

Safeguarding Overview & Scrutiny Committee

Dorset County Council



Date of Meeting	30 January 2018
Officer	Transformation Lead for the Adult and Community Services Forward Together Programme
Subject of Report	Modern Slavery Protocol and Guidance
Executive Summary	<p>Section 52 of The Modern Slavery Act 2015, places a duty on all local authorities and the police to notify the government if they believe a person may be a victim of human trafficking or slavery.</p> <p>The duty to notify is mandatory even if the victim wishes to remain anonymous and does not want to access specialist support.</p> <p>Officers have worked with partners, including the district and borough councils, to write a Modern Slavery Protocol and Guidance document for use in the Dorset County area.</p> <p>The document provides guidance for staff on how to fulfil the statutory duty to notify central government if they encounter a potential victim of modern slavery. It also sets out how partners will organise themselves in the event of a modern slavery operation.</p> <p>The intention is that the Protocol and Guidance will be adopted by all the local authorities in the Dorset County area.</p> <p>As the Protocol and Guidance is a working document, it will need to be updated regularly by officers to incorporate any changes in legislation or guidance and in light of any practical experience gained whilst using it. Regular updates will also be required to the contacts and services listed in the document.</p>

<p>Impact Assessment:</p>	<p>Equalities Impact Assessment:</p> <p>An EqIA screening assessment was undertaken on the Protocol and Guidance using evidence from the following publications:</p> <p>‘A Typology of Modern Slavery Offences in the UK - Research Report 93’ (Home Office, October 2017)</p> <p>‘Modern Slavery and Public Health’ (Public Health England, December 2017)</p> <p>The screening highlighted the Protocol and Guidance had a positive impact in the following categories:</p> <ul style="list-style-type: none">• Age - Younger people• Disability• Sex• Other socially excluded groups <p>In addition to the EqIA screening, members of the Corporate Inequalities Group were consulted on the draft Protocol and Guidance.</p>
	<p>Use of Evidence:</p> <p>The Modern Slavery Protocol and Guidance is based on central government requirements, including notification and referral processes.</p> <p>The protocol and guidance has been compiled with the help of relevant partners, including the district and borough councils, Dorset Police, Dorset Clinical Commissioning Group and organisations from the Voluntary and Community Sector.</p> <p>County Council staff have been consulted on the document via the Corporate Inequalities Group and the People & Wellbeing Group and it has been reviewed by colleagues in legal services.</p>
	<p>Budget:</p> <p>Once the Protocol and Guidance has been adopted, it will be important for the Council to raise awareness amongst staff of the statutory duty to notify and provide appropriate training.</p> <p>The aim is to provide training jointly across the Dorset local authorities and in conjunction with other relevant partners to minimise costs.</p>

Modern Slavery Protocol and Guidance

	<p>Risk Assessment:</p> <p>Having considered the risks associated with this decision using the County Council’s approved risk management methodology, the level of risk has been identified as:</p> <p>Current Risk: MEDIUM Residual Risk LOW</p>
	<p>Other Implications:</p> <p>None.</p>
<p>Recommendation</p>	<p>That the Modern Slavery Protocol and Guidance be considered and recommended to Cabinet for adoption.</p>
<p>Reason for Recommendation</p>	<p>To ensure the County Council meets its statutory duty to notify central government of any potential victims of modern slavery.</p>
<p>Appendices</p>	<p>Appendix – Modern Slavery Protocol and Guidance</p>
<p>Background Papers</p>	<p>Government Guidance and Leaflets:</p> <p><u>How to Report</u> –</p> <p>https://www.gov.uk/government/publications/how-to-report-modern-slavery/how-to-report-modern-slavery</p> <p><u>Support for Victims of Modern Slavery</u> –</p> <p>https://www.gov.uk/government/publications/support-for-victims-of-human-trafficking</p>
<p>Officer Contact</p>	<p>Name: Andy Frost Tel: 01305 224331 Email: a.frost@dorsetcc.gov.uk</p>

1. Modern Slavery

- 1.1 Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking.
- 1.2 Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment. Victims may be sexually exploited, forced to work for little or no pay or forced to commit criminal activities against their will. Victims are often pressured into debt bondage and are likely to be fearful of those who exploit them, who will often threaten and abuse victims and their families. All these factors make it very difficult for victims to escape.
- 1.3 There is no typical victim of slavery. Victims can be men, women or children of all ages and nationalities.
- 1.4 Modern slavery tends to be a hidden crime which makes it hard to determine its true extent. However, the Home Office estimated there were between 10,000 and 13,000 potential victims of modern slavery in the UK in 2013. In 2016, 3,805 potential victims were referred to the National Referral Mechanism (NRM). This was a 17% increase on 2015 figures. Minor exploitation referrals in the UK increased 30% to 1,278 in 2016, compared to 982 in 2015.
- 1.5 The Government is keen to gather better data about Modern Slavery in England and Wales and, through the Modern Slavery Act 2015, placed a duty on certain public bodies to notify them of suspected victims in order to do this.

2. Partners' Responsibilities

Statutory Responsibility

- 2.1 Section 52 of The Modern Slavery Act 2015, places a duty on the following agencies to notify the government if they believe a person may be a victim of human trafficking or slavery:
 - Police (including the British Transport Police)
 - Local Authorities (including County and District / Borough Councils)
 - National Crime Agency
 - Gangmasters Licensing Authority
- 2.2 The duty to notify is mandatory even if the victim wishes to remain anonymous and does not want to access specialist support.
- 2.3 In this case, if the potential victim is over 18 years old then the notification should not include information that identifies the person or allows the person to be identified.
- 2.4 If the potential victim is under 18 years old, consent is not required and they must be referred to the NRM.
- 2.5 Although not under the same statutory duties, the Government encourages other agencies and organisations to notify them of potential victims of modern slavery.

The National Referral Mechanism (NRM)

- 2.6 The NRM is a victim identification and support process which allows organisations to share information about potential victims of modern slavery and help them access advice, accommodation and support.

Modern Slavery Protocol and Guidance

- 2.7 If a potential victim is an adult, consents to provide their personal details and would like to receive government funded specialist support, partners should make a referral to the NRM (a referral to the NRM is mandatory for potential victims under 18 years old where consent is not required).
- 2.8 Once referred an initial 'reasonable grounds decision' is taken to determine whether the person should be considered a potential victim of modern slavery. Further work is then undertaken to reach a 'conclusive grounds' decision which determines whether the person is 'more likely than not' to be a victim of modern slavery.
- 2.9 Those identified as potential victims (i.e. where the reasonable grounds decision is positive) are entitled to a minimum recovery and reflection period of 45 days while their case is considered. As part of this, care and support is provided by the Salvation Army. Support can include:
 - Temporary safe accommodation
 - Medical treatment
 - Emotional Support
 - Interpreters / translators
 - Protection
 - Legal advice
 - Financial support
 - Outreach support

3. Local Approach

- 3.1 A Modern Slavery Protocol and Guidance document has been written for the Dorset County area (appended). The document provides guidance for staff on how to notify central government of potential modern slavery victims. It also sets out how partners will organise themselves in the event of a modern slavery operation.
- 3.2 The Protocol and Guidance has been written in conjunction with key partners and was presented, in draft form, to the pan-Dorset Anti-Slavery Partnership in June 2017.
- 3.3 It is known that recruiters of modern slavery deliberately target victims who have limited understanding or high levels of vulnerability. This includes children, people with mental health issues or those with substance dependencies. An Equalities Impact Assessment (EqIA) screening has been undertaken on the Protocol and Guidance which identified positive impacts for a number of groups.
- 3.4 The intention is that the Protocol and Guidance will be adopted by all the local authorities in the Dorset County Council area.
- 3.5 Once adopted, it will be important to raise awareness of issues and provide training for key staff. Ideally, any training will be undertaken jointly with the other local authorities and relevant partners.

Helen Coombes

Transformation Lead for the Adult and Community Services Forward Together Programme

January 2018