



RUTLAND ADULT VICTIMS OF MODERN SLAVERY AND EXPLOITATION

Please be mindful that information gathered may form part of a criminal investigation

**Adult presents to an Organisation
Service suspects that person may be a potential victims of modern slavery / trafficking**

Note:

- **If the person is at immediate risk, call 999.**
- **Call Rutland County Council and refer to Adult Duty, Prevention and Safeguarding Team.**
- **Prevention and Safeguarding Team will take forward the support of the victim and will complete the National Referral Mechanism (NRM) documentation.**
- See reverse for General Indicators of Modern Slavery and Exploitation, Sample Question to ask Potential Victims and an overview of the NRM process.
- You can discuss your suspicions with your manager.

MODERN SLAVERY / HUMAN TRAFFICKING IS A CRIME AND MUST BE REPORTED TO THE POLICE / HOME OFFICE

Section 52 of the Modern Slavery Act 2015 also requires that where a specified public authority has reasonable grounds to believe that a person may be a victim of slavery or human trafficking, it must notify the Home Office dutytonotify@homeoffice.gsi.gov.uk

If you get the opportunity to speak to the person alone, the following questions may help to establish if you are dealing with a victim:

<p style="text-align: center;"><u>The National Referral Mechanism (NRM)</u></p> <p>The NRM is the process for victim identification and support, designed to help all the different agencies involved in a modern slavery case cooperate and share information about potential victims and make access to advice, accommodation and support easier. Key steps include:</p> <ul style="list-style-type: none"> • Complete NRM referral form • Contact UK Border Authority / UK Human Trafficking Centre • 45 day reflection and recovery period granted for victim • Conclusive Grounds Decision made • Decision letter is sent to the victim <p>Where an individual is being referred to the NRM, then the NRM form can be used to satisfy the duty, by forwarding a copy to dutytonotify@homeoffice.gsi.gov.uk , and ensuring the highlighted sections of the form are complete to meet the legal duty. Where an NRM referral is not made, then the MS1 form should be completed and sent to dutytonotify@homeoffice.gsi.gov.uk</p>	<p style="text-align: center;"><u>General Indicators of Modern Slavery and Exploitation</u></p> <p>People who may be a victim of modern slavery or exploitation may:</p> <ul style="list-style-type: none"> • Show fear or anxiety • Suffer injuries that appear to be the result of an assault • Be distrustful of authorities and afraid to disclose their immigration status • Be unfamiliar with local language or context • Allow others to speak for them when addressed directly • Be in a situation of dependence • Believe they must work against their will • Not be in possession of their passports or other travel or identity documents • Not know their home or work address • Not have any days off • Be unable to leave their work environment • Have limited or no social interaction
<p style="text-align: center;"><u>General questions to ask potential victims</u></p> <ul style="list-style-type: none"> • How is everything for you at your accommodation? • How are you supporting yourself at the moment? • How is everything for you at work? – How many hours do you work? • What other charities or services do you access (e.g. Medical – registered with a GP), How often are you able to access these services? • What are the things that you are worried or scared of? • How do people treat you in your life? 	<p style="text-align: center;"><u>Questions you might want to ask if you suspect forced labour</u></p> <ul style="list-style-type: none"> • What type of work do you do? • How is the equipment and tools that you use at work? • How do you access your earnings? / How often do you get paid? / Do you receive payslips? • How do you pay for your accommodation? • How do you get to and from work? • What things do you need that you cannot afford from your wages?
<p style="text-align: center;"><u>Questions you might want to ask if you suspect domestic servitude or exploitation</u></p> <ul style="list-style-type: none"> • What are the people you live / work with like? • How is your health? • What are the things that you are not happy with? • What are the family like that you live with? / How do the family you live with treat you? • Who do you eat with at meal times? Where do you eat? / How often do you eat and sleep? • How often can you leave the accommodation? 	

For further information contact: Tracy Webb or Kelly McAleese at Rutland Adult Social Care Prevention and Safeguarding Team – 01572 758341.