

# Modern slavery workshops

## WORKSHOP FOUR

### Non-governmental organisations, charities and community organisations

## Dear Colleague,

**You are receiving this pack in your role as Coordinator of a Modern Slavery Partnership.**

Cases of modern slavery have been identified in every part of the UK. Whilst the general awareness of modern slavery has risen in recent years, for frontline practitioners it's not always obvious how to respond to particular situations of entrapment and exploitation. These can be very different from each other, for example, a British teenager forced to smuggle drugs will need different support to a migrant worker exploited in a factory.

It is important that people working in local organisations, from health professionals to social workers, police officers, businesses, charity and community organisation workers, know not only how to respond to potential cases, but also know who else to involve to make sure people affected get the comprehensive support they need.

This resource pack has been developed for regional Modern Slavery Partnerships to host five workshops, each aimed at a different target audience. You may choose to run all the workshops, or just a selection, depending on the current need in your region. Please feel free to run each workshop as many times as you wish.

In each workshop, the attendees work in partnership through a realistic scenario of modern slavery, allowing them to learn about current gaps and best practice in your region and to ensure a joined-up approach across the locality of your Modern Slavery Partnership. Whilst we have tried to use realistic scenarios and provide corresponding advice, the examples are illustrative and should not be seen as prescriptive. Each workshop is accompanied by a package of handouts which simplifies the most relevant policies and legislation to help improve victim support.

Whilst the workshops will be of benefit to a large range of organisations, their success rests on being undertaken alongside other local partners in order to develop the most effective, wrap-around response to modern slavery. This is why we strongly recommend using these workshops only through the regional Modern Slavery Partnerships, which can guide and coordinate local partners to a cohesive practical response.

**For any questions, please contact Dr Alicia Kidd: [Alicia.kidd@hull.ac.uk](mailto:Alicia.kidd@hull.ac.uk).**

**Proposed agenda:**

# Modern slavery workshop – NGOs, charities and community organisations

<b>9am</b>	Refreshments and registration
<b>9.30am</b>	Welcome and summary of the day
<b>9.40am</b>	Breakout and introductions
<b>9.50am</b>	Scenario part one
<b>10.15am</b>	Feedback part one
<b>10.30am</b>	Scenario part two
<b>10.50am</b>	Feedback part two
<b>11.05am</b>	Coffee
<b>11.20am</b>	Question and answer session
<b>11.50am</b>	Summary, questions and evaluation forms
<b>12pm</b>	Close



### Sign-in sheet

Organisation	Name (alphabetically by first name)	Group Number	Signature

## Guidance document

This workshop is aimed at Non-Governmental Organisations (NGOs), charities and community organisations that work in the geographical location of your Modern Slavery Partnership. We suggest that invitations are extended to organisations that focus on:

- Homelessness
- Drugs/alcohol misuse
- Migrants/refugees
- Sex workers/sexual health
- Domestic abuse
- Modern slavery
- Children

The number of attendees you invite depends on your venue, but for the most effective conversations we recommend having 2-4 break out groups (ideally in separate rooms) of around 6-10 people in each group, plus a facilitator for each group. Once attendees are confirmed, the groups should be allocated. In the accompanying PDF, there is a sign-in sheet which will need printing ahead of the workshop. There is a column in this sheet to make a note of which group each attendee is allocated to. This should be clarified with attendees on arrival, and they should remain in the same group for the duration of the event. To enhance knowledge sharing, we recommend that each group has a mixture of organisations represented.

**It is important to emphasise that because these organisations do not have statutory duties, this workshop is based on encouraging conversation between them in order to share experiences, identify local examples of best practice, and learn about other organisations' work in the region. Rather than informing attendees as to how they **should** respond to the scenarios provided, this workshop encourages them to work together to identify the most effective way their organisations might be able to assist based on capacity and capability in their region.**

This workshop involves attendees working through a scenario of exploitation and concludes with a question and answer session with a panel of local practitioners. Once the groups have separated for their first break out session, the facilitators for each group should read out Scenario Part One to their groups and invite them to discuss the scenario (i.e. all groups discuss the same part of the scenario at the same time). The purpose of the facilitators is not to tell their group how to deal with the scenario, but to encourage conversation between the group members so that they can discuss how they would tackle the problem. Facilitators should make note of any best practice and any actions or gaps that need to be addressed. It is suggested that these actions are raised and allocated at your next Modern Slavery Partnership meeting.



Each group will work through Scenario Part One, then everyone should come back together to feed back. The feedback sessions should be facilitated by the Coordinator of your Modern Slavery Partnership. You might choose to ask one group to feed back after each session, or you may prefer to ask for a couple of key points from each group. The feedback sections of this document offer a list of suggested discussion points for each feedback session. The person facilitating the feedback sessions should raise some of these points for open conversation.

The groups will then break out once more to discuss the second part of the scenario which will be shared with them by their facilitators, followed again by a whole-group feedback session.

The final part of this workshop involves a question and answer session with a panel. We encourage the Coordinator of your Modern Slavery Partnership to act as chair of the panel, and while it is your choice who you invite as panelists, we suggest considering inviting representatives from the police, local authority housing, local authority safeguarding and immigration with an advised maximum of five panelists.

At the end of the event, please ask attendees to fill out the attendee evaluation forms. These evaluation forms are for you to keep to help in the development of your partnership and in identifying the needs of partners. There is also an evaluation form about the success of the workshop for you to complete and return to us.

### Equipment

- You may want to provide name badges if people haven't worked together before.
- You will need flipchart paper and pens to take notes from each group.
- You may need PowerPoint facilities if any opening speakers require them.
- You may wish to print and photocopy the scenarios so there are a few hardcopies available for each group. A photocopy symbol  has been included at the top of relevant pages in this document.
- You will also need to print and photocopy the package of handouts at the end of this workshop along with the Evaluation Form for Attendees, so that all attendees have access to them on the day. The photocopy symbol  marks the relevant pages. Please keep these evaluation forms; they are to help you to identify any potential needs or actions to be addressed by your Modern Slavery Partnership.

## Scenario one

Allow time for introductions.

A female service user has just started to engage with your organisation but she has been reticent to tell you much about herself. After a few weeks you have built a good level of rapport with her and she begins to open up to you.

She tells you that she is from Albania. Her husband had a friend in the UK who said he would help them find work and accommodation if they came to the UK, so she moved here with her husband six months ago. They arranged their own travel, but then this man put them up in a three-bed house that they share with six other people – they sleep in the living room. The man found them work in a salad packing factory where they work for nine hours a day, six days a week. The other people living in the house work there too. The friend pays them in cash at the end of each week and he gives them £50 each. This seemed great to her for the first month, but then the man told them that they owe him rent, which is £200 each, every month. Now they are paying him rent they can no longer afford food or clothes. She's scared of the man because he hit one of the other women living in the house when she asked him for more money, and he threatened to report her to the authorities, explaining that they would deport her if she tried to leave.

As a group, discuss this scenario, thinking about how your organisation might be able to support this woman and the people she mentions. Think also about the limits of the support you're able to offer and whether there are any other organisations that might be able to help.

### Things to consider:

- Are there any other organisations that you need to inform about this situation?
- Would you ask anyone for support with this situation?
- How would you get help or advice if this information came to you on a weekend or out of hours when some services aren't available?
- What support would you be able to offer in the short term?
- Would your offer of support change if help was needed in the long term?
- If everyone in the house is receiving the same pay and being charged the same rent, how are they meeting their basic needs?
- The woman fits the definition of being a victim of modern slavery for labour exploitation.

## Feedback part one

### Advised action:

- Contact a first responder to refer them into the National Referral Mechanism (NRM [see handout]).
- Remember that an adult must consent to be referred into the NRM, and there is the possibility that the woman might refuse.
- Should she wish to be referred into the NRM, The Salvation Army would then be responsible for providing support and accommodation if she receives a positive Reasonable Grounds decision.
- Accommodation may not be available for them just yet
  - Would your organisation be able to offer any accommodation or essential support in this time?
- If you have any suspicions or concerns that worker exploitation is occurring, you should report it immediately to the Gangmasters and Labour Abuse Authority (GLAA) and the Employment Agency Standards Inspectorate.
- Consider informing the council to look into the housing situation.
- Be aware that the woman may not have the right to live and work in the UK and, as such, may be reluctant to engage with authorities out of fear of her legal status.
- Non-governmental organisations, charities and community organisations don't have a statutory duty report someone if they suspect a breach of immigration control. You may then be in a position where you are able to reassure her of this and support her if she won't engage with other statutory or law enforcement services.
- Consider what support you might be able to offer in terms of food and clothing.
- There are indicators of violence so consider whether any medical intervention is required.



## Scenario part two

A first responder explains the National Referral Mechanism to the woman and her husband, but they refuse consent to be referred, worried about what will happen to them afterwards.

You continue to support this woman, and as time passes she divulges more information.

She clarifies that everyone living in the house is Albanian. Some of the people living in the house now are different to the ones who lived there when she first moved in. One couple was told to leave the house when they failed to pay rent for the second month in a row. They are still working for the man to pay back the debt they owe from the rent and she sometimes sees them begging on a nearby street, but she doesn't think they have anywhere to live. When they moved out, a father and son moved in.

There are eight people living there in total – seven adults and a child. She doesn't know what the child does while the rest of them are at work, but she doesn't think he goes to school.

One of the other women in the house has started street sex working after her shifts in the factory in order to buy food for her and her husband. Your client is worried that this woman's husband is using drugs as a means of coping with the situation.

Your client is struggling to sleep at night because she is so hungry and scared of the situation. While she is awake, she hears other people in the house fighting. She and her husband desperately want to leave but they are scared about where they would go, how they would find work and what would happen if the man found them.

With this extra information, discuss if there are any other ways that your organisations might be able to assist.

### Things to consider:

- They are still being exploited.
- Now you know there is a child living at the house, are there any other organisations you should inform?
- How might immigration status affect the support you are able to offer?
- It seems that everyone in the house is struggling to eat. Are you able to support with food parcels, or do you know any other organisations you could refer them to that might be able to help?
- There are indications of domestic violence, homelessness and drug use – are you able to offer any assistance regarding these issues, or are there any organisations you could inform who might be able to offer support?
- If she wanted to leave the house, would you be able to offer her any support?

## Feedback part two

### Advised action:

- You should consider informing social services about a child living in a house of multi occupancy who you don't believe to be registered at a school.
- You may have local outreach agencies supporting sex workers that you could contact about the situation.
- Consider how prepared your organisation is to deal with people with complex multiple needs and trauma who are typically reluctant to engage with statutory services.
- If the woman refuses support to leave the situation, what support do you continue to offer and for how long?
- If your area has a local Multi Agency Safeguarding Hub, you could raise the case with them.
- You have a lot of intelligence on this situation. Consider sharing some of this intelligence with your local police force who will then be able to add this to any existing intelligence strands and might then be able to begin to investigate the perpetrator.
- The woman is clearly distressed and struggling to sleep. Consider what agencies might be able to offer mental health support.
- Consider registering her with a GP or attending a walk-in centre.
- Consider calling a multi-agency meeting through your Modern Slavery Partnership to discuss the needs of, and the risks to, the individuals.

## Question and answer session

This session provides an opportunity for attendees to ask questions of local practitioners who have experience working on modern slavery cases in your region.

Allow each panelist a couple of minutes to introduce themselves, their role and their organisation, bearing in mind that some attendees may only know the very basics of what the organisations do.

The Coordinator of the Modern Slavery Partnership should chair the questions and answers, ensuring that all respondents are given time to answer each question should they wish to. While we envisage that there will be plenty of questions from the floor, it may be useful to have a few ready while the attendees formulate their questions. Below are some suggestions for opening questions:

- What is the local picture of modern slavery?
  - What are the most common types of exploitation?
  - How many NRM referrals have there been?
  - What are the most prevalent nationalities of victims?
  - What is the gender balance of victims?
  - Are the victims predominantly adults or children?
  
- How often do you tend to use the support of NGOs, charities and community organisations in responding to cases of modern slavery?
- What are the most common ways of discovering situations of modern slavery?
- Where are the biggest gaps in knowledge and provision relating to modern slavery in our region?
- What are the best ways that NGOs, charities and community organisations can offer support in responding to cases of modern slavery?

## Summary

### 1. Open to the audience:

- From today's session, is there anything that the Modern Slavery Partnership can do to support your work?
- Is there anything from today that will lead you to make a change in your organisation?
- Is there anything you need more advice on?
- Have you identified any gaps in provision that need to be tackled?

### 2. Actions:

- Have any actions been identified today that need to be addressed?
- We recommend that any actions arising from the workshop should be discussed at your next Modern Slavery Partnership meeting.

### 3. Closing points:

- Ask everyone to fill out the attached evaluation form.
- Closing comments.



WORKSHOP FOUR

# Handouts



## Gangmasters & Labour Abuse Authority

### Who we are

The Gangmasters and Labour Abuse Authority (GLAA) is the foremost investigative agency for labour exploitation in the UK. We work in partnership with law enforcement bodies to protect vulnerable workers and disrupt organised criminality in the labour market.

Across the UK, we have positive existing relationships with many Modern Slavery Partnerships which we are keen to build on. We fully support your work and believe there are lots of areas where we can work together to uphold workers' rights and bring those responsible for exploitation to justice.

We hope you find this brief guide to us as an organisation useful.

### Our powers and remit

We were created following the 2004 Morecambe Bay cockling disaster to prevent the exploitation of workers in the fresh produce sector. In 2017, we were rebranded and given new powers to also investigate labour exploitation offences, including the forced or compulsory labour element of modern slavery, across England and Wales.

We operate a licensing scheme, regulating businesses who provide workers for agriculture, horticulture, shellfish gathering and food production, to make sure they meet the employment standards required by law.

Labour providers are assessed to check they are meeting our licensing standards which cover health and safety, accommodation, pay, transport and training. We also investigate and prosecute unlicensed gangmasters.

In England and Wales, we use our new powers to investigate forced or compulsory labour and human trafficking offences. We also utilise powers under the Immigration Act 2016 to issue Labour Market Enforcement Undertakings (LMEUs) and Labour Market Enforcement Orders (LMEOs) which can be used as an alternative or additional sanction for breaches of labour market legislation..

### Prevention and partnerships

We are aware that we simply cannot arrest our way out of the problem of labour exploitation. In the long-term, prevention will have the biggest impact in raising awareness and driving the real business and consumer change needed to ensure the wider public accepts that exploiting people for their labour is completely unacceptable.

We have active protocols currently in construction and textiles, with plans in place for a further industry-led protocol covering the hospitality sector.



## Gangmasters & Labour Abuse Authority

Communicating with our stakeholders – people like you – is really important in delivering this message. We host targeted awareness-raising events across the UK and deliver training to businesses to help them have confidence identifying issues in their supply chains. We also believe educating the next generation of workers is crucial. We joined forces with Boston College and, in doing so, it became the first college in the UK to embed the subject of modern slavery and labour exploitation across its range of academic and vocational courses.

You can stay in touch with the work we are doing by subscribing to our quarterly Partnership Bulletin, detailing our recent activities in enforcement, regulation, and prevention.

### Spot the signs of exploitation

Spotting the signs of labour exploitation is no easy task but there are several helpful indicators to look out for which can be divided into six key sections:

- Restricted freedom
- Behaviour
- Working conditions
- Accommodation
- Finances
- Appearance

Not all of them will apply in every case and some may not be immediately apparent. Victims may be reluctant to tell their story through fear of reprisal or not being believed, through a feeling of shame about letting themselves be treated in this way, or because they do not know their rights and the treatment they are entitled to receive.

Our website has more information, as well as a suite of resources which includes posters, leaflets, videos, educational products, and industry profiles giving a breakdown of our intelligence in 17 sectors of the labour market.

### Report your concerns

If you have any concerns about labour exploitation or unlicensed trading in our regulated sectors, contact our intelligence team:

- By telephone on 0800 4320804
- By email at [intelligence@gla.gov.uk](mailto:intelligence@gla.gov.uk)
- Through our website, with reporting forms in eight different languages

You can also report suspicions to the Modern Slavery Helpline on 08000 121700.

Please see our website [www.gla.gov.uk](http://www.gla.gov.uk) for further, useful information.



# Definitions of Modern Slavery and Human Trafficking

Modern slavery incorporates four different patterns of exploitation of a person. Each of these patterns is defined internationally and it is these definitions that are relied upon in the Modern Slavery Act 2015.

- 1. Slavery:** Article 4 of the European Convention on Human Rights defines “slavery” as “the status or condition of a person over whom any or all of the powers attaching to the right of ownership are exercised” - the victim is treated as property and as such they may be bought, sold, exchanged or lent to or by another.
- 2. Servitude:** An obligation to provide one’s services that is imposed by the use of coercion and is linked with the concept of slavery. It is a “particularly serious form of denial of freedom”. It includes “the obligation for the ‘serf’ to live on another person’s property and the impossibility of altering his condition”. The fundamental distinguishing feature between servitude and forced or compulsory labour lies in the victim’s feeling that their condition is permanent, and that the situation is unlikely to change.
- 3. Forced or Compulsory Labour:** Means “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”. Factors that must be considered include the type and amount of work involved:
  - “**Forced**” incorporates the idea of physical or mental constraint
  - “**Compulsory**” does not refer to any form of legal compulsion or obligation (e.g. a contract or in service of a legally imposed sentence such as community service), rather it is work “exacted under menace” and performed against the will of the person concerned
- 4. Trafficking:** The definition of trafficking comes from the Palermo Protocol: “The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs”.

The key elements that are components of trafficking of human beings are:

- **The Act:** Such as recruitment, transportation, transfer, harbouring or receipt of persons.
- **The Means:** Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim.\*
- **The Purpose:** For the purpose of exploitation, including exploiting the prostitution of others, sexual exploitation, forced labour, slavery or similar practices and the removal of organs.

\*‘The Means’ does not have to be present if the potential victim is under 18 years old.

# The National Referral Mechanism

The National Referral Mechanism (NRM) is a framework for identifying victims of modern slavery and human trafficking and ensuring they receive the appropriate protection and support.

If you are concerned that someone is a victim of modern slavery, then you should contact a first responder.

## First responder organisations

A 'first responder organisation' is, in England and Wales, an authority that is authorised to refer a potential victim of modern slavery into the National Referral Mechanism. The current statutory and non-statutory first responder organisations are:

- Police Forces
- UK Visas and Immigration
- Border Force
- Immigration Enforcement
- National Crime Agency
- Local Authorities
- Gangmasters and Labour Abuse Authority (GLAA)
- Health and Social Care Trusts (Northern Ireland)
- The Salvation Army
- Migrant Help
- Medaille Trust
- Kalayaan
- Barnardo's
- Unseen
- Tara Project (Scotland)
- NSPCC (CTAC)
- BAWSO
- New Pathways
- Refugee Council

With input from the potential victim, the first responder will fill out the necessary forms to refer them into the NRM. If the person is over 18 then they must provide consent to be referred into the NRM. If they do not consent, then an MS1 (Duty to Notify) form must be completed – this provides anonymous information about the potential victim. A duty to notify referral should not be relied upon to safeguard victims. Existing safeguarding processes should still be followed to provide any owed duties to that person.

If the person is under 18, consent is not required and the child will be supported using existing child safeguarding measures and local protocols.

The NRM has a two-tier decision-making process to determine whether someone is a victim of modern slavery. Providing they receive a positive decision at the first stage (Reasonable Grounds) then they will be entitled to support, delivered via a contract held by The Salvation Army. This support will last for a minimum of 45 days while the second stage decision is made (Conclusive Grounds), and a Recovery Needs Assessment will be undertaken at the end of this time to ensure suitable move on care is in place.

## No Recourse to Public Funds (NRPF)

Some victims may exit the National Referral Mechanism (NRM) and have no recourse to public funds (NRPF). NRPF is a term used for people who are subject to immigration control and have no entitlement to welfare benefits, to Home Office asylum support or to public housing provision.

People with NRPF are at high risk of homelessness and destitution because they cannot access mainstream housing and welfare benefits. People whose NRPF condition is due to an asylum claim are usually not permitted to work.

### Who may be subject to NRPF?

NRPF clients fall into several groups:

- 1) Migrants who are excluded from claiming public funds (welfare benefits, homelessness assistance and local authority allocation of social housing) because they are subject to immigration control such as people who have entered the country without a visa and are classed as 'illegal entrants', and people with no immigration permission, for example, they have stayed in the UK after the expiry of their visa or after an unsuccessful application for a visa extension.
- 2) Documented or 'regular' migrants who are in the country legally with a valid visa that has the NRPF condition. Generally, limited leave to enter or remain (i.e. a visa with a time limit) is subject to the NRPF condition.
- 3) Migrants who are unable to claim benefits because they do not satisfy the eligibility criteria such as EEA nationals who do not have the right to reside or are not exercising their treaty rights. With no such right to reside, their access to benefits and housing rights is restricted.
- 4) Migrants who do not pass the habitual residence test.
- 5) Asylum seekers and refused asylum seekers are also excluded from accessing welfare benefits, homelessness assistance and social housing. Instead, accommodation and financial support is available from the Home Office to those who have a pending asylum claim or appeal, or to refused asylum seekers in certain circumstances.

### Local Authority Duties

There are provisions which require local authorities to provide some people with NRPF with housing and/or financial support in order to prevent homelessness or destitution. Such assistance can be provided to adults requiring care and support as defined by the Care Act 2014 due to a disability, illness or mental health condition, or young people who were formerly looked after by a local authority, for example, because they were an unaccompanied asylum seeking child (UASC), or other separated migrant child.

Social services support is **not** a public fund for immigration purposes, so a person with NRPF can access this and should not be refused assistance on the grounds that they have NRPF. Local authorities should consider whether the impact of not providing support in these cases will violate the person's human rights.

## No Recourse to Public Funds (NRPF) continued

Section 42 of the Care Act 2014 requires a local authority to undertake an enquiry to establish whether any action needs to be taken to prevent or stop abuse or neglect where the council has reasonable cause to suspect that an adult in its area who has needs for care and support (whether these are being met or not), is experiencing or is at risk of this, and is unable to protect themselves from the abuse or neglect due to their needs.

Paragraph 14.17 of the Care and Support Statutory Guidance specifies that abuse or neglect includes modern slavery, which encompasses: 'slavery, human trafficking, forced labour, domestic servitude, and where traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment'.

When a local authority identifies a person as being a potential victim of trafficking or modern slavery, they should (with the potential victim's consent), notify the National Referral Mechanism (NRM). Where the person has NRPF, the safeguarding plan will need to explore what housing options are available. This could include:

- Housing available through the NRM
- Consideration within the needs assessment to establish whether accommodation can be provided under the Care Act 2014
- Consideration as to whether Section 1 of the Localism Act 2011 will require the local authority to provide housing in order to prevent a breach of human rights or to comply with the EU Anti-Trafficking Directive

## Section 1 of the Localism Act 2011

Where a person does not have eligible care and support needs and the local authority has decided not to use section 19(1) of the Care Act 2014 to meet non-eligible needs, it will need to consider whether to use its general power of competence under Section 1 of the Localism Act 2011. This gives the local authority a power to do anything that an individual generally may do, and may exercise this power in any way, including for the benefit of residents.

## The Third Sector

It is likely that there are many more victims with NRPF using services who do not disclose their situation, particularly when using open access services for basic facilities such as food and showers, without a needs assessment. These services may not be well versed on modern slavery and/or NRPF and may not know the signs to spot, or indeed have suitable knowledge in conducting and recording needs assessments.

Having no recourse to public funds is not necessarily a problem – NRPF migrants can be studying, working, or living in the UK providing they meet the required immigration controls and can support themselves. Victims exiting the NRM may be supported to apply for leave to remain and access work or university.

There is always a risk without a proper recovery needs assessment and provision that there may be a gap between NRM support ending and any leave to remain being granted.

# Slavery and Trafficking Survivor Care Standards (2018)

The Slavery and Trafficking Survivor Care Standards are compiled by the Human Trafficking Foundation (HTF) and draw on the expertise of 32 organisations from across the antislavery sector, including care providers, law enforcement, lawyers and medical experts. They were first produced in 2015 and updated in 2018, and establish a code of conduct when delivering support to survivors, bringing survivor care into line with other professional care fields.

The guidance is aimed at all professionals who work with potential victims or survivors of trafficking and modern slavery, including specialised, independent anti-trafficking NGOs, sub-contractors under the Victim Care Contract and other support services, including statutory organisations which provide assistance to survivors before, during or after the recovery and reflection period.

The Standards underline that for survivors, any chance of recovery will depend on being able to receive professional specialist support. They set out overarching principles that outline the need for integrated, holistic and trauma-informed support that is geared towards meeting the individual needs of each survivor - including material needs. The Standards recommend a multi-agency approach to ensure that survivors can fully access their entitlements while they are supported to gain confidence and the skills they need to recover from slavery or trafficking.

The Standards include explicit guidance on:

- Working with the National Referral Mechanism for identifying victims of trafficking
- Casework and advocacy support through the NRM decision-making process
- Provision of appropriate care and support
- Access to healthcare
- Access to specialist legal advice
- Working with the police and criminal justice system
- Provision of safe accommodation
- Provision of material assistance

To ensure that the Standards are maintained, the Home Office is working with the Care Quality Commission (CQC) to develop an inspection regime framework. This has included supporting the training of CQC inspectors so that they are well equipped to examine all services provided to modern slavery victims. As part of this, CQC inspectors have also received training in trauma-informed practice.

[www.antislaverycommissioner.co.uk/media/1235/slavery-and-trafficking-survivor-care-standards.pdf](http://www.antislaverycommissioner.co.uk/media/1235/slavery-and-trafficking-survivor-care-standards.pdf)



### Evaluation form for attendees

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Today was relevant to me					
The scenario was useful					
Today was good for networking					
My knowledge on how to respond to modern slavery has improved today					
My knowledge of partners working on modern slavery has improved today					
From today, there are changes that need to be made in my organisation to make sure we deal with modern slavery more effectively					
I know who to talk to if I need support or guidance on modern slavery					
I found the question and answer session helpful					

**If the workshop identified organisational changes you need to make, please provide details:**

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**Does your organisation require any further assistance from your regional Modern Slavery Partnership regarding modern slavery? Please leave a contact email if you'd like someone to get in touch about this.**

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Email Address:

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**Any further comments about the workshop:**

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## Evaluation form for Modern Slavery Partnership Coordinators

After the workshop, please fill this out and email a copy to Alicia Kidd at [Alicia.kidd@hull.ac.uk](mailto:Alicia.kidd@hull.ac.uk)

1. Which workshop did you run?

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2. What date did you run the workshop?

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3. How many people attended the workshop?

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4. Did the workshop help engage partners that you have not previously worked with? If so, which partners?

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5. Did you identify any new examples of best practice through the workshop? Please give details.

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6. Did you identify any gaps in provision through the workshop? Please give details.

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7. Was there anything you felt was missing from the workshop? Please give details.

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8. Was there anything you would change about the workshop? Please give details.

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9. Are you likely to run the workshop again?

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10. Please provide some of the key pieces of feedback that came from the attendees.

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11. Any other comments.

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Modern Slavery and Human Rights Policy and Evidence Centre  
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All content is accurate as of 26/08/20.

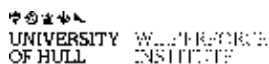
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