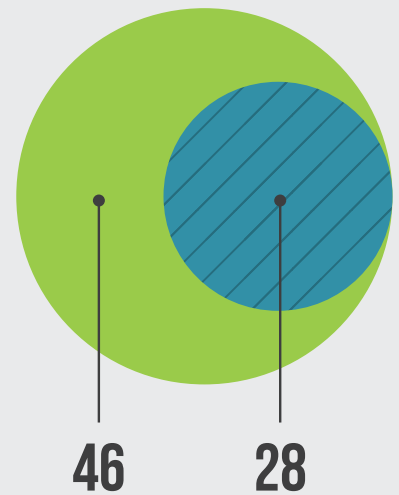
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



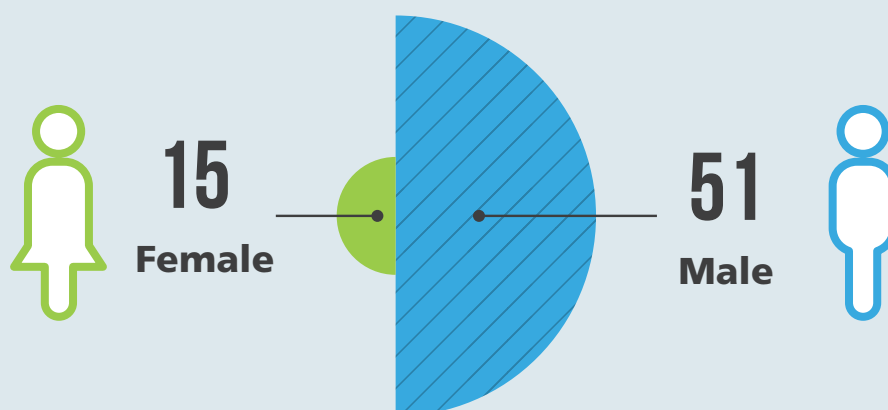
Albanian



Indian

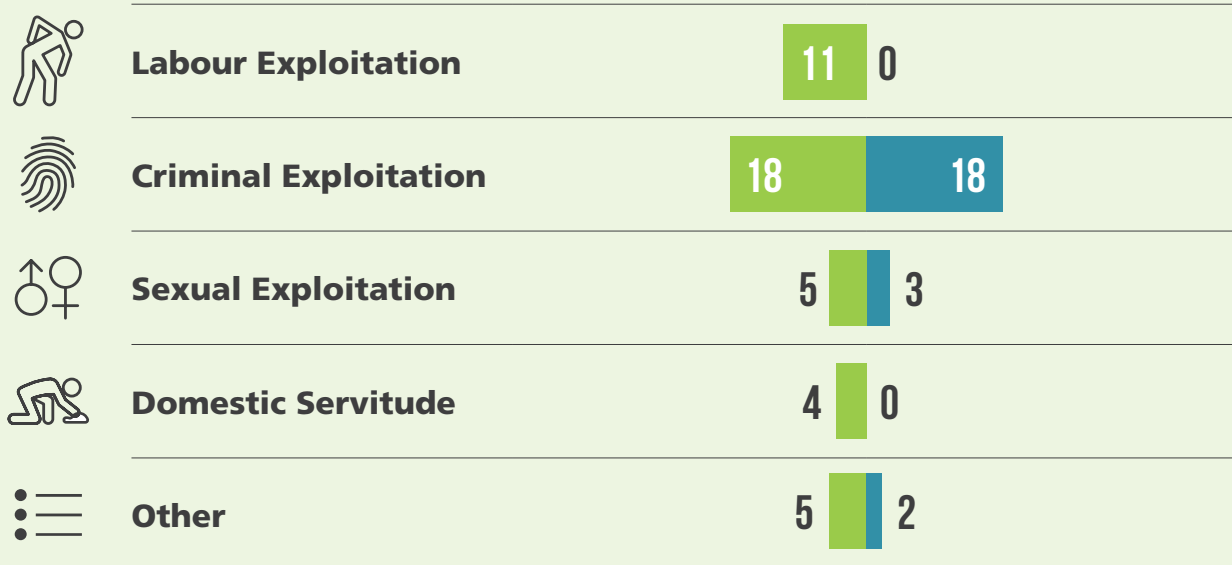
REDBRIDGE CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



REDBRIDGE CONTINUED



GOVERNANCE

Redbridge's response to Modern Slavery has been mainstreamed throughout the Council and our partner agencies, with the work monitored through a number of boards and strategic groups, including the Multi-Agency Sexual and Criminal Exploitation Panel (MASCE), Adult and Children's Safeguarding Boards and the Community Safety Partnership Board. As an agreed priority included in the Safer Redbridge Strategy, the work undertaken around Modern Slavery has also be reviewed annually at the External Scrutiny meeting held to monitor the work undertaken against these published priorities, allowing locally elected Members to hold officers to account for the work.



SUCCESSSES

- Production of clear referral pathways promoted throughout the Local Authority to ensure concerns and referrals are promptly and appropriately dealt with.
- A training programme has been put in place for all staff as part of the corporate induction package, with more in-depth training available to be booked for staff, partners and local third sector bodies, which goes into greater detail
- Reference to Modern Slavery has been incorporated into Council contracts to ensure that supply chains are free of modern slavery, with training provided to contract managers.

- Several targeted days focused on identifying potential victims of modern slavery as part of scheduled Redbridge Action Days, with officers visiting high risk businesses and locations, engaging with both business owners and workers.



CHALLENGES

Some of the key challenges faced include breaking down barriers with potential victims and encouraging them to report, especially with the limited support available for identified victims with no recourse to public funds. Coupled to this issue is the on-going national housing shortage, which provides additional problems in supporting victims.



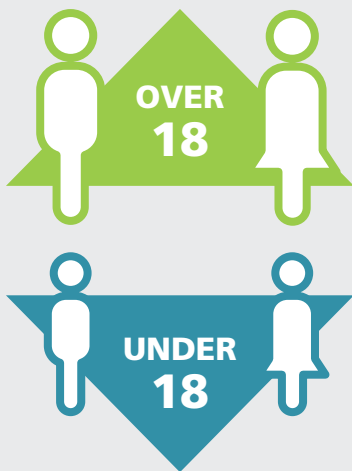
PRIORITY AREAS FOR 2022

Continuation of disruption activity with a particular focus on identifying potential victims as part of dedicated Redbridge Action days.

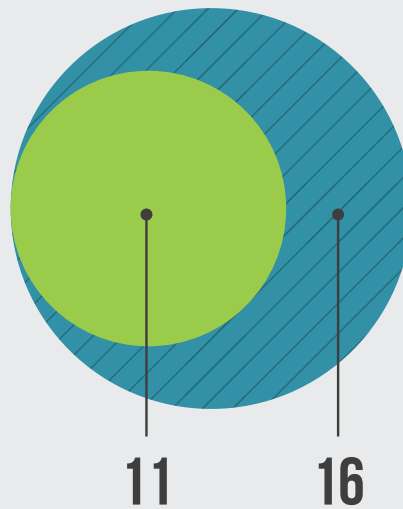
RICHMOND UPON THAMES

MODERN SLAVERY OFFENCE

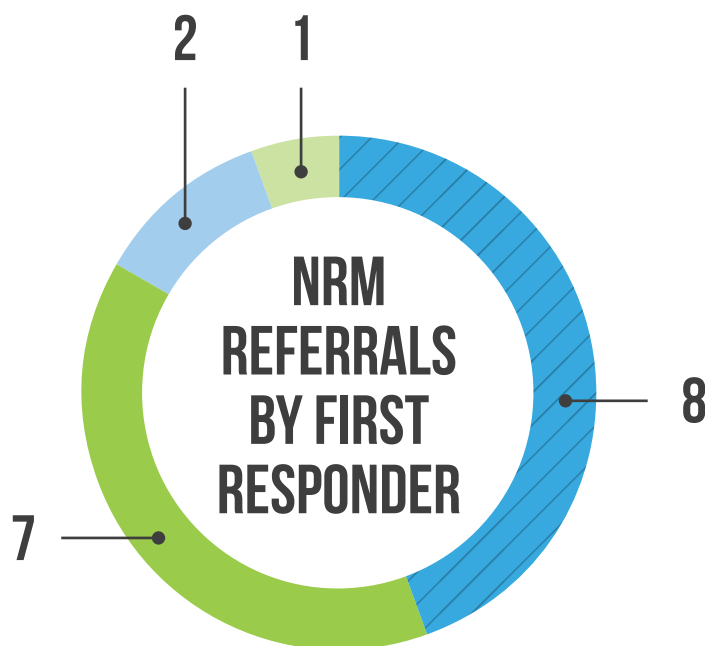
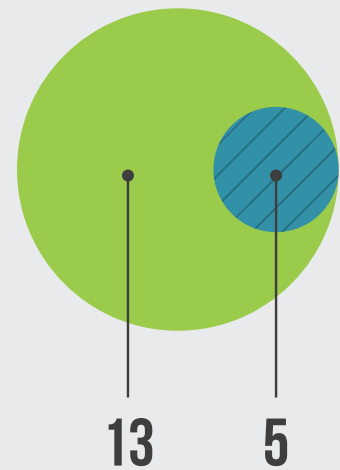
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



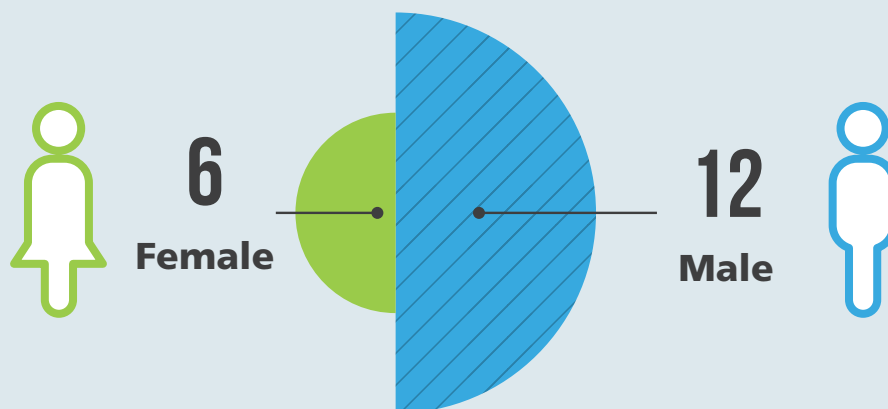
Albanian



British

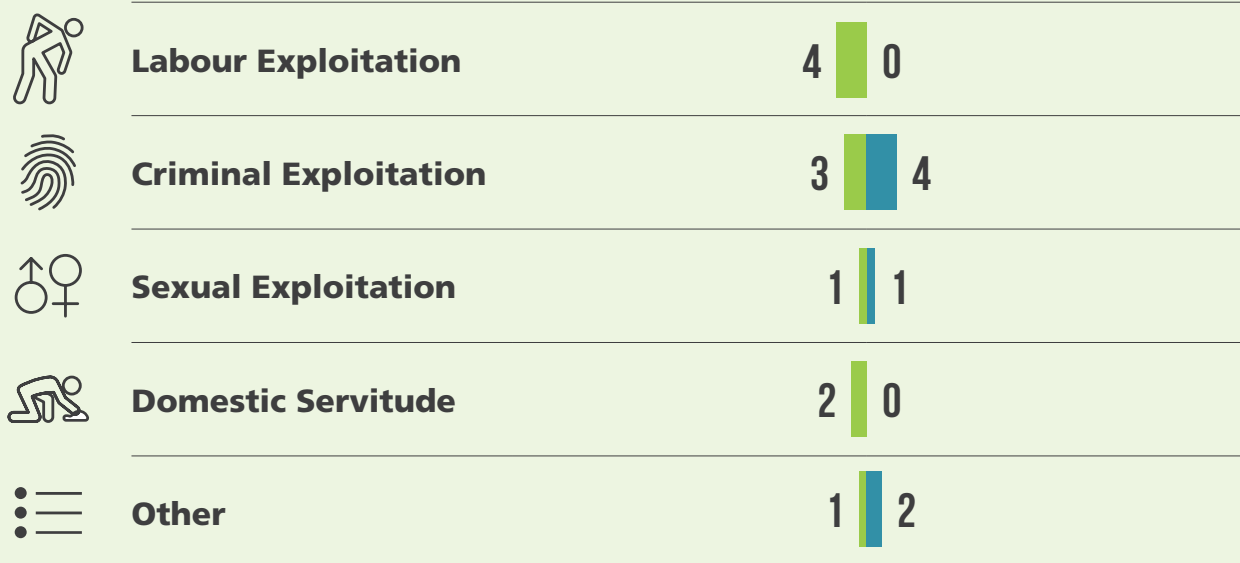
RICHMOND UPON THAMES CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



RICHMOND UPON THAMES AND WANDSWORTH CONTINUED



GOVERNANCE

- Overall governance sits across Richmond and Wandsworth Safeguarding Adults Board, Wandsworth Children's Safeguarding Board, Kingston and Richmond Safeguarding Children's Partnership and the respective community Safety Partnerships of Richmond and Wandsworth
- Modern Slavery Working Group (Kingston, Richmond and Wandsworth) has operational oversight of the local work
- No Modern Slavery lead at the moment but currently shared across community safety, adult social care and children's services



SUCCESSES

- Regular sub-group meetings reviewing local needs, bringing in specialist agencies to provide presentations/training - represented by multiple partner agencies (Housing, Homelessness Services, Adult social care, children's services, health services, voluntary sector services, public health, community safety etc.)
- Referral pathway developed and to be launched
- Richmond and Wandsworth has a modern day slavery statement

- Regular training provided on Modern Slavery including a cohort of staff who have received 'train the trainer' training.
- Local homeless and outreach services (SPEAR) are more frequently identifying MDS and seeking advice/checking in when necessary. (This demonstrates an improved awareness and desire to ensure victims are supported appropriately)



CHALLENGES

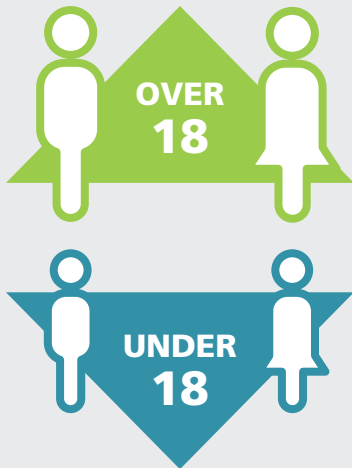
- The extent of MDS remains unclear. Richmond and Wandsworth would benefit from a local Needs Assessment that describes what is known and 'not known'. This may then inform the development of a local strategy
- Richmond and Wandsworth would benefit from ensuring more robust data collection on MDS, though the locally developed pathway for adults and children when implemented ought to help with this.

SOUTHWARK

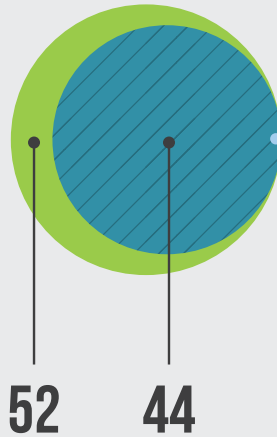
MODERN SLAVERY OFFENCE

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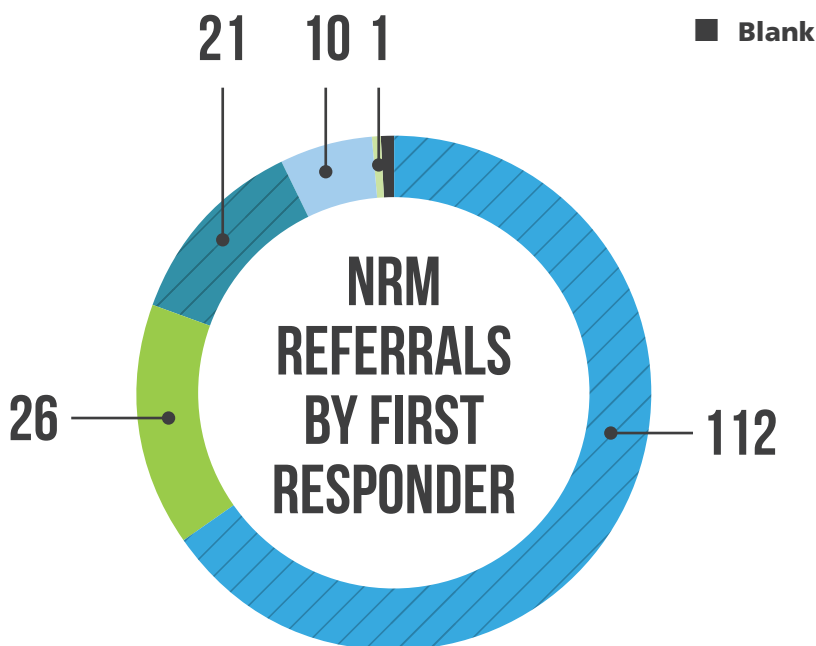
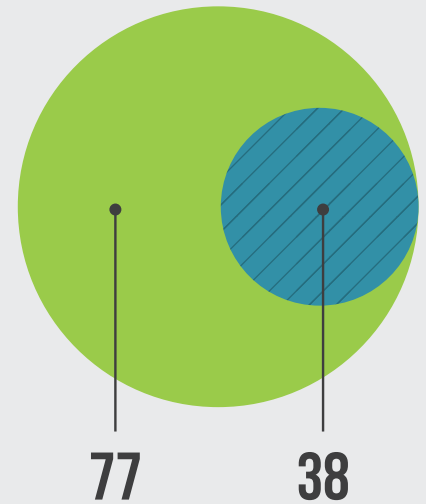
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



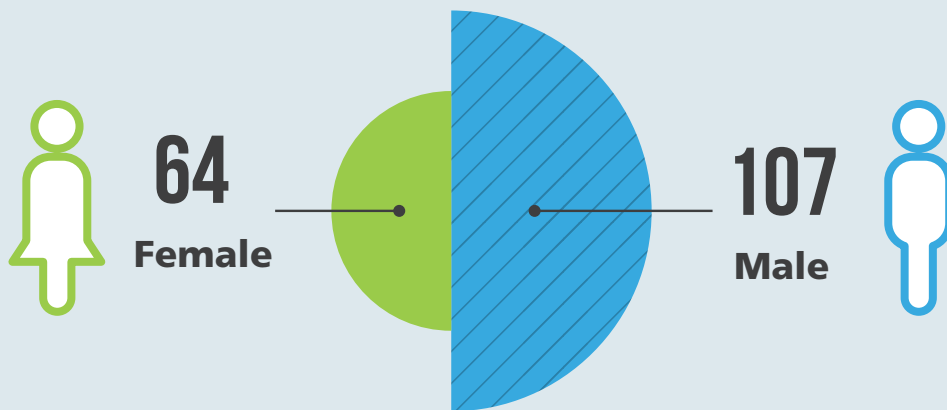
British



Eritrean

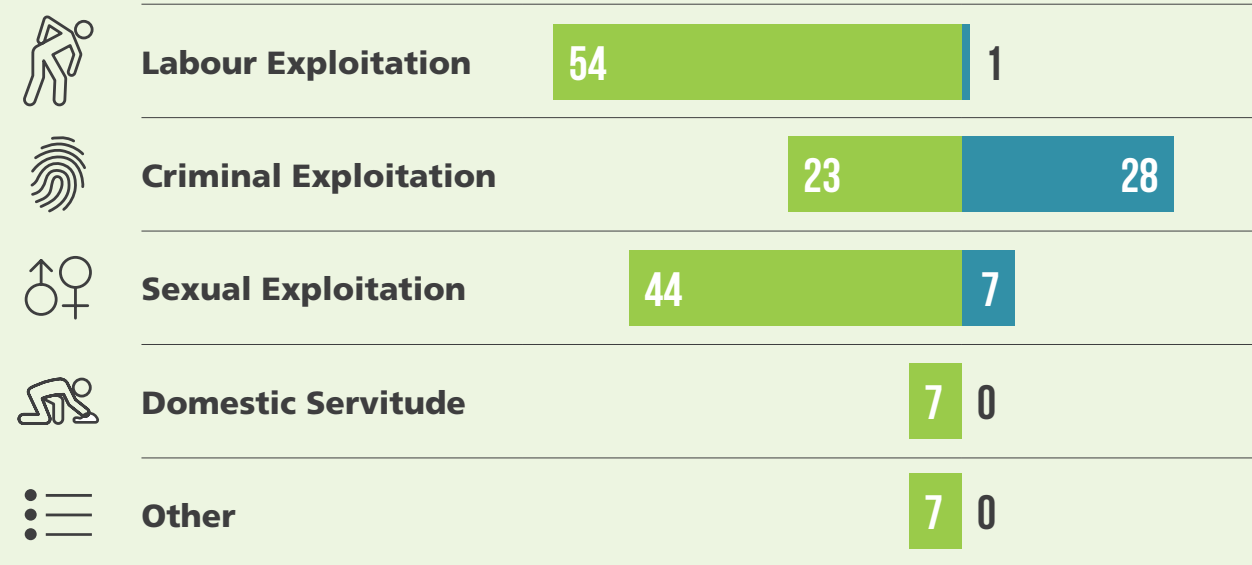
SOUTHWARK CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



SOUTHWARK CONTINUED



GOVERNANCE

The council's community safety team has the lead role. The council's Scrutiny committee, endorsed by the cabinet, recommended the setting up of a Task and Finish group in order to have a multi-agency response to stop modern slavery exploitations. The Task and Finish group has almost completed its strategy making work; and future development of governance arrangements are underway. The lead role will stay with community safety.



SUCCESSES

Collaboration and partnership successes; based on a willingness to learn. In particular:

- Learning from best practice was an essential starting point.
- Using case review meetings, prompted by advice from the Human Trafficking Foundation, has given Southwark detailed information about the problems we will encounter.
- A partnership with Stop the Traffik to work on procurement, data collection and training



CHALLENGES

- Being one of several community safety and safeguarding priorities and not having robust data to enable decision making that places a fair weight against modern slavery exploitations.
- 2 cases raised in the task and finish group involved ongoing control and coercion by exploiters; and the victims were too scared consent to an NRM. Support is ongoing by Southwark support services outside of the NRM for one of the people involved as a victim, whilst the other person decided to remove herself from contact with the authorities.

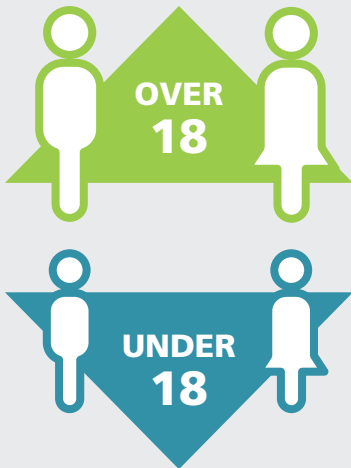


PRIORITY AREAS FOR 2022

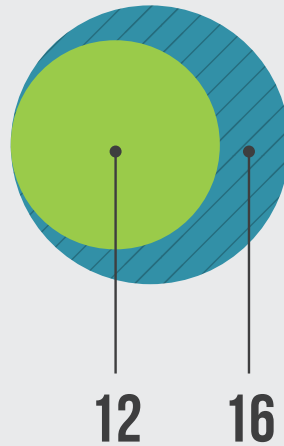
- Embedding data collection and analysis into future work.
- Training and engagement to reach everyone who needs information and skill development opportunities.
- After mitigating the risk from council procurement supply lines, the council need to encourage all other Southwark organisations to do the same.
- Continually improving on the effective response to alerts to cases of modern slavery.

MODERN SLAVERY OFFENCE

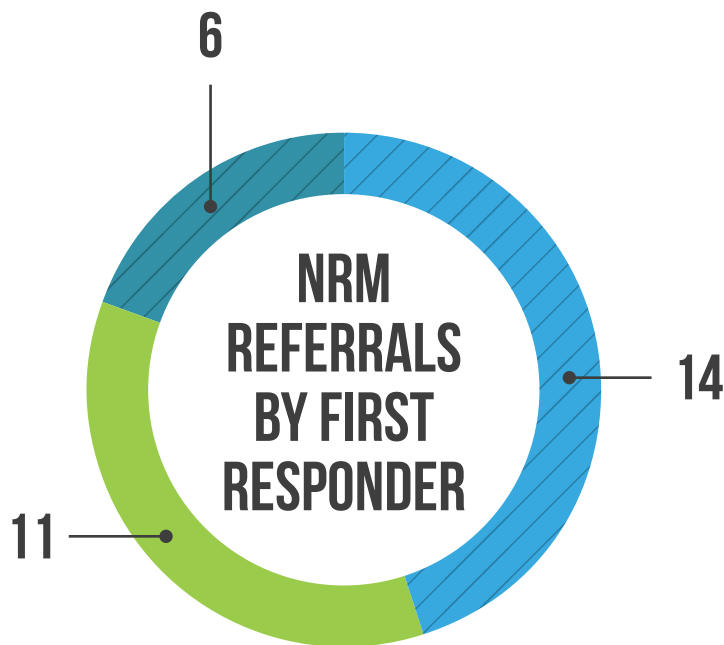
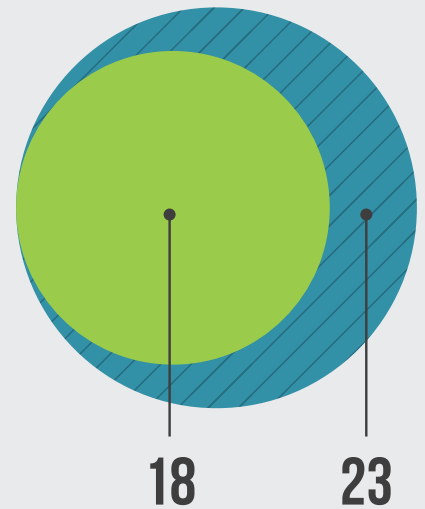
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



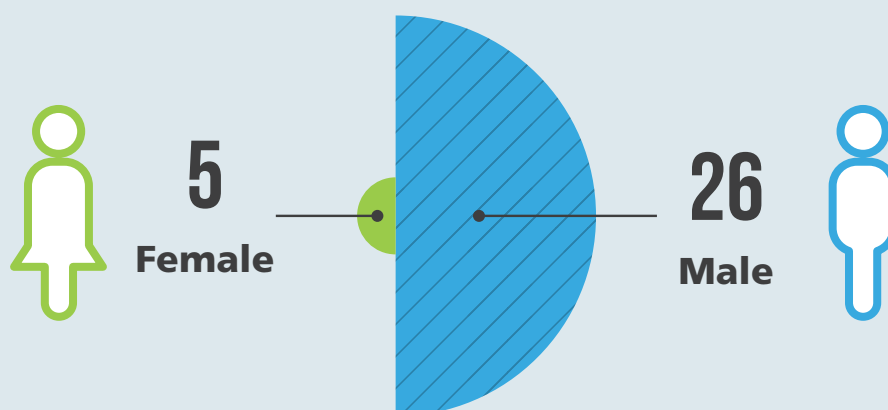
British



Albanian






SUTTON CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children

	Labour Exploitation	9	1
	Criminal Exploitation	6	12
	Sexual Exploitation	0	3
	Domestic Servitude	0	0
	Other	0	0

SUTTON CONTINUED



GOVERNANCE

Sutton do not have a Modern Slavery board, but has a lead person in Children's Services. In adult services, modern slavery will be dealt with under Adult Safeguarding. At the practice level, this responsibility is shared by all locality adult social care teams.



SUCCESSSES

- Ensuring all children where there are concerns for modern slavery are referred to the National Referral Mechanism, in keeping with mandatory obligations. This is now captured in Sutton's children's case recording system. The Data team then pull the data of referrals and contacts with Home Office NRM. This then gets cross checked by the Specialist Safeguarding Leads (SSL) through children's strategy meetings, Risk Screening Tool assessments and referrals to MACE panel and then cross checking with the data provided through the Modern Slavery London Network.
- The SSL and MACE panel review each child's case to ensure the allocated social worker has then referred to the Independent Child Trafficking Guardians. To either be provided with; advice on an advice on a child's case or if it is a child is without a responsible parent/carer, such as UASC, to be allocated an ICTG, for one to one work or advocate for at meetings.

- The SSL also provide training three times a year, addressing Child Exploitation-sexual and criminal (day 1) and Modern Slavery and Safeguarding children being moved across borders (day 2).
- The current Safeguarding workflows within the council's client database is built to identify and capture referral specific to modern slavery. The team is set-up to receive referrals through all available means which is centrally processed by an admin team within 24 hours of receipt for an initial risk assessment. The council is equipped to undertake appropriate risk assessment and facilitate multi-agency working through our existing adult safeguarding practise set-up.

Case Example

A child was identified by police as being sexually exploited by adult men. Her case was transferred to the Modern Slavery Police Team to investigate and she was moved out of London to a safe place. Through her interviews, strategy meetings and engagement with agencies, it became apparent that she was connected with some of the other young girls who were going missing and there were concerns that they were being exploited also. Regular joint strategy meetings were arranged for the girls and the MACE inspector appointed a Child Sexual Exploitation officer to the girls' cases to investigate and liaise with the Modern Slavery Team to investigate the children's cases. All children were placed out of borough for their safety and support put in place whilst the case continues to be investigated and NRM conclusive grounds decisions made.

SUTTON CONTINUED



CHALLENGES

- Not getting Conclusive Grounds decisions from the Competent Authority in the 45-day time frame, which if they were, this may assist young people not being convicted for criminal activities and serving sentences, instead, being recognised as victims of Modern Slavery.
- Another challenge is young people approaching adulthood with lots of concerns that they are being exploited, but no clear evidence of it. There needs to be a clear process and system of supporting these vulnerable young people into adulthood, as well as young people turning 18 who are still waiting on Conclusive grounds decisions.
- There has not been a referral into adult services for modern slavery.



PRIORITY AREAS FOR 2022

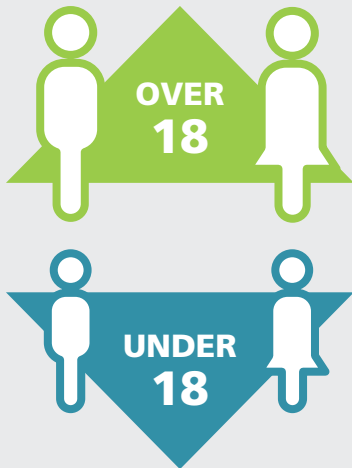
- How Sutton manages the transference of children to adulthood who there are concerns for modern day slavery. Early trialling of transition planning is being progressed.
- Roll out of the Modern Slavery training to all workforce, identify lead modern slavery Safeguarding practitioner in each locality social care team who will hold the expertise in guiding their respective teams when they receive a referral, share knowledge and learning among all frontline staff.

TOWER HAMLETS

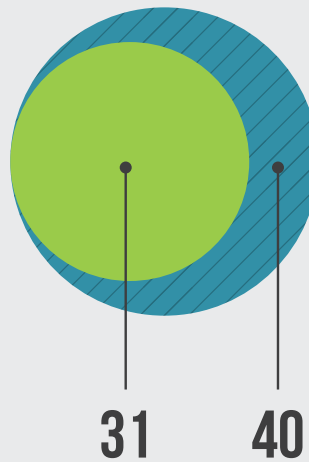
MODERN SLAVERY OFFENCE

● Age unknown

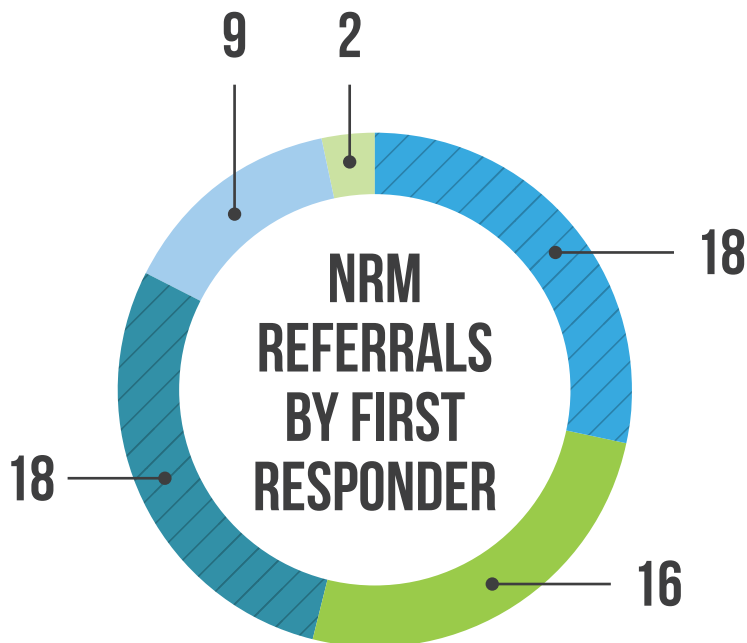
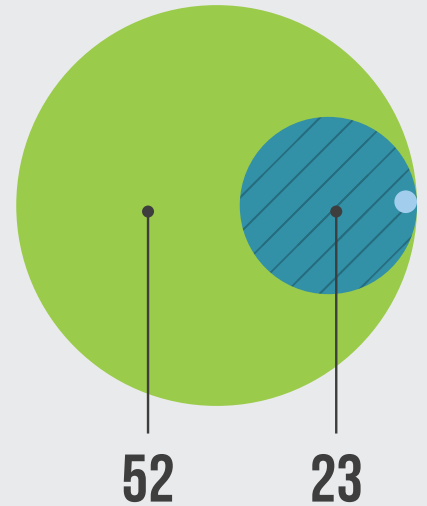
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



British



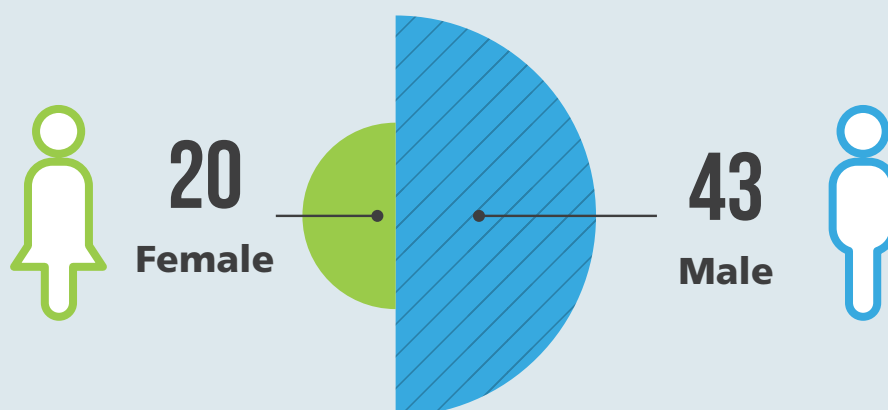
Bangladeshi



Albanian

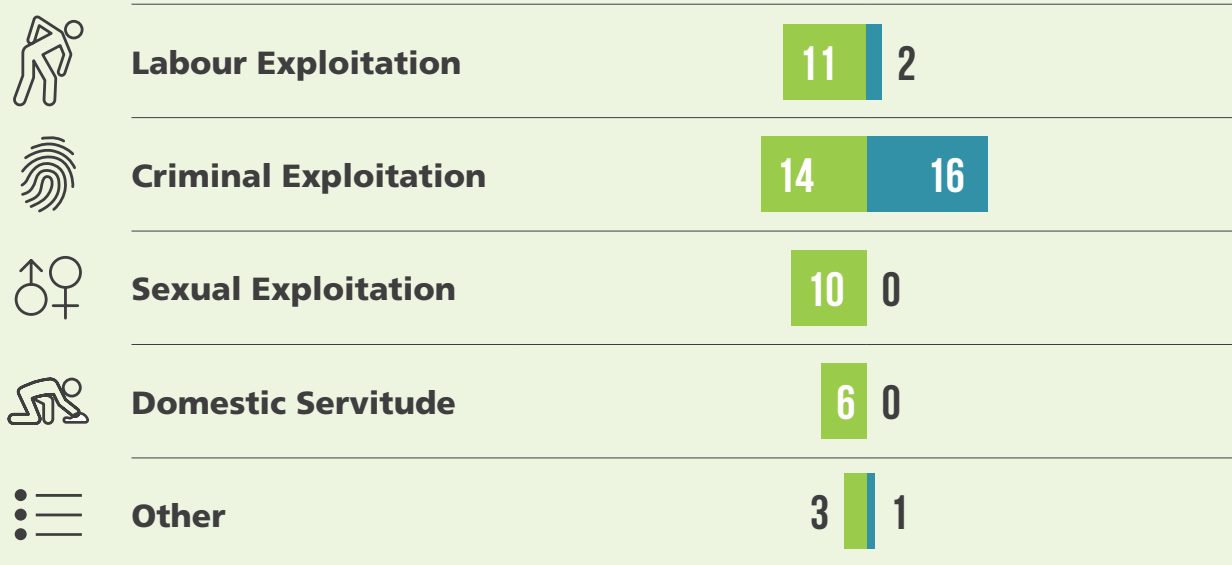
TOWER HAMLETS CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



TOWER HAMLETS CONTINUED



GOVERNANCE

Tackling modern slavery sits within the remit of Community Safety, with Adult and Children's Safeguarding acting as the First Responders when cases are identified.



SUCCESSES

- The council has signed the [Coop Charter Against Modern Slavery](#), committing to proactively vetting its own supply chain to mitigate the risk of exploitation.
- The council has a dedicated [webpage](#) where both staff internally and members of the community can go to find out more about the indicators of modern slavery, the NRM and a list of support services and numbers.
- A member of the Housing team and Adult Social Care attended Train the Trainer Training in July 2021 to learn about modern slavery.



CHALLENGES

Staff turn over has meant that there hasn't been a consistent modern slavery lead to coordinate and bring together the pockets of good practise happening across the borough.



KEY PARTNERS

The council has a Tower Hamlets Prostitution Partnership working with Beyond the Streets to protect vulnerable individuals at risk of sexual exploitation. The council has a good relationship with St Mungo's who have supported a number of rough sleepers who have been exploited.



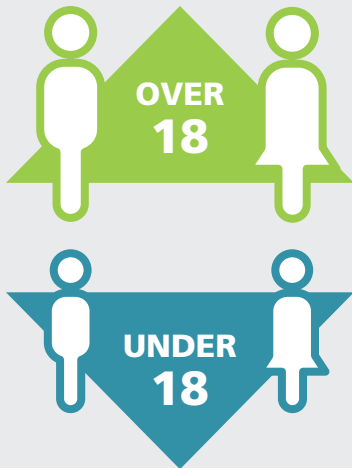
PRIORITY AREAS FOR 2022

Looking to establish a modern slavery board and develop a modern slavery adult referral pathway.

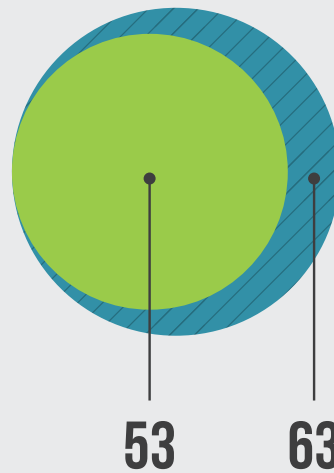
WALTHAM FOREST

MODERN SLAVERY OFFENCE

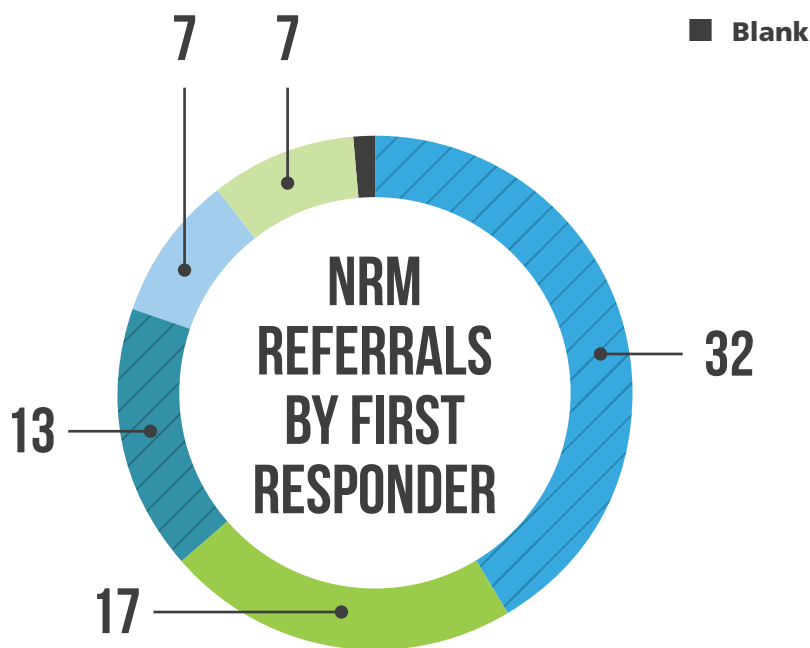
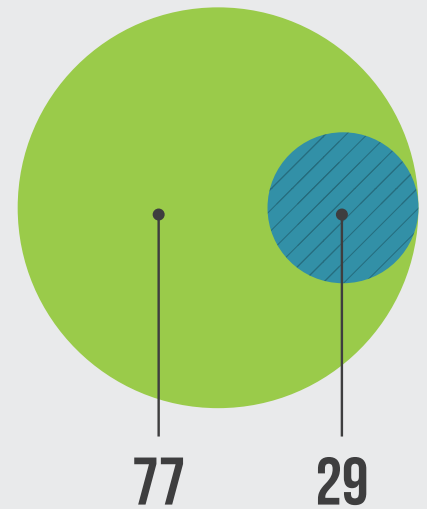
Key:



April 20 > March 21



April 21 > March 22



Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



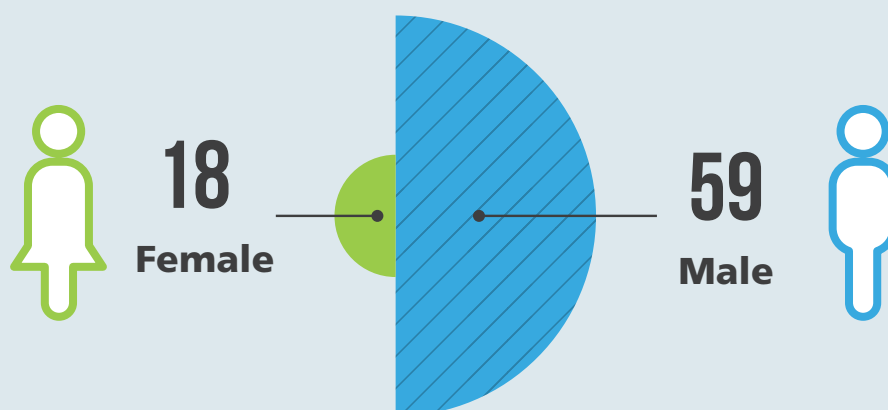
Albanian



British

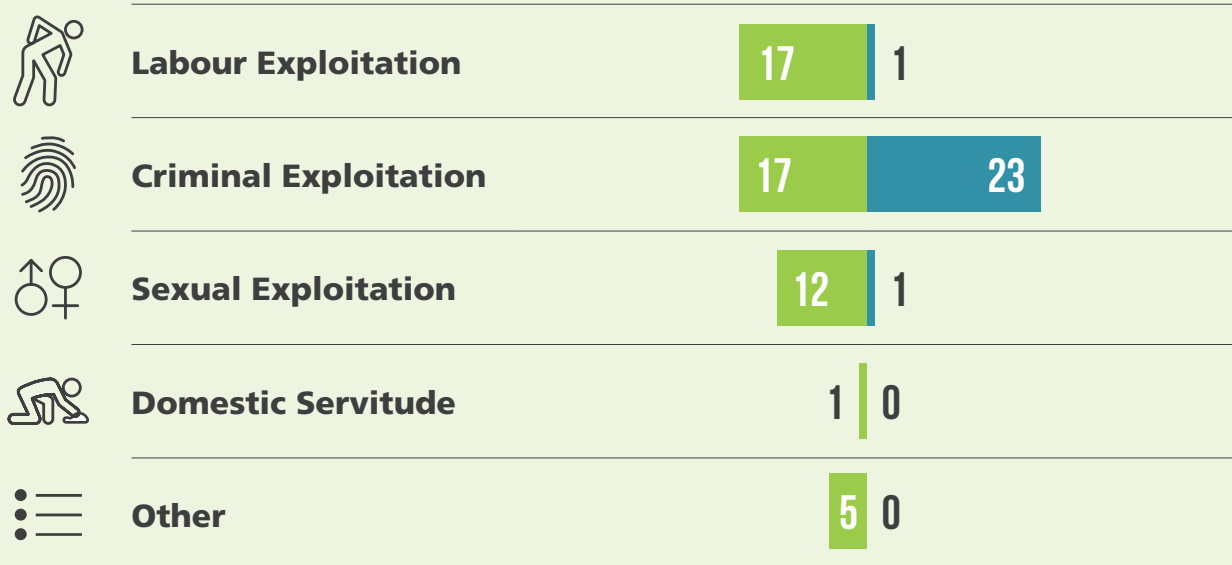
WALTHAM FOREST CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



WALTHAM FOREST CONTINUED



GOVERNANCE

- In February 2021, as part of the Strategic Partnership Boards' priority re-setting, partners took stock of the current position on modern slavery, and key agencies provided an overview of their individual and partnership approach to combatting modern slavery and safeguarding survivors, particularly as it was felt that the pandemic had intensified the push and pull factors. Agreement was reached that modern slavery is an area that requires more collaboration and exchanging of ideas in the strategic space to further strengthen and embed agreed approaches into practice. A particular need agreed by all was for more training and awareness, with emphasis on a joined-up approach to this. As a result, modern slavery was reinstated as a priority led by SAB under the overarching Violence & Exploitation priority.
- A working group for modern slavery was assembled in October 2021, bringing together a range of multi-agency partners, and is led by a local Detective Superintendent from the Met Police's North East Borough Command Unit. In order to avoid duplication, the modern slavery group closely links with the Adolescents Safeguarding & Resilience Strategic Group and the Violence Against Women & Girls Subgroup as modern slavery intersects with aspects of both.



SUCCESSSES

The modern slavery subgroup has met three times since being reinstated and the following pieces of work are currently in progress:

- Performance dashboard for tackling modern slavery - this dataset is in the final stages of development and will enable the partnership to understand impact through benchmarking practice, matching statistics with boroughs of similar size and demographic, in order to ensure quality assurance and objective progress marking.
- Awareness raising campaign – work is taking place with key agencies' comms teams to roll out a public facing campaign to raise awareness about modern slavery and where to report / get help, whether a professional or member of the public. Campaign materials are being updated. This is hoped to launch in May at the same time as training sessions (see below) commence.
- Horizon scanning and external collaboration - Links have been strengthened with the Human Trafficking Foundation through regular attendance and an active part by Waltham Forest leads at the London Modern Slavery Network and also through attendance and feedback by the Human Trafficking Foundation at the Waltham Forest modern slavery subgroup.
- Training programme – whilst some targeted awareness training (e.g. to private landlords) has already been delivered, a programme of training to raise awareness amongst professionals is being finalised for the year ahead, with the first session set to run in May.

WALTHAM FOREST CONTINUED



PRIORITY AREAS FOR 2022

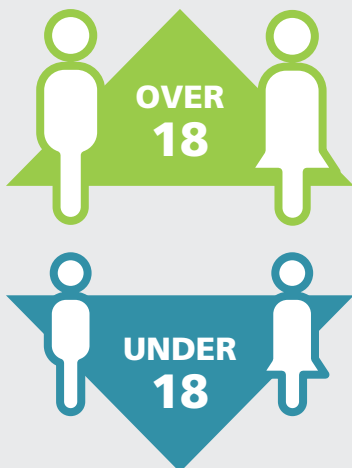
All of the activity and work taking place to tackle modern slavery in Waltham Forest will be benchmarked by the newly developed modern slavery dashboard mentioned above. Targets will be set in order to measure progress and mark success in improving outcomes. This will also provide an opportunity to identify areas for further development and enhanced partnership working, with a number of recommendations for moving forward and building on what has already been achieved to date.

WANDSWORTH

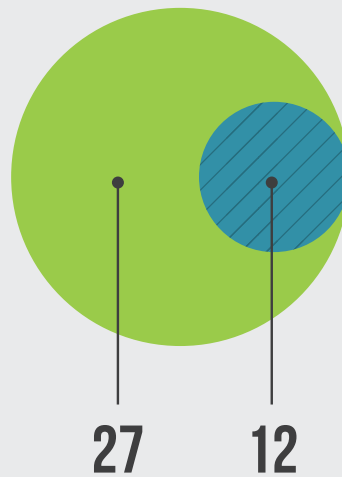
MODERN SLAVERY OFFENCE

● Age unknown

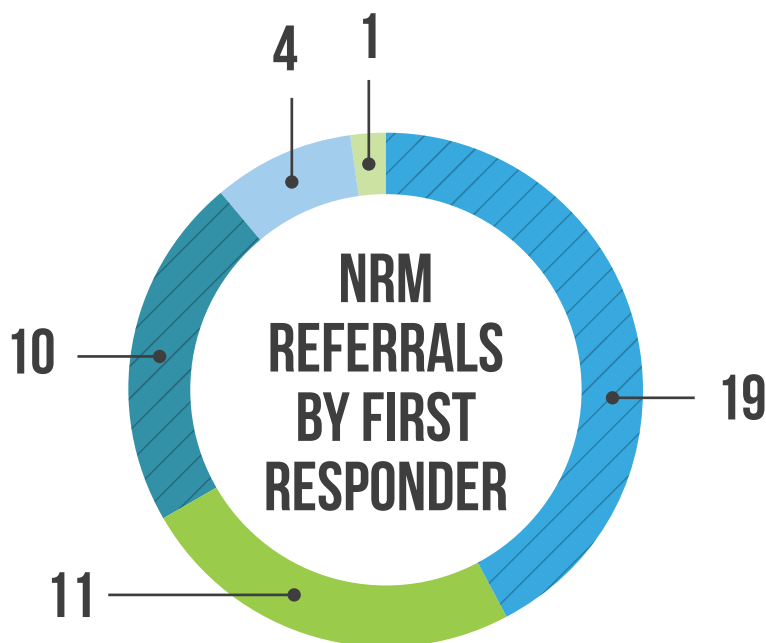
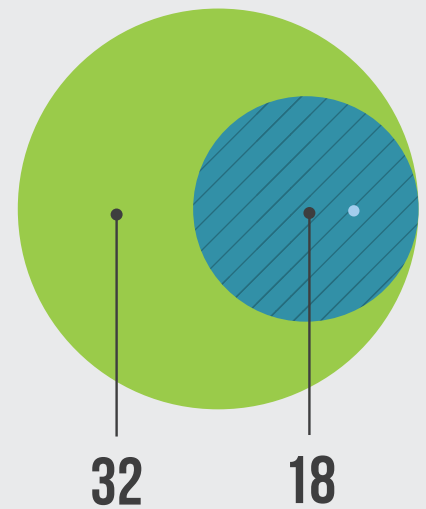
Key:



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Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Albanian



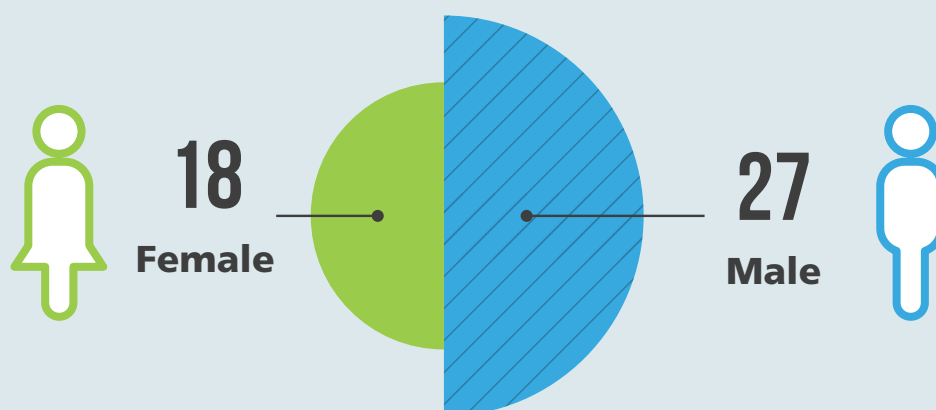
British



Filipino






WANDSWORTH CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children

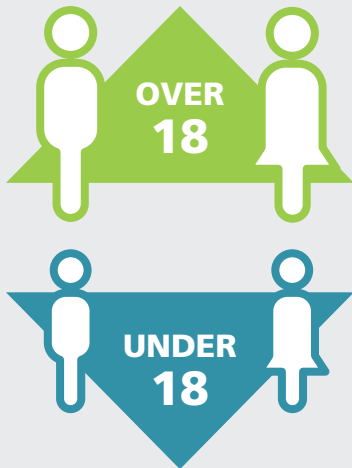
Exploitation Type	Adult	Children
 Labour Exploitation	7	1
 Criminal Exploitation	7	14
 Sexual Exploitation	8	1
 Domestic Servitude	6	0
 Other	1	0

[See Richmond Upon Thames for bi-borough update](#)

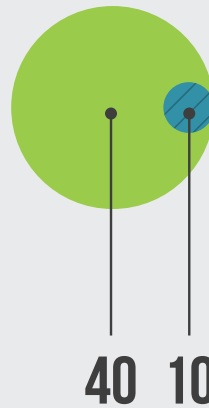
WESTMINSTER

MODERN SLAVERY OFFENCE

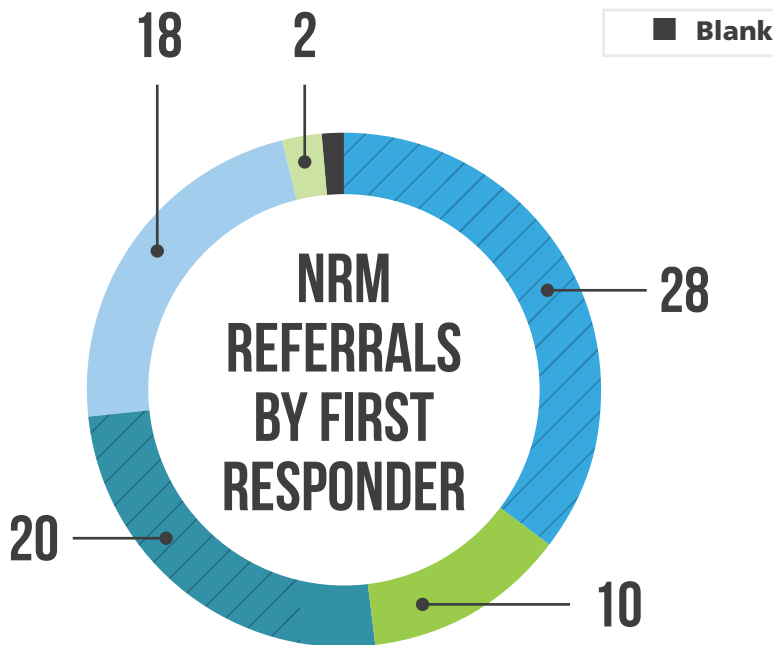
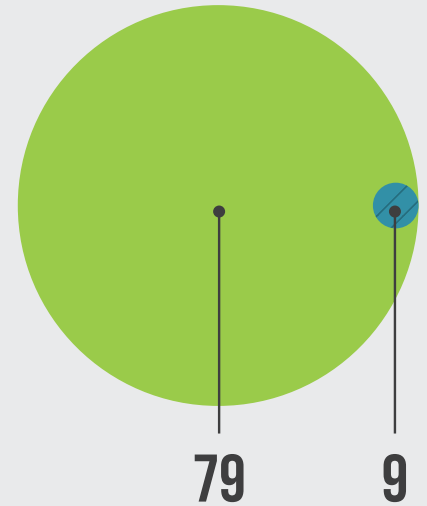
Key:



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Home Office



Social Services /Local Authority



Met Police



NGO/ Charity



Police (Non Met)

HIGHEST VICTIM NATIONALITIES REFERRED TO THE NRM



Filipino



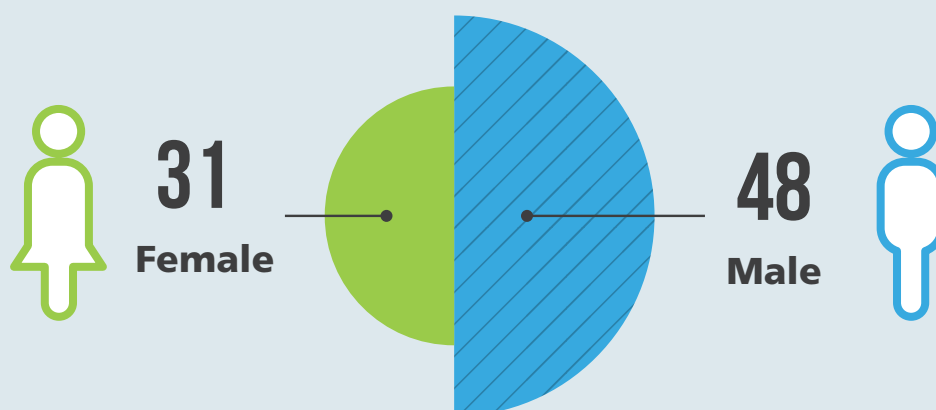
British



Albanian

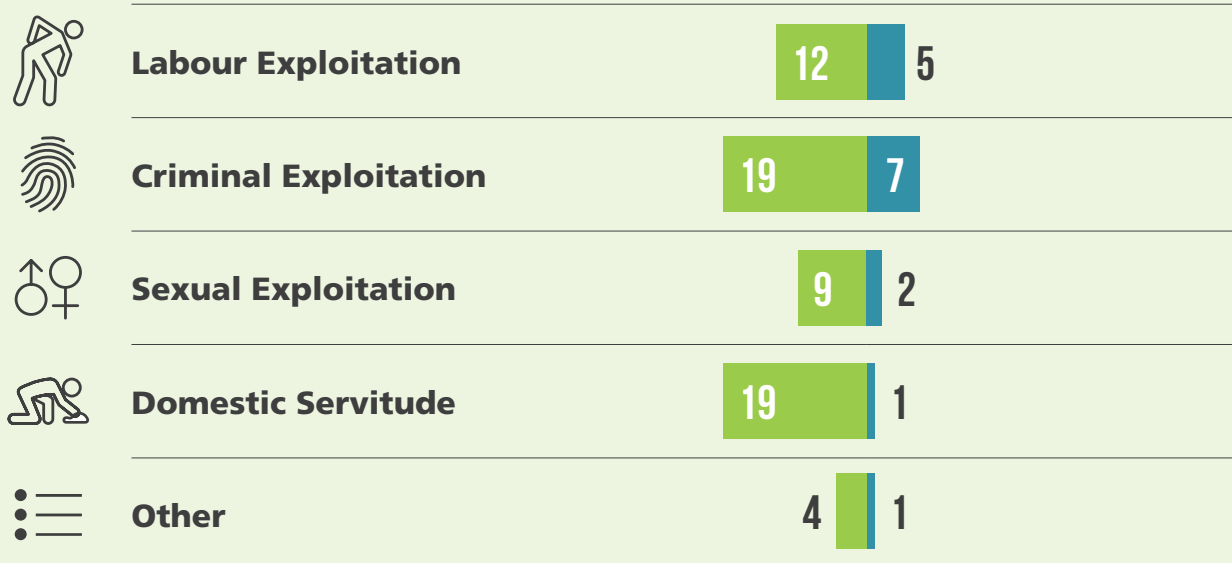
WESTMINSTER CONTINUED

GENDER BREAKDOWN FOR NRM REFERRALS



HIGHEST EXPLOITATION TYPES REFERRED TO THE NRM

■ Adult ■ Children



See Royal Borough of Kensington and Chelsea for bi-borough update

APPENDIX:

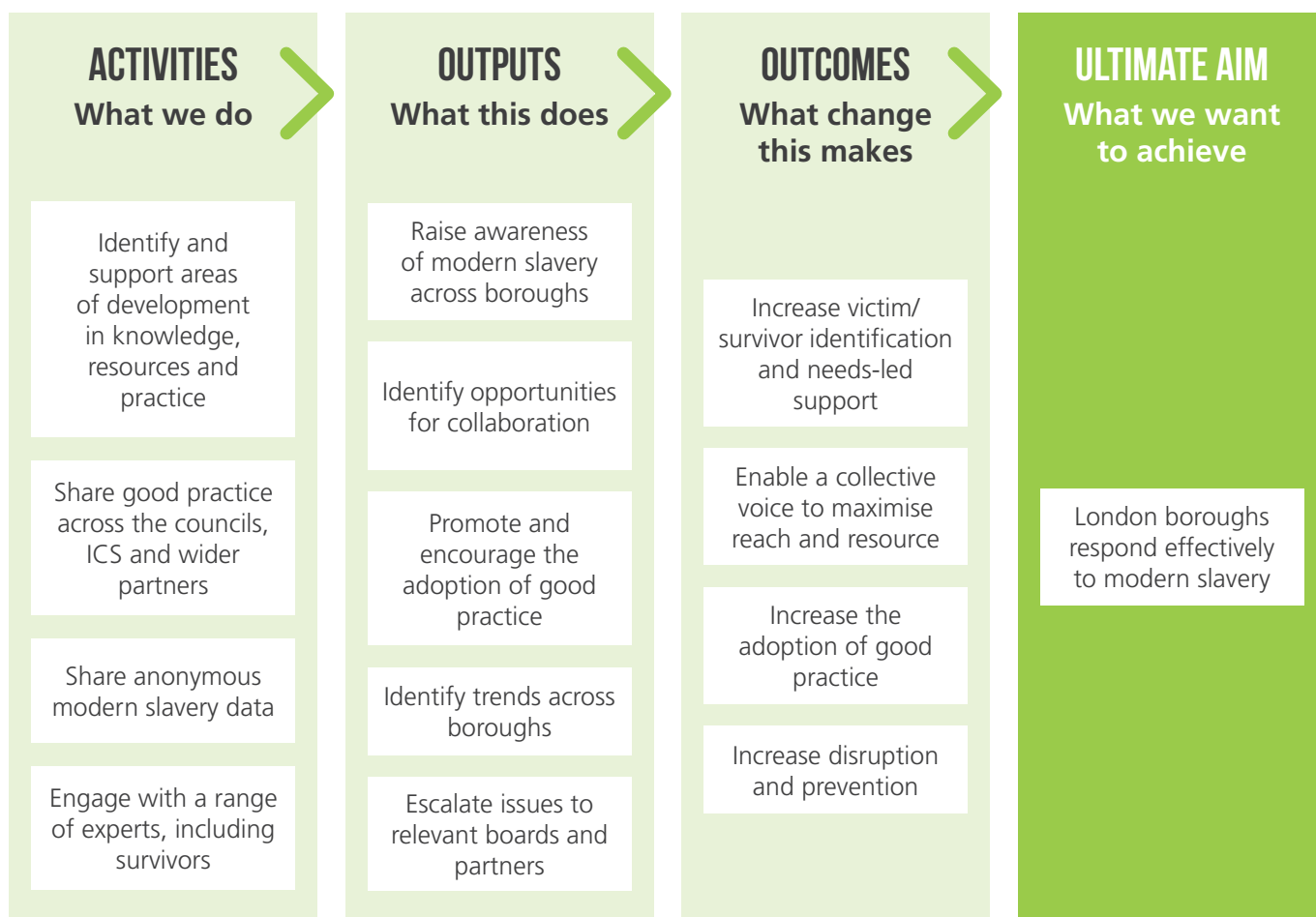
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London Modern Slavery Leads (LMSL) Network

TERMS OF REFERENCE 2021/22

1. Executive Summary

The London Modern Slavery Leads (LMSL) Network consists of representatives from each of the 32 London boroughs, the City of London corporation, as well as Clinical Commissioning Groups, Metropolitan Police Central Specialist Crime team for modern slavery, and select partners from across London. The LMSL Network provides an opportunity for all members to come together, share best practice in responding to modern slavery, and raise trends or challenges they have identified in their borough. These are then addressed collectively.



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TERMS OF REFERENCE 2021/22

2. Modern Slavery

Modern Slavery is a violation of human rights and is outlined within the Modern Slavery Act 2015. The Act categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking. These crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

Categories of Modern Slavery include, but are not limited to:

- Sexual exploitation
- Forced labour
- Domestic servitude
- Criminal Exploitation (including county lines)
- Forced/Sham Marriage
- Debt Bondage
- Organ harvesting

Local authorities have statutory duties under the Modern Slavery Act, in addition to responsibilities set out in the Care Act and Homelessness Code of Guidance, both of which reference modern slavery. The UK has also signed up to international legislation to tackle human trafficking including the UN's Palermo protocol, EU Directive and Council of Europe Convention on Trafficking, along with the UN Convention on Human Rights.

3. Duties

The objective of the LMSL Network is to provide a collaborative space for discussing challenges and good practice in order for London boroughs to respond effectively to modern slavery.

The responsibility of the LMSL Network is as follows:

- I. Act as an advisory body to members
- II. Address challenges faced by local authorities
- III. Raise awareness of issues and trends across London
- IV. Promote good practice occurring locally and nationally
- V. Provide a collective voice so that short-comings can be identified and addressed
- VI. Identify opportunities for funding and intervention within the rapidly evolving landscape of modern slavery
- VII. Improve and imbed good practice by taking forward specific pieces of work in the LMSL Action Plan
- VIII. Establish a network of contacts to raise awareness of modern slavery
- IX. Promote the work of the LMSL Network within relevant groups
- X. Promote participation of survivors and service providers in the development and delivery of modern slavery initiatives and activities

London Modern Slavery Leads (LMSL) Network

TERMS OF REFERENCE 2021/22

4. Governance

4.1 Role of the Chair

The Chair of the LMSL Network will stand for a maximum of three years and commit to providing a year of advisory support to the incoming Chair should they request this. Any member of the LMSL Network can request to be Chair and in the case of multiple entries, this will be voted on by the LMSL Network.

The Chair will undertake the following responsibilities:

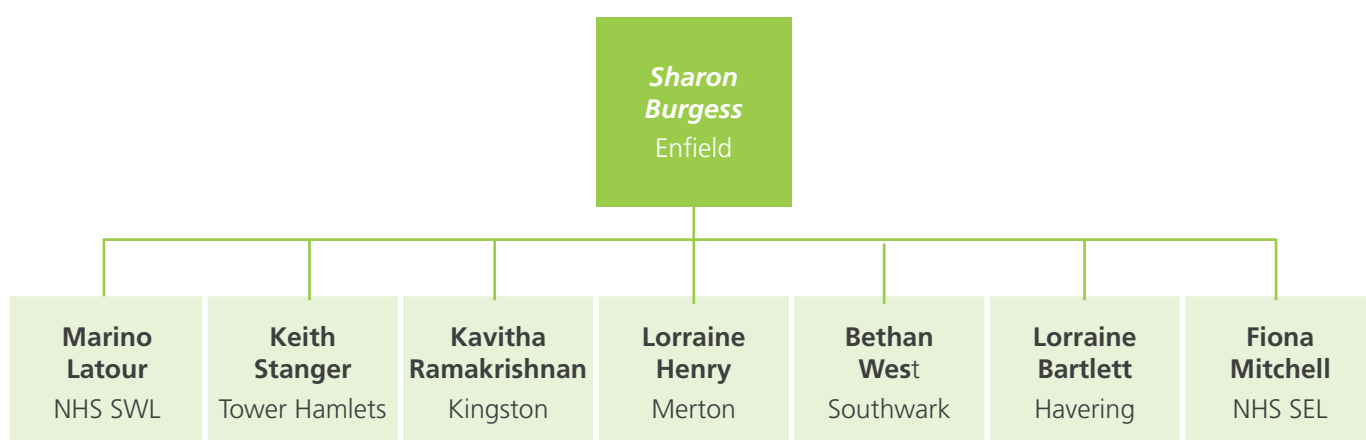
- a) Chair the LMSL Network meetings and the Executive Committee meetings, keeping to time and encouraging contributions from attendees
- b) Represent the LMSL Network at external meetings with relevant partners and stakeholders to promote and progress the objectives of the LMSL Network
- c) Retain oversight of the LMSL Action Plan and direct the LMSL Network to achieve its objectives
- d) Initiate new strands of work or networking opportunities which will progress the objectives of the LMSL Network
- e) Communicate regularly with the Human Trafficking Foundation as secretariat for the LMSL Network
- f) Take seriously any issues that arise and respond with appropriate sensitivity and discretion
- g) Keep up to date with modern slavery policy and legislation changes
- h) Champion partnership working, equality and diversity, prevention of modern slavery and improving the safety of adults and children at risk of, and survivors of, modern slavery

London Modern Slavery Leads (LMSL) Network

TERMS OF REFERENCE 2021/22

4.2 Executive Committee

The LMSL Network will be shaped by the Executive Committee, made up of LMSL Network representatives. Membership of the Executive Committee will be reviewed annually, with members being given the chance to stand down or recommit for the following year. At this time, LMSL Network members are encouraged to volunteer to join the Executive Committee, with the existing Executive Committee having the final say on membership.



The Executive Committee guides the direction of the Network and has oversight of the LMSL Action Plan. The Executive Committee has power to make decisions on behalf of the LMSL Network if time pressure prevents wider consultation. Decisions made must uphold the objectives and duties set out within this Terms of Reference.

4.3 Pan-London

The LMSL Network is a non-statutory board which was created following requests from councils due to no existing modern slavery group specifically for local authorities in London. The LMSL Network feeds in, where appropriate, to parallel anti-slavery groups including the Anti-Slavery London Working Group (LWG) whose membership includes NGOs and pan-London statutory bodies; and MOPAC's London Modern Slavery Partnership Board; as well as the All-Party Parliamentary Group (APPG) for human trafficking and modern slavery. The LMSL will also provide feedback where appropriate to relevant London-wide groups directly or indirectly tackling slavery as part of their broader remit.

4.4 Escalation of concerns

Should conflict arise, the concerned party should raise the issue with the Executive Committee or the Chair. If this presents a conflict of interest, the Human Trafficking Foundation can be contacted as the Secretariat. Matters will be treated in confidence, unless they present significant concern which must be raised with relevant parties, i.e., the police.

These terms of reference will be reviewed by the LMSL Network on an annual basis.

London Modern Slavery Leads (LMSL) Network

TERMS OF REFERENCE 2021/22

5. Frequency of Meetings

The LMSL Network shall meet quarterly, with the potential for more frequent meetings when necessary. The Executive Committee shall meet every 6 weeks. Apologies should be sent in advance and a deputy provided where appropriate to ensure representation of all organisations.

6. Administration

The LMSL Network will be led by the Executive Committee, for which members are welcome to nominate themselves. The Human Trafficking Foundation will ensure the LMSL Network is serviced administratively. Administrative duties shall include:

- i) Setting the dates of the meetings and providing links/address to the meeting location
- ii) Agreement of agenda with the Chair and circulation of agenda and relevant papers one week prior to the meeting
- iii) Ensuring minutes and actions are recorded and shared with the members within two weeks following the meeting
- iv) Monitoring the completion of required actions

7. Membership

The LMSL Network has been set up primarily for representatives from each of the 32 London boroughs, the City of London corporation, as well as Clinical Commissioning Groups (CCGs) who lead on the response to modern slavery. Local authority members may be in designated anti-slavery roles, or are often professionals working in Adult Social Care, Children's Services, Community Safety, Housing, Environmental Health and Licensing. The Metropolitan Police Central Specialist Crime Team for Modern Slavery, London Councils, the Mayor's Office for Police and Crime (MOPAC), the Office of the Independent Anti-Slavery Commissioner, and the Local Government Association are also members. A range of statutory and non-statutory partners are invited to the LMSL Network meetings to share updates.

The London Modern Slavery Leads Network is committed to partnership working, equality and diversity, prevention of modern slavery and improving the safety of adults and children at risk of, and survivors of, modern slavery. Members will be required to attend meetings wherever possible, contribute to the agenda and support the completion of actions.

8. Confidentiality

It is essential that all members adhere to strict guidelines on confidentiality and information sharing. Personal information about specific individuals should not be shared. Information shared in confidence within the LMSL Network should not be removed from this setting and members should make clear when information is public and when it is not. Modern slavery is a complex area and members may be personally affected so members should be sensitive in their discussions.

10 ASKS FROM SPACE

1	>	Recognise CCE through the lens and context of Child Protection and Modern Slavery and Trafficking, not Anti-Social Behaviour or Gang Involvement.
2	>	Review thresholds for intervention enabling CCE concerns, extra-familial harm, school exclusions and drug addiction to be fully captured.
3	>	Recognise: <ul style="list-style-type: none">• CCE indicators, particularly the part grooming and rewiring plays;• Males and females are both involved, CSE applies to both and is present within CCE.• Neuro-divergence and SEND are additional vulnerabilities, how this is manipulated and can present to LAs.
4	>	Recognise the importance of early intervention, the failure of which is leading to children becoming deeply embedded and trapped, and transitioning to 'alpha victims'.
5	>	Ensure systems capture CCE data including Missing, NEET and Serious Harm.
6	>	Recognise Contextual Safeguarding and embed into practice and cases.
7	>	Treat parents who are protective factors as safeguarding partners, not with suspicion. Consider the work of SPACE and work of NPIES when developing more effective systems and strategies, and working with parents/carers in tackling exploitation. This recommendation was also made in the recent SCR of 'Jacob' from Oxford.
8	>	Recognise and understand: <ul style="list-style-type: none">• The relevance of Modern Slavery legislation to CCE;• The statutory duty upon LAS to refer suspected victims into the NRM (without consent in cases of children), jointly with Police but singly too where exploitation concerns are not shared;• The statutory Duty To Notify in cases of over 18s where consent is not forthcoming;• Parents who are protective factors need to be included in the NRM process and outcomes.
9	>	Recognise and understand the statutory duty to support minors identified as victims of Modern Slavery rests with LAs.
10	>	Recognise that CCE does not stop on the victim's 18th birthday, and cases should not close at this point. Services need to transition and continue responding to age 25 as the reality is vulnerable trafficked children are transitioning to vulnerable trafficked adults.

RESOURCES

London Modern Slavery Single Points of Contact (SPoCs) Directory

Contact details for SPoCs in all London local authorities, along with key contacts in the Metropolitan Police, NHS and British Transport Police. Email info@humantraffickingfoundation.org for the password.

London Directory of Survivor Services

A directory of organisations supporting survivors in London. To add organisations to the list, contact info@humantraffickingfoundation.org.

Modern Slavery Act Statutory Guidance

Detailed information about modern slavery and the NRM process.

London Modern Slavery Leads Webpage

Includes examples of good practice and links to the First Responder Conference resources.

Trafficking and Modern Slavery Survivor Care Standards

A framework with guiding principles and practical recommendations that agencies can incorporate into their own policies and procedures.

The Children's Society Resources

A number of resources as part of the Prevention and Disrupting Child Exploitation programme.

Local Government Association Resources for Councils

Includes a council guide, case studies, homelessness and modern slavery guidance and information on supply chains.

First Responder e-Learning

Training packages created by the Home Office for First Responders and those working with trafficked children.

National Referral Mechanism Form

For First Responders to make NRM and anonymous Duty to Notify Referrals in line with their statutory duty. Guidance and an offline question prompt sheet are also on this page.

Modern Slavery Helpline

24/7 free modern slavery advice and support 08000 121 700

Human

Trafficking

Foundation