

Modern Slavery Protocol and Guidance – Dorset County Area

What is Modern Slavery?	page 1
Statutory Duty to Notify	page 1
Operations	page 3
Information for Safeguarding Slavery Leads	page 4
Appendix 1 – Notification Process	page 5
Appendix 2 - Partner Services and Contacts	page 6
Appendix 3 – Dorset Police Partner Information Flow Chart	Page 7

What is Modern Slavery?

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. There is no typical victim of slavery. Victims can be men, women or children of all ages and nationalities.

The following definitions are encompassed within the term 'modern slavery' for the purposes of the Modern Slavery Act 2015:

- 'slavery' is where ownership is exercised over a person
- 'servitude' involves the obligation to provide services imposed by coercion
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily
- 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them. It is irrelevant whether the person consents to the travel.

Both modern slavery and human trafficking are crimes. Links to the offences, set out in Section 1, 2 and 3 of the Act, can be found below:

- 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 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 and human trafficking are crimes 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 Bureaux (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 County 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 County 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 the County and relevant district / borough council's SSL.

Information for Safeguarding Slavery Leads (SSLs)

Dorset has been part of a South West Pilot where SSLs were able to receive NRM referrals, make a reasonable grounds decision regarding the status of a potential victim and access support for them via the Salvation Army (who deliver the Government's contract to manage support services for adult victims of modern slavery).

The pilot has been on hold since 1st January 2017 and will continue to be on hold for the foreseeable future. Whilst on hold it is not possible for SSLs to make reasonable grounds decisions. All NRM forms must be sent to the National Crime Agency (NCA) who will be responsible for taking both a reasonable and conclusive grounds decision regarding any case.

The NCA 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 NCA, it should be possible to access support for them through the Salvation Army.

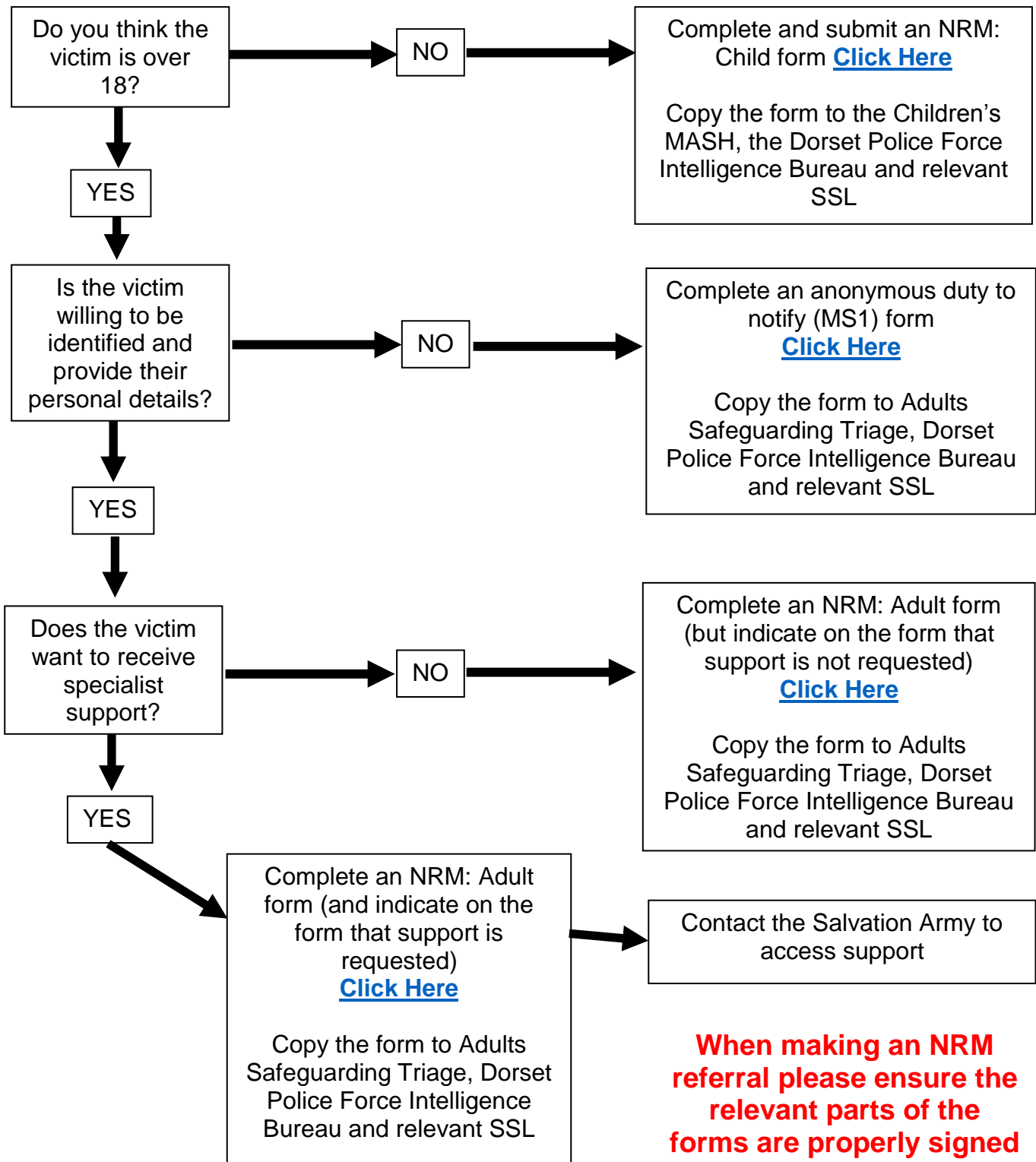
Support is available to potential victims even if they have 'no recourse to public funds'.

The Salvation Army can be contacted on 0300 303 8151.

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.

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.



When making an NRM referral please ensure the relevant parts of the forms are properly signed by the potential victim

It is important to ensure potential victims are aware who their information will be shared with.

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 County Council and relevant district / borough council.

Contacts

Duty Emergency Planning Officer (Dorset County Council)	07623 544346
Children's MASH	01202 228866 MASH@dorsetcc.gov.uk
Adult Safeguarding Triage	01929 557712 dorsetadultsafeguarding@dorsetcc.gov.uk
Dorset Police SPOC	DS Gavin House - Gavin.House@Dorset.PNN.Police.uk
Dorset County Council SSLs / SPOC -	Adults - Sally Wernick - 01305 216634 s.a.wernick@dorsetcc.gov.uk Children's - Mike Hall - 01305 228375 michael.hall@dorsetcc.gov.uk
Dorset Councils Partnership SSL / SPOC (North Dorset, West Dorset, Weymouth & Portland)	Graham Duggan – 01305 252285 G.DugganProtected@westdorset-dc.gcsx.gov.uk
Christchurch & East Dorset Councils SSL / SPOC	Julia Howlett – 01205 795198 j.howlett.secure@christchurch.gcsx.gov.uk Sean Witney – 01202 795387 swhitney.secure@christchurch.gcsx.gov.uk
Purbeck District Council SSL / SPOC	Rebecca Kirk – 01929 557208 RebeccaKirk@purbeck-dc.gov.uk Karen Graham – 01929 557387 karengraham@purbeck-dc.gov.uk

Salvation Army	NRM Referral 0300 303 8151
Health Services – Clinical Commissioning Group	Verena Cooper – 01305 213515 Verena.cooper@dorsetccg.nhs.uk
Health Services – Foundation Trust	Keith Fleming – 01202 277131 keith.fleming@dhuft.nhs.uk
Immigration& Enforcement	Command and Control Room (24/7 response) – 03000 134 999 Portcullis House, Poole (9:30 – 17:00) – 01202 634535 or 01202 634530 immigrationenforcementdorset@homeoffice.gov.uk
Dorset and Wiltshire Fire and Rescue	Stuart Grainger - Force Fire Safety Officer – 01722 691317
Health and Safety Executive	Local Office (Bristol) – 01179 886000

Available Services

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