



# This referral pathway has been created to help H&F staff know how to respond when an adult victim of modern slavery is identified by an external organisation. If the individual is identified by the Council, the pathway can be joined at the relevant point.

## What are the indicators of Modern Slavery?

- Fearful, anxious or distrustful of authorities
- Shows signs of trauma (physical/psychological)
- Suffers injuries that have been left untreated
- Do not know their home or work address
- Has a story that sounds rehearsed
- Someone else speaks on their behalf
- Believes they have debt to pay off
- Separated from their passport
- Do not have any days off or unable to leave the workplace
- Has limited/no social interaction
- Reveals threats have been made against them or their family

Further indicators can be found at [www.stopthetraffik.org](http://www.stopthetraffik.org)

## Do's and Don'ts

**Don't** raise your concerns with anyone accompanying the potential victim of modern slavery

**Don't** use an accompanying person as an interpreter. Use professional, qualified, DBS checked Interpreters.

**Don't** re-traumatise the individual. Use sensitive language, find a safe place to talk and be led by need.

**Do** treat the individual as a victim of modern slavery, not a criminal (s.45 Modern Slavery Act can provide statutory defense for certain crimes committed whilst being trafficked)

**Do** focus on the individual – no two cases are the same

**Do** ensure the individual has understood the NRM process and who their details will be shared with.

**Do** consider a multi-agency approach or if they are eligible for support through existing avenues, such as MARAC.

**Do email the form, once submitted, to [nrm.ms1@lbhf.gov.uk](mailto:nrm.ms1@lbhf.gov.uk) to help build understanding of modern slavery in the borough.**

## What is Modern Slavery?

Modern Slavery is an umbrella term used when somebody is forced or coerced to do something they don't want to do, and another person gains from this exploitation. A key part of this is Human Trafficking, which happens in three stages: the Act, the Means and the Purpose. Make sure the three parts are clearly demonstrated when completing the NRM form:

### 1. Act

Recruitment  
Transportation  
Harbouring/  
restriction of  
movement

### 2. Means

Threat /  
violence  
Coercion  
Deception  
Debt bondage

### 3. Purpose

Sexual exploitation  
Forced labour  
Domestic  
servitude  
Forced criminality,  
(county lines, forced  
begging etc.)  
Organ harvesting  
Forced/sham  
marriage

Note: the Means does not need to be present for child trafficking

## Why might a victim of modern slavery not come forward for help?

There are a number of barriers that might stop someone asking for help. We need to acknowledge these and help to overcome them:

- Fear for their life or the lives of their family
- Language barriers or professionals using confusing jargon
- Distrust of authorities
- Do not recognise themselves as having been trafficked
- Fear of a curse/spirits/witchcraft (juju)
- Loyalty to their trafficker
- Believe they have debt to pay off
- Shame at their situation
- Hopelessness/isolation
- Fear of being removed from the country
- Not being given a safe space to disclose

## What is the National Referral Mechanism?

The National Referral Mechanism (NRM) is the government's system for victims of Modern Slavery. It provides a minimum of 45 days of support for adult victims regardless of their immigration status or whether their experiences are recent or historic, happened in the UK or abroad.

Only 'First Responder' organisations can refer individuals to the NRM and the Council is one of these. Under s.52 of the Modern Slavery Act, the Council has a Duty to Notify the Secretary of State when they come across a victim. This is done through the NRM. Adults must give informed consent to enter and if consent is not given, an anonymous Duty to Notify form can be completed through the NRM portal.

The NRM support is currently provided by The Salvation Army, however this support only begins after approx. five days and once a Positive Reasonable Grounds decision has been given. Victims of Modern Slavery are at risk of being re-trafficked, so provision for the initial five days should be considered. More information about the NRM can be found at [www.modernslavery.homeoffice.gov.uk](http://www.modernslavery.homeoffice.gov.uk)

## Resources

Modern Slavery Helpline: 08000 121 700

The Salvation Army: 0300 303 8151

[Local Authority Modern Slavery Protocol](#)

[Survivor Care Standards](#)

[Leaflets about the NRM in multiple languages](#)

Directory of Survivor Support Services:  
[www.angelou.org/human-trafficking](http://www.angelou.org/human-trafficking)