

**MODERN  
SLVERY**

# Modern slavery is a transnational crime which is often hidden in plain sight

## Scale

Estimated **49.6 million** modern slavery victims globally in 2021



Home Office estimated **10,000-13,000 potential victims of modern slavery in the UK** in 2013. It is expected that the actual number is higher

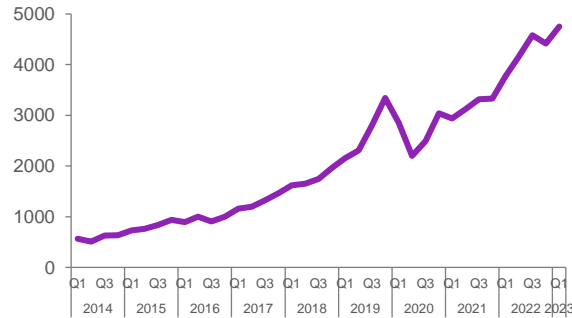
Total social and economic cost to UK of modern slavery in 2016/17 was **£3.4 - 4.3 billion**



Average cost per modern slavery crime: **£328,720**

## Victims

4,746 potential victims of modern slavery were referred to the Home Office in January to March 2023



**Albanian** is the most common reported nationality (4,611 potential victims in 2022)

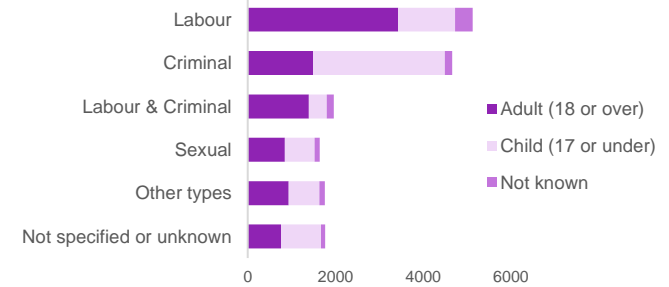


- 2. UK (4,177)
- 3. Eritrea (1,171)
- 4. Sudan (851)
- 5. Vietnam (767)
- 6. Iran (428)
- 7. Somalia (311)

*Over 130 nationalities are represented in the NRM*

The most prevalent exploitation types were criminal (children) and labour (adults) in 2022

NRM referrals by exploitation type and age at exploitation 2022



## Offenders



March 2023: over **4,750 active law enforcement investigations** (188 in in November 2016)



From December 2021 to December 2022, **police recorded modern slavery offences increased by 9% (10,542)**



**Completed prosecutions have increased by 57% from 322 in 2020/21 to 506 in 2021/22 (England & Wales)**



# The NRM Process Reasonable Grounds



- First Responder fills in the referral form with as much detail as possible, detailing what has happened, how did they get into the situation and why did they remain in the situations
- Once referral is received, check if the Potential Victim (PV) has consented to be in the NRM
- Consider if there is enough information to make a Reasonable Grounds (RG) decision

- Make contact with the First Responder (FR) or an alternate First Responder, if required.
- If a case can be served, update our systems to note the outcome. A positive RG means the person is potentially a victim of modern slavery and if subject to immigration controls cannot be removed from the UK

- All negative RG decisions go to 'Second Pair of Eyes' (SPOE).
- After the RG decision is made the Decision Maker will make the appropriate referrals to NI support providers



<https://www.modernslavery.gov.uk/start>

# How to Refer


 <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms>

## Filling out the form:

- **Providing accurate and complete information in the NRM online referral form is essential to the decision making.** There is now the option of saving your information and returning to the referral .
- This information is used to determine if the individual may be a victim and their access to support will depend on the information you include.
- Documentary, photographic or other evidence, should be clearly explained and dated if submitted as part of the referral, rather than say 'see attached'. Attachments cannot be added when the referral is initially submitted.
- Once your referral has been received by the SCA and you receive a notification by email with the NRM reference, documents can be submitted by e-mail and these will be automatically linked to your referral and considered as part of the decision making.

**Remember:** Provide contact details, for yourself or someone who can deal with the case in your absence, as SCA decision-makers may need to get in touch for more information

# Changes to the RG and NRM Referral Form this year

- The  Reasonable Grounds decision is made by competent authorities when considering the referral from first responders. The test was altered this year as part of implementation of the Nationality and Borders Act. The test is now:
  - A decision maker should consider whether the RG threshold is satisfied, taking into account all of the information available, including the victim's account and any other relevant information that supports or undermines it, including but not limited to: eyewitness testimony, medical or expert reports, travel records, police investigations, general evidence such as Country Reports, or supporting evidence of the person's exploitation the First Responder provides, such as observed modern slavery indicators.
- New referrals into the NRM use the same link as before (<https://www.modernslavery.gov.uk/start>), but there are changes once you get on the form.
- The ***'What did they say happened'*** section of the form has changed. The single box has been separated into multiple questions.
- For instance, this now includes questions on:
  - When did the exploitation take place?
  - Have they been in more than one exploitative situation?
  - How did the exploitation start?
  - Were they taken somewhere by their exploiter(s)?
  - How were they treated during their exploitation?

# How to Refer

When you make an online referral, you are required to fill in all relevant details about the victim, contract details for yourself and as much information as you can about the exploitation. You will be requested to completed the below boxes with detail.

## When did the exploitation take place?

Date(s) of exploitation

If they don't know exact start and end dates, ask for a loose time frame (such as a month or year), how old they were, or if it was a recent incident.

None

You have 14,996 characters remaining

[Save and continue](#) [Save and exit](#)

## Have they been in more than one exploitative situation?

If yes, please make sure that details from all exploitative situations are captured in the following questions.

Date(s) of exploitation

The individual should be encouraged to disclose any other periods of exploitation and the length of time, and any specific dates. This can be any form of exploitation (sexual, labour, domestic servitude) and may be of a different type to the one that initiated the referral.

None

You have 14,996 characters remaining

## How did the exploitation start?

How they came to be exploited

Explore what promises were made, what they were expecting to do, and what pay was promised.

None

You have 14,996 characters remaining

[Save and continue](#) [Save and exit](#)

## Were they taken somewhere by their exploiter(s)?

- Yes  
 No

[Save and continue](#) [Save and exit](#)

## Were they taken somewhere by their exploiter(s)?

- Yes

Journey details

Describe how the journey began and what transport was used. Note any routes, places, landmark features, or times.

None

You have 14,996 characters remaining

- No

## How were they treated during their exploitation?

An average day

Detail what were they required to do, how many hours a day they worked and whether any breaks were allowed.

None

You have 14,996 characters remaining

Their treatment

Detail how they were treated by the person or people who exploited them, details of the accommodation and whether there was access to necessary facilities, such as bathroom, sleeping arrangements, food.

None

You have 14,996 characters remaining

Why they stayed

Explain whether they were forcibly detained, whether threats, force or coercion were used against them, whether their documents were removed from them.

None

# How to Refer

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## How and why did they leave the situation?

How and why they left

Ask if it was their decision to leave and if anyone helped them.

None

You have 14,996 characters remaining

## Where and how was the interview carried out?

Details about the interview

Include whether they needed to take breaks (and why), the number of sessions over which the interview took place and whether there were any safeguarding concerns.

None

## Is this the first chance they have had to report this?

- Yes  
 No  
 Not sure

Save and continue

Save and exit

## Why are they reporting this now?

Reason for reporting

None

You have 14,996 characters remaining

Save and continue

Save and exit

## Why are you making the referral?

Include relevant evidence or information, such as:

- your professional insight
- modern slavery indicators
- an intention to exploit the individual
- circumstances which put the individual at a heightened level of vulnerability
- safeguarding issues
- physical and mental health
- support needs
- current support being received

The information you enter is disclosable

Reason for referral

None

## Are there indicators or evidence that they could be acting dishonestly?

Do not include examples of them withholding or changing their information if you think they have done this because they:

- have fears for their safety
- are trying to avoid reliving their trauma

- Yes

Indicators or evidence of dishonesty

None

You have 14,996 characters remaining

- No

# NRM policy

- Key measures to be aware of going forward:
  - NABA from earlier this year, RG test change and introduction of Public Order Disqualifications but also the Illegal Migration Act and the changes that will introduce to the system once implemented
  - Modern Slavery Unit and the CAs continue to look at ways to improve communication with first responders – looking to create a First Responder Toolkit and First Responder Hub, intended as products that will provide information about the role, tips and suggestions about process and expectations
  - The devolved decision-making pilots for children – these pilots initially launched two years ago with 10 sites, now with 20. The pilots are intended to test with Local Authorities multi-agency approaches to making NRM decisions. We continue to pilot the approaches and will keep potential roll out under review.

