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What is Modern Slavery?

Modern slavery is complex, and the term is used to encompass slavery, servitude, forced and compulsory labour and human trafficking. Perpetrators of modern slavery target vulnerable individuals and groups. There is no typical victim. Victims can be men, women or children of all ages and nationalities.

The [Equality and Human Rights Commission](#) provides the following definitions:

- Slavery is when someone actually owns you, like a piece of property.
- Servitude is similar to slavery – you might live on the person’s premises, work for them and be unable to leave, but they don’t own you.
- Forced labour means you are forced to do work that you have not agreed to, under the threat of punishment.

Human Trafficking is a factor in some but not all cases of modern slavery. Human Trafficking is when a person is moved for the purpose of exploitation; this includes movement within a country, whether from one city to another or even just a few streets, as well as international movement. Victims of human trafficking can be men, women and children, and a person is still a victim of human trafficking if they have not yet been exploited but have been moved in order to be exploited.

Modern slavery is a crime. Descriptions of the offences are set out in Section 1, 2 and 3 of the Act:

- www.legislation.gov.uk/ukpga/2015/30/section/1/enacted
- www.legislation.gov.uk/ukpga/2015/30/section/2/enacted
- www.legislation.gov.uk/ukpga/2015/30/section/3/enacted

Statutory Duty to Notify

Section 52 of The Modern Slavery Act 2015, places a duty on all local authorities, the police (including the British Transport Police), the National Crime Agency and Gangmasters Licensing Authority to notify the government if they believe a person may be a victim of human trafficking or slavery. Home Office staff within UK Visas

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and Immigration, Border Force and Immigration Enforcement are also required, as a matter of Home Office policy, to comply with the duty to notify.

The duty to notify is mandatory even if the victim wishes to remain anonymous and does not want to access specialist support.

Children who are recognised as under 18 years old do not have the option of anonymity and must be referred to the National Referral Mechanism (NRM).

Adults who are considered potential victims can access specialist support and advice by being referred to the NRM. Support can include:

- Temporary safe accommodation
- Medical treatment
- Emotional Support
- Interpreters / translators
- Protection
- Legal advice
- Financial support
- Outreach support

The duty to notify does not act as a safeguard to people at risk and existing safeguarding processes should be followed in tandem with any notification. In the case of a potential adult victim, any notification form (both MS1 and NRM) should be copied to the Adult Safeguarding Triage team.

Any child under the age of 18, transported for exploitative reasons is considered to be a trafficking victim, whether or not they have been forced or deceived. This is partly because it is not considered possible for children in this situation to give informed consent. Even when a child understands what has happened, they may still appear to submit willingly to what they believe to be the will of their parents or accompanying adults. It is important that these children are protected.

Any child identified as at risk of being trafficked should be referred to the Multi-Agency Safeguarding Hub (MASH) through the normal mechanisms. Information will be gathered and a manager will make a 24 hour decision as to how this might be progressed.

A flow chart detailing the modern slavery and human trafficking notification process is provided at appendix 1. Members of staff should liaise with their organisation's Safeguarding Slavery Leads (SSLs) when following the process and completing the notification forms (contact details are provided at appendix 2).

Completed forms should be sent to the National Crime Agency (NCA) Modern Slavery & Human Trafficking Unit (for NRM forms) and the duty to notify email address (for MS1 forms) and copied to your organisation's SSL, Dorset Police's Force Intelligence Bureaux (FIB) and either the Adult Safeguarding Triage Team (in the case of an adult victim) or Children's MASH (for children under the age of 18) (see contact list at appendix 2). It is important to ensure potential victims are aware who their information will be shared with.

Operations

Modern slavery is a crime and any immediate or urgent concerns should be reported to the Police by calling 999.

Less urgent issues can be reported to Dorset Police via their 101 number and intelligence and information shared with the Police by contacting the Force Intelligence Bureau (FIB) (see appendix 2).

Any operation relating to modern slavery **or** human trafficking will be led by Dorset Police.

In planning and executing the operation the Police may require the co-operation and support of services within partner agencies. The type of services and support will depend on the nature and scale of the operation.

As a minimum, in the event of a planned operation, the Police will liaise with the SSL in the Council and relevant district / borough council to ensure they are sighted and the correct interventions and support are in place.

A list of partners' contacts and services is provided at appendix 2.

SSLs will act as the Single Point of Contact (SPOC) within their organisation in the event of any planned operation.

In the event of an unplanned operation, the Police should contact the Council's Duty Emergency Planning Officer who is available 24/7 via their pager - 07623 544346.

The Emergency Planning team will liaise with colleagues to:

- Identify suitable reception centre premises
- Activate the staffing of premises by social care staff trained in reception centre management (in conjunction with a designated Local Office Incident Manager or Post Trauma Response Coordinator)
- Coordinate emergency transport provision via Dorset Travel and contact transport providers
- Provide documentation at reception centres (if required)
- Co-ordinate voluntary agency support (e.g. practical and emotional support, administrative assistance, first aid, pastoral care, catering and welfare provision)

In the event of an unplanned operation, the Duty Emergency Planning Officer will be responsible for liaising with the district / borough councils' emergency response teams and with the Council and relevant district / borough council's SSL.

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Information for Safeguarding Slavery Leads (SSLs)

SSLs should act as a point of advice and information for staff from their organisation and should help them with the completion of MS1 and NRM forms. SSLs have a role to play in ensuring links are made to safeguarding and the Police regarding any notifications and should act as the SPOC for their organisation in the event of a planned operation.

Further guidance on the role of First Responders can be found in the [Modern Slavery Statutory Guidance](#). This guidance was last updated 30 January 2023 and SSLs should familiarise themselves of the current processes and requirements. All NRM forms must be sent to the Single Competent Authority (SCA) who will be responsible for taking both a reasonable and conclusive grounds decision regarding any case.

The SCA endeavour to make a reasonable grounds decision as soon as possible but it can take up to 10 working days. In the interim period, as long as the NRM form has been signed by the potential victim and submitted to the SCA, it should be possible to access support for them through the Salvation Army.

Support is available to potential victims even if they have ‘no recourse to public funds’.

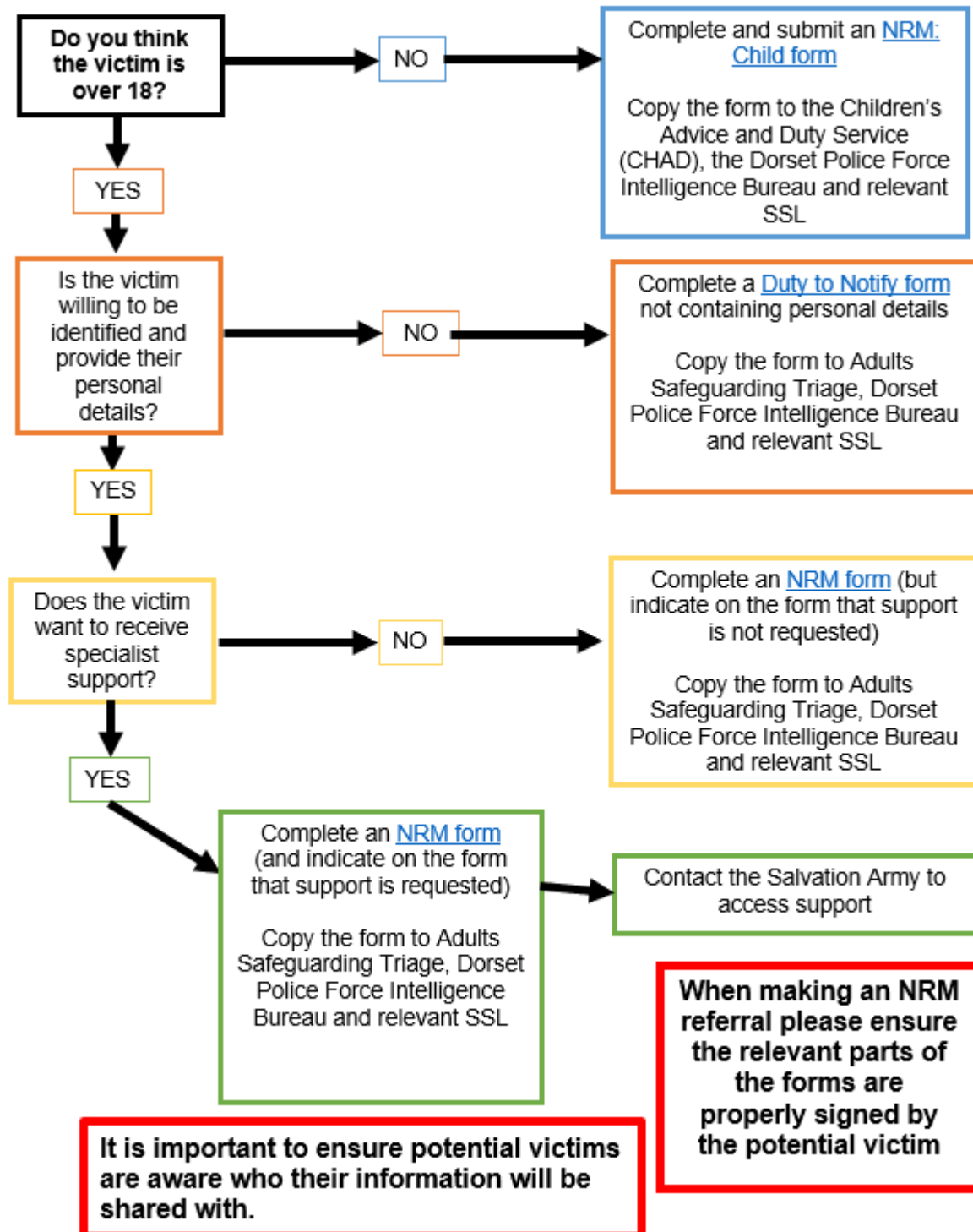
The Salvation Army can be contacted on 0800 808 3733.

There is a useful short video, developed by the National Crime agency (NCA), the National Police Chief’s council (NPCC) and the National network of Regional Organised Crime Units (ROCU), that explains the process of [making a referral to the NRM](#). There is also a video covering [Section 45](#) of the Modern Slavery Act as a statutory defence.

Further resources, including quick reference guides, will be made available as they are identified or developed.

Notification Process

If you think someone may be a victim of modern slavery, please liaise with your organisation’s Safeguarding Slavery Leads (SSLs) and follow the steps below.



Contacts and Services

If there's a crime, emergency or someone is in immediate danger call 999.

Operations relating to modern slavery or human trafficking should be led by Dorset Police. In the event of an **unplanned event or operation** the Police should contact the County Council's Duty Emergency Planning Officer on 07623 544346.

For a **planned event or operation** the Police should contact the appropriate Safeguarding Slavery Lead (SSL) in the Council and relevant district / borough council.

Contacts (as of 16/06/2023)

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| Duty Emergency Planning Officer (Dorset Council) | 07623 544346 |
| Children's Advice and Duty Service (CHAD) | 01305 228558 Out of Hours 01202 228866 mash@dorsetcouncil.gov.uk |
| Adult Safeguarding Triage | 01305 221016 Out of Hours 01305 858250 dorsetadultsafeguarding@dorsetcouncil.gov.uk |
| Dorset Police SPOC | DCI Gavin House - Gavin.House@Dorset.PNN.Police.uk |
| Dorset Council SSLs / SPOC - | Adults – Peter Hancock 01202 495548 peter.hancock@dorsetcouncil.gov.uk Children's – Kris Pearse 01202 868302 kris.pearse@dorsetcouncil.gov.uk Corporate – Dawn Adams 01305 221 271 dawn.adams@dorsetcouncil.gov.uk Place – Verity Reardon 01305 225606 verity.reardon@dorsetcouncil.gov.uk |
| Salvation Army | NRM Referral 0800 808 3733 |
| Health Services – NHS Dorset | Kirsten Bland – 01305 213577 kirsten.bland@nhsdorset.nhs.uk |
| Health Services – Dorset Healthcare University Foundation Trust | Alison Clark – 01305 361447 alison.clark45@nhs.net |
| Dorset and Wiltshire Fire and Rescue | Graham Kewley - Fire Safety Manager 01722 691320 graham.kewley@dwfire.org.uk |

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| Immigration& Enforcement | <p>Command and Control Room (24/7 response) – 03000 134 999 CommandandControlUnit@homeoffice.gov.uk Portcullis House, Poole (9:30 – 17:00) – 01202 634535 or 01202 634530 immigrationenforcementdorset@homeoffice.gov.uk</p> |
| Health and Safety Executive | <p>Barbara Hockey 0203 028 3590 Maureen Kirwan 0203 028 3494 Local Office (Bristol) – 01179 886000</p> |

Available Services

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|---------------------------|---|
| Dorset County Council | <ul style="list-style-type: none"> - Trauma Response - Adults Safeguarding - Children’s Safeguarding - Emergency Planning - Trading Standards - Communications support - Housing - Revenue and Benefits - Environmental Health |
| Health – NHS Dorset | <p>Co-ordinate healthcare services for any pre-planned Modern Day Slavery or Human Trafficking activity</p> |
| Fire & Rescue | <p>Can arrange inspections of business premises or multi-occupancy homes</p> |
| Health & Safety Executive | <p>Responsible for inspecting correct storage of chemicals, e.g. at a hand car wash</p> |