

# Modern Day Slavery

*It's closer than you think*

## Bexley Strategy and Toolkit



If you are a victim or know  
someone who might be call the  
Modern Slavery Helpline

**0800 0121 700**

**[modernslavery.co.uk](https://modernslavery.co.uk)**

In an emergency always call 999

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Review date: April 2020

## **I. Foreword**

### **Councillor Teresa O'Neill OBE, Leader of the Council**

In Bexley we have ambitious plans for our borough. We want our communities to thrive. This means that those who set out to exploit others for their own gain and prey on vulnerable people have no place here. This strategy and toolkit sets out our ambition to work together with partners to recognise the signs and challenge Modern Day Slavery in Bexley when it is identified.

### **Councillor Alex Sawyer, Cabinet Member for Communities and Chairman of the Bexley Community Safety Partnership**

Bexley is one of the safest London Boroughs, people say they feel safe here; however we are aware that crimes such as Modern Day Slavery can exist anywhere and we need to be alert to this. This strategy and toolkit will ensure we are informed and equipped to meet our duties and as a partnership understand and act quickly and effectively. Where identified, we will ensure our local response is robust and send a clear message to perpetrators that we will not tolerate human exploitation of any kind.

### **Councillor Phillip Read, Cabinet Member for Children's Services**

Children and young people are vulnerable to abuse or exploitation both inside and outside their families. The context of a young person's relationships means threats can take a variety of different forms and children and young people can be vulnerable to exploitation by criminal gangs and organised crime groups such as those who run County Lines (organised criminal networks involved in moving illegal drugs across geographic areas). The number of young people exploited in this way is growing across the country and we need to understand that they may be potential victims of Modern Day Slavery when we are working with young people. This strategy and toolkit will help build understanding across all professionals working with children and young people to understand this issue and respond effectively and seek the right support so that we can combat this evil abuse of vulnerable young people.

### **Councillor Brad Smith, Cabinet Members for Adult Services**

As a Council we have a duty to promote well-being; this includes a person's dignity, physical and mental health. We have a duty to protect a person from abuse and neglect. Modern Day Slavery is a crime that denies people of these basic rights. This strategy and toolkit helps raise the profile of this crime, that it can exist anywhere and we should be prepared to act when we are concerned.

### **Paul Moore, Acting Chief Executive**

Councils are in a unique position to challenge Modern Day Slavery; we come into contact with many aspects of people's lives and intersect with many services in the borough. We must be alert to this issue and ensure our staff are prepared to act when they are concerned. This strategy will ensure they are confident in identifying and acting on concerns about Modern Day Slavery in Bexley.

## **2. Our Commitment**

The term Modern Day Slavery is an umbrella term, encompassing human trafficking, slavery, servitude and forced labour. Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment. A large number of active organised crime groups are involved in modern slavery. But it is also committed by individual opportunistic perpetrators.

Modern Day Slavery happens everywhere. Exploitation in the UK takes a variety of forms, but most commonly modern slavery consists of forced labour, sexual exploitation, domestic servitude, and forced criminal activity. Latest Home Office data states that 1658 potential victims were referred to the Home Office through the National Referral Mechanism in Quarter 2 of 2018-2019, with 1525 referrals made in England, 52 made from the Metropolitan Police. Victims were trafficked from 81 different countries. The most recorded exploitation of a potential victim as an adult was labour exploitation.

The most recorded exploitation of a victim as a child was also labour exploitation, but largely connected to criminal activity and county lines (movement of drugs around the country by criminal gangs). Many victims do not identify themselves as victims, which makes action to help them and to support them to give evidence against perpetrators very difficult.

This Strategy and resource pack has been developed to set out our commitment in Bexley to identify Modern Day Slavery, where it may exist in our Borough and work in partnership to tackle this and to ensure our staff are equipped to identify and support potential victims of Modern Day Slavery effectively.

#### **Our aims are:**

- To raise awareness of Modern Day Slavery to spot the signs
- To ensure a whole system understanding of our statutory responsibilities
- To ensure frontline staff have the tools, resources and guidance available to them to meet our duty to notify and to make referrals to the National Referral Mechanism (see section 4.2 below) and to fulfil other duties we have as a local authority first responder in interviewing potential victims
- In Bexley we understand our local context through strong partnerships and a cross sector understanding of our local profile, identify themes and work together, share information to uphold our duty to protect vulnerable people and prosecute perpetrators
- We link to the national agenda and are aware of new emerging policy

### **3. Legal and Policy Framework**

In March 2015 the Coalition Government enacted the Modern Slavery Act. The Modern Slavery Act 2015 builds on the Modern Slavery Strategy published by the coalition Government in 2014, which estimated that there were as many as 13000 potential victims of Modern Day Slavery in the UK.

A key area of responsibility identified for Local Authorities in the act is as follows:

**Section 52:** *placing a **duty** on Local Authorities to identify and refer modern slavery child victims and consenting adult victims through the **National Referral Mechanism (NRM)** This responsibility identifies a local authority as a **First Responder**. The Council as a first responder (FR) into the NRM process and has a [Duty to notify](#) the Home Office if anyone working within the council identifies a person with indicators suggesting they may be trafficked or enslaved.*

Further information about the National Referral Mechanism is set out in the next section.

**First Responders** are responsible for identifying and interviewing Potential Victims. **All those working in local authorities**, alongside Police, UK Border Force, Gangmasters Labour Abuse Authority and several NGOs, including the Salvation Army, Medaille Trust, Unseen and Kalayaan are **first responders**.

Other legislation also places various duties on local authorities in supporting victims of Modern Day Slavery as follows:

- [Care Act 2014 and associated guidance](#)
- [Localism Act 2011](#)
- [Housing Act 1996](#)
- [Homelessness code of guidance for local authorities 2018](#)

The Human Trafficking Federation, Anti-Slavery London Working Group have developed a

useful guide: [The Adult Modern Slavery Protocol for Local Authorities](#) This guide provides a useful explanation of our legal responsibilities in relation to the legislation and guidance listed above, you should familiarise yourself with this information as it relates to your service area. If you are unsure of the correct advice or course of action, you must follow the national guidance included in this toolkit; further advice should be sought from Bexley Legal Services.

#### 4. Information on Modern Day Slavery

This section provides information regarding the identification and referral of a potential victim of Modern Day Slavery and how we meet our legal duty.

##### 4.1 What are the signs of Modern Day Slavery? What are we looking for?

###### BEHAVIOUR/APPEARANCE



- Appears to be missing for periods
- Is known to beg for money
- Having tattoos or other marks indicating 'ownership' by their exploiters
- Victims may experience post-traumatic stress disorder, which can result in the following symptoms: hostility, aggression, difficulty in recalling details or entire episodes, difficulty concentrating

###### FREEDOM OF MOVEMENT



- Is accompanied by a person who insists on remaining with them at all times Limited freedom of movement
- Limited or no social interaction and poorly integrated into the community
- Dependence on employer for a number of services - for example work, transport and accommodation
- Limited contact with family
- Never leaving the house without permission from an employer
- Only leaving the house as a group

###### HEALTH



- Shows signs of physical or sexual abuse and/or has contracted STIs or has an unwanted pregnancy
- Has not been registered with or attended a GP practice
- Appears to services (doctor/council) only in the final months of a pregnancy
- Bruises, cigarette burns and untreated injuries
- Broken bones that haven't healed properly
- Malnourished
- Learning difficulties or drug/alcohol dependent
- Dental problems and poor hygiene
- Neurological symptoms, headaches, dizzy spells, memory loss
- Gastrointestinal symptoms (symptoms relating to the stomach or intestines)

- Musculoskeletal symptoms (symptoms relating to the bones or muscles)
- Work related injuries often through poor health and safety measures
- Signs of mental health issues e.g. trauma, PTSD, panic attacks etc.

## WORK



- Wearing unsuitable clothing i.e. flip flops in winter; no helmet on a construction site
- Is required to earn a minimum amount of money every day
- Poor health & safety equipment, no health & safety notices and unhygienic, unsafe working conditions
- Excessive working hours, no days off and little spare time to get lunch etc.
- (Perception of) debt bondage
- No or limited access to earnings or labour contract
- Excessive wage reductions or financial penalties
- Movement of individuals between sites or working in alternate locations

## DOCUMENTS/IMMIGRATION



- Has no passport or other means of identification
- Has false travel/identity documentation
- Is unable to confirm names and addresses of employer / contacts / home / workplace in UK
- Does not appear to have money but does have a mobile phone
- Is in possession of money and goods which are not accounted for
- Coerced to apply for asylum or warned not to apply for asylum
- Fear of revealing immigration status or lacks knowledge on current immigration status

## ACCOMADATION



- Workers are required to pay for food or accommodation via deductions from pay
- Home delivery meal packaging
- Crammed/rough sleeping conditions inc. 'beds in sheds'
- Cars or minibuses picking up at unusual times
- Not eating with the rest of the family and no private sleeping place or sleeping in a shared space
- Frequent visitors to residential premises
- Lack of family photos and personal belongings,
- Post stacked up and discarded envelopes on floor
- A script by a telephone on making benefits claims
- Unable to show any autonomy over accommodation

e.g. no tenancy, bills, or other paper trail including bank account in their own name

## EMPLOYER



- Employer reports them as a missing person
- Employer accuses person of theft or other crimes related to their escape
- Employer speaking on their behalf
- Employer unable to produce documents required when employing migrant labour
- Difficult to establish/prove relationship between adult and child(ren)
- Single adult is contact for a large number of children / families /workers

## 4.2 What is the NATIONAL REFERRAL MECHANISM? (NRM)

The National Referral Mechanism (NRM) is the current process in place in the UK for victim identification and support to a potential victim (PV). This came into effect in the UK on 1st April 2009. It is also the mechanism through which the National Crime Agency collects information about victims to build a clearer picture on human trafficking and slavery in the UK. It was introduced to allow the UK to meet its obligations under the Council of European Convention on Action against Trafficking in Human Beings. The process works as follows:

### FIRST RESPONDERS



First Responders are responsible for identifying and interviewing PVs. All those working in local authorities, alongside Police, UK Border Force, Gangmasters Labour Abuse Authority and several NGOs, including the Salvation Army, Medaille Trust, Unseen and Kalayaan are *first responders*.<sup>3</sup>

### CONSENT



To refer an adult victim into the NRM their written consent is needed. This consent must be informed, i.e. the NRM must have been explained in order that they can understand what they are agreeing to and potential implications. If the PV is under 18 consent is not required.

### NON-CONSENT & DUTY TO NOTIFY



If a victim does not wish to enter the NRM, Section 52 of the Act still makes it a duty for public authorities to notify the Secretary of State if they have reasonable grounds to believe that a person may be a PV. This is done by completing an anonymous 'Duty to Notify' form. A copy of the form can be found at the following link: [Duty to Notify](#). The completed duty to notify form is to be e-mailed to: [dutytonotify@homeoffice.gsi.gov.uk](mailto:dutytonotify@homeoffice.gsi.gov.uk)

### COMPETENT AUTHORITIES (CA)



Only identified First Responders can make referrals to the NRM and to do this the first responder must complete a [referral form](#) to pass the case onto the UK's Competent Authority - via the e-mail [nrm@nca.x.gsi.gov.uk](mailto:nrm@nca.x.gsi.gov.uk) or by fax to 0870 496 5534.

## The NRM provides adults who are potential victims of slavery or trafficking with



**Identification:** It is responsible for identifying PVs in a two stage process: Reasonable and Conclusive Grounds decisions.



**Short term support:** Provides PVs, who receive a reasonable grounds decision, with short-term protection, safeguarding and support including accommodation in a safe house and case work support, regardless of their form of exploitation or current immigration status. Recognition as a PV also entitles an individual to legal aid and to exemption from health care charges.

### 4.3 How do you make a referral for an adult and for a child?

#### Concerned about a child (Under 18)?

- If you suspect a child is a potential victim of Modern Slavery, you must make a referral into the Multi Agency Safeguarding Hub (MASH). MASH will make enquiries and gather more information to understand the risk relating to the child with the guidance of the Modern Slavery indicators.
- The MASH will make the required referral to the [National Referral Mechanism \(Child\)](#). There is no issue of consent with a child; we always refer to the NRM. All referrals are submitted by email and should be copied to [community.safety@bexley.gov.uk](mailto:community.safety@bexley.gov.uk)
- If it is clear from the contact information that the child may be at risk of significant harm, the MASH will immediately make a referral to the Children's Social Care Assessment service for a Child Protection Strategy Meeting (S47) to consider the need for a child protection enquiry.
- The MASH social worker could make a referral to the Family Wellbeing Service (Within 24 hours) if this is deemed to be the appropriate level of support required.
- The Children's Services Tri-x system contains further information on children who may have been trafficked; this links to practice guidance and the London Safeguarding Procedures on this issue as well as providing other useful information and this is available [here](#).

#### Concerned about an Adult? (over 18)

- If you have adult safeguarding concerns you must make a referral through the contact centre where screeners will assess and send to triage. The NRM process must be followed and this includes different routes to take if we have a person's consent to make a referral or not. The form to complete without consent is called an [MSI form](#). If an adult consents to a referral to the NRM. The [National Referral Mechanism Guidance \(Adult\)](#) should be followed and provides the form, guidance on how to complete the form and the evidence that should be included. To be able to give consent, we need to have explained the following:
  - what the NRM is
  - what support is available through it
  - what the possible outcomes are for an individual being referred
  - It should also be made clear that information may be shared or sought by the competent authorities from other public authorities, such as the police and local authorities, to gather further evidence on an NRM referral.

- All referrals are submitted by email and should be copied to [community.safety@bexley.gov.uk](mailto:community.safety@bexley.gov.uk)

The Human Trafficking Federation has produced a referral pathway for adult victims of modern slavery; we have adapted this for Bexley and this is available on the Bexley Safeguarding Adults Board website [here](#)

The National Referral Mechanism decision making process by the Competent Authority works as follows:

## DECISION MAKING PROCESS



To establish whether a person is a victim of any form of modern slavery (including trafficking), two decisions by the CA are made:

1

A reasonable grounds (RG) decision to establish whether someone is a potential victim.

The threshold at this 'reasonable grounds' stage is low and defined by the principle 'I suspect but cannot prove' that the individual is a potential victim. A reasonable grounds (RG) decision should take up to 5 working days<sup>6</sup>. If the RG decision is positive, they are entitled to support, including the option of gender specific Government-funded safe house accommodation if required, and a 45-day<sup>7</sup> period of reflection and recovery is granted. This is meant to allow the victim to begin to recover from their ordeal and to reflect on what they want to do next, for example, co-operate with police etc.

2

A conclusive grounds (CG) decision on whether they are in fact a victim.

During the reflection and recovery period, a conclusive grounds decision will be made based on the evidence gathered. The standard of proof is on the balance of probability that a victim is more likely a victim than not. See the NRM Process Guide, Steps 10-12,<sup>8</sup> for post NRM signposting.

We can challenge a decision and we can submit a referral more than once. If you are concerned about a potential victim, they have been refused support through the NRM and work to safeguard them cannot go any further, you should refer this to the relevant Safeguarding Board if you are remain concerned.

## GOVERNMENT-FUNDED SHORT-TERM SUPPORT (POST RG):



If a PV receives a Positive Reasonable Grounds (RG) decision, they can enter the NRM.<sup>9</sup>



The NRM offers access to a range of services for a minimum period of 45 days (the reflection period).



The support includes safe house accommodation, interpretation/translation services, material assistance, outreach support, legal advice, and access to medical, psychological and counselling treatments.



PVs can choose to only access part of this support – for example, they may choose to stay in their own or local authority or asylum accommodation and just receive the NRM's outreach support



PVs should receive a tailored support plan from the safe house.



The NRM can also help and provide funds to non-UK PVs, via the Home Office voluntary returns scheme, to go back to their country of origin if they wish to and it is safe for them to do so.



The NRM can also facilitate access to legal aid solicitors who can provide advice on civil compensation, immigration and/or any other additional legal needs PVs may have.



Subject to availability, PVs referred into the NRM will be provided with safe house accommodation away from the area(s) of exploitation, however there may also be support available more locally if the victim does not wish to leave the area. This should be requested if needed, giving reasons.



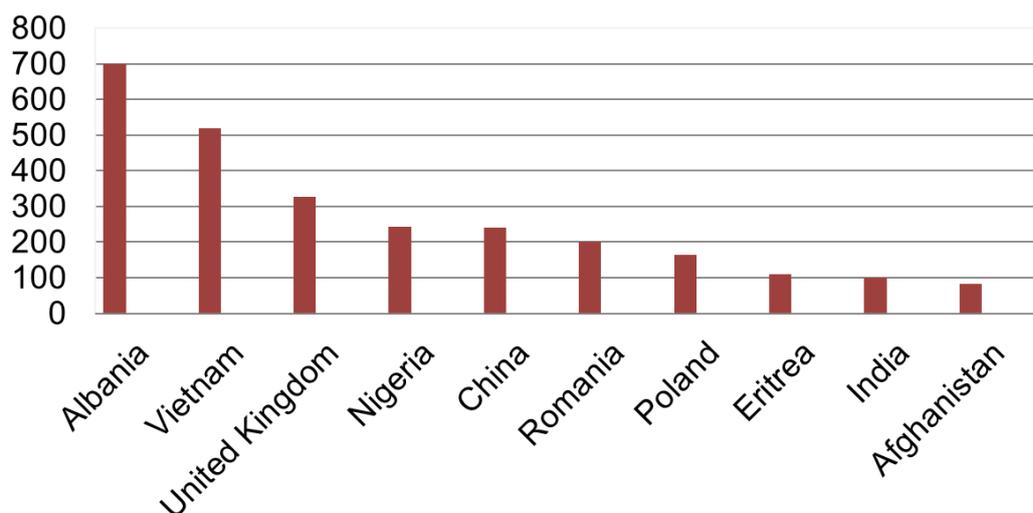
After a PV leaves the NRM,<sup>10</sup> whether they receive a positive or negative CG decision, they are still likely to have ongoing support and legal needs and potential risk factors that need to be assessed and planned for.



In assessing long-term needs, please refer to Steps 8 and 11 of the NRM Process Guide.<sup>11</sup>

## 5. National Context and Local Governance

### 108 Countries referred into NRM Top 10 Countries of Origin



Nationally the UK is third as the country of origin for a victim of Modern Day Slavery, due to sexual exploitation of children and men targeted for labour exploitation. The largest group is British males. In Bexley referrals to the NRM have been in small numbers. Data from the National Crime Agency shows that referrals from Bexley are in line with many other London Boroughs. From September 2017 – September 2018 12 referrals were made by the Council to the NRM, mostly for minors, this again mirrors the London picture. In 2017 we referred 3 young people and 1 in 2016. The Bexley Adults and Children's Safeguarding Boards held a joint conference in March 2018 on Modern Day Slavery and this would account for the increase we have seen in referrals to the NRM in the last few months as professionals are more aware of the issue; however the number of referrals made to the National Referral Mechanism in Bexley are still small. The development of this strategy and toolkit we hope to increase referral numbers further for what is a largely an under reported issue across the county.

The most recorded exploitation of a victim as a child was labour exploitation, but largely connected to criminal activity and County Lines (movement of drugs around the country by criminal gangs). This is the case in Bexley, for example, two recent referrals were triggered by the Youth Offending Service (YOS) as a result of the young people being referred for a court ordered report and/or supervision post sentence. The referrals were made as a result of disclosures where the young people said they were forced, under threat of violence, to commit the crime for which they were arrested and convicted. We understand that many gangs operate in surrounding boroughs and a small number of Bexley young people are gang members or are gang affiliated. Therefore exploitation linked to County Lines would be more likely than for other reasons for our young people. We need to ensure we have a clear understanding of the signs of Modern Day Slavery to respond appropriately and provide effective support. Modern Slavery in the UK is a home grown issue.

Although understanding the rise or change in other Boroughs is helpful, Modern Day Slavery victims are working in communities, small businesses, private properties and agricultural areas across the country which can mean each area has a unique set of circumstances. Many perpetrators operate across wide areas and are part of wider criminal networks. Many local authorities have parts of their community that are more transient, have the need for high numbers of agricultural workers or factory workers or have issues regarding gangs, in different measure. Modern Day Slavery is everywhere. You see it if you really look for it.

In Bexley, to achieve our aims, we need to understand what is happening in our Borough and how we connect that information with our partners, have robust information and support for staff to intervene and make referrals for support. We need to spot the signs and connect our information effectively.

To do this we need to ensure there is a central place to hold information and evidence and ensure that this is discussed with our local strategic partnership to bring together a Bexley picture of Modern Day Slavery. We need to quality assure our response and ensure this is embedded into everyday activity.

## 6. Awareness and Training

Staff interact with our residents and businesses in a variety of ways. Training and support in identifying and reporting potential victims of Modern Day Slavery should be tailored to the type of role and area of work. As a Borough we should raise awareness of the issue of Modern Day Slavery, it is everyone's business.

The table below outlines the training that should to be undertaken by particular staff groups:

<p><b>Level 1</b> – General Awareness for all staff and Councillors. Explore options to develop a guide for all staff with video and supplementary Bexley information linked to the key messages in the video and our statutory requirements.</p> <p>(Explore to opportunity to develop our own video using case studies and examples in Bexley and locally.)</p>	<p>Understanding and identifying the signs of Modern Day Slavery.</p> <p>Home Office Video: <a href="https://www.bing.com/videos/search?q=you+tube+identifying+modern+day+slavery&amp;qvpt=you+tube+identifyin+modern+day+slavery&amp;view=detail&amp;mid=ABACBFB6FF467D11353FABACBFB6FF467D11353F&amp;&amp;FORM=VRDGAR">https://www.bing.com/videos/search?q=you+tube+identifying+modern+day+slavery&amp;qvpt=you+tube+identifyin+modern+day+slavery&amp;view=detail&amp;mid=ABACBFB6FF467D11353FABACBFB6FF467D11353F&amp;&amp;FORM=VRDGAR</a></p> <p><a href="https://www.youtube.com/watch?v=GYGe2hL8Hgo">https://www.youtube.com/watch?v=GYGe2hL8Hgo</a></p>
<p><b>Level 2</b> – Awareness, ability to identify a potential victim and knowledge of the tools and resources you will need to be able to seek internal advice and work with the staff who will make a referral to the NRM to fulfil our duty to notify.</p> <p>Having the skills to interview a potential victim of Modern Day Slavery.</p> <p>A half day face to face training course that is cross sector, multiagency training. The training is delivered by Bexley staff that have completed the National Crime Agency Approved training delivered by the Human Trafficking Foundation.</p> <p>All staff should complete this training; the list opposite would be considered essential staff.</p>	<p>Head of Youth and Inclusion Service Manager, YOS Service Manager, MASH Head of Community Safety/Community Safety Manager Lead Officers Community Safety Partnership Head of Housing/Housing Managers Head of Safeguarding adults Service Director Bexley Care</p> <p>Children's Social Care frontline staff Adults Social Care frontline staff Youth Services Housing Staff Community Safety Staff Environmental Health Staff/Food Safety Staff Licensing Teams Trading standards Education Support Staff e.g. Education Welfare Officers, Inclusion Officers, School Improvement Advisors Highways, planning and enforcement Staff Contact Centre Staff</p> <p>Frontline health and police staff</p>

## 7. Actions and Next Steps

In order to deliver on our commitment to identify Modern Day Slavery, where it may exist in Bexley and work in partnership to understand and tackle it, the following actions need to be taken:

<b>Identification and Awareness:</b>		
<b>Aims</b>	<b>Action</b>	<b>Timeframe</b>
To raise awareness of the issues of Modern Day Slavery across the Borough through an annual awareness campaign to combine with the national anti-slavery day. Promoted by anti-slavery.org (18 October each year).	<p>Adult Safeguarding Board (ASB) Business Manager/Community Safety Manager and Children's Safeguarding Partnership (CSP) Business Manager with LBB Communications Team</p> <ul style="list-style-type: none"> <li>• BCSP and both safeguarding Boards consulted on key messages.</li> <li>• Communications Team, agree appropriate messages and method for an annual campaign.</li> </ul>	<p>Add to the communications calendar for October 2019.</p> <p>Add as AOB to Board agendas from June each year to consult prior to communications plan being completed.</p>
Introduce Level 1 training: general information For all staff.	<p>Material and content to be developed and agreed by Policy/Community Safety/CSP and ASB staff and agree video and supplementary information. Sign off from Deputy Director, Communities.</p> <ul style="list-style-type: none"> <li>• Home Office Video and supporting information to reinforce the key messages in the video and our statutory responsibility.</li> <li>• Longer term aim to develop a Bexley video, discussing incidences of Modern Day Slavery that have happened in Bexley.</li> </ul>	<p>End of January 2019</p> <ul style="list-style-type: none"> <li>• Identify central training resource material for all staff and identify the most effective way to communicate this, whether through evolve training resources or other means.</li> <li>• Scope the development of a Bexley video and set timeframe.</li> <li>• Add the LGA Guide to Modern Day Slavery to the Members Information Portal.</li> </ul>
Recording of this issue is clear on our systems	ASB/CSP to reinforce the need to record Modern Day Slavery as a concern on our various systems. Discuss with relevant staff to make any necessary changes.	Discussions with key staff and reinforced through training.

	Community Safety Team are copied into NRM referrals routinely in order to understand the Bexley Picture	Reinforced through Training.
Training is delivered four times per year and a sufficient number of staff are trained to deliver the training as part of the train the trainer offer from the Human Trafficking Foundation.	Training Sessions are in place and organised by the Adult Safeguarding Board Business Manager. Training is currently delivered by three staff that have completed the Human Trafficking Foundation train the trainer course. ASB Business Manager to seek names from Senior Managers for staff to complete the train the trainer course with a commitment to support 1 training event per year.	Senior managers to put forward names for the train the trainer events when they are made available to us.
<b>Taking Effective Action:</b>		
Existing referral pathways have clearly defined Modern Day Slavery and our responsibilities.	Adult and Children's Services referral pathways and forms are clear and linked within this document. Document launched and training programme for 2019 agreed. Training dates advertised for all key staff to book on to.	Information available in 2019. Current training dates available to January 2019.
Our systems and processes identify and challenge exploitation in our supply chains.	Our procurement team work with suppliers and contract managers to ensure procurement processes are reviewed and challenged and staff are alert and confident to spot the signs of Modern Day Slavery in our supply chains.	Procurement will review their practices every 12 months to ensure they comply with best practice in challenging MDS in the supply chain, this will include: <ul style="list-style-type: none"> <li>• Staff completing the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply. Undertaking corporate training as set out in this document.</li> <li>• Working with contract managers to ensure they understand how to spot the signs and respond to concerns they have relating to Modern Day Slavery.</li> <li>• Low cost tenders are challenged as part of due process.</li> </ul>

<b>Understanding the wider issue of Modern Day Slavery in Bexley:</b>		
A central point of contact collates and presents a picture of Modern Day Slavery in Bexley and this is shared and understood across partners.	All Council referrals shared with Community safety as set out in this guidance ( <a href="mailto:community.safety@bexley.gov.uk">community.safety@bexley.gov.uk</a> ) Community Safety Team collate information and review this at:	From date of adoption of this strategy.
	Victims Sub group quarterly Bexley Community Safety Partnership Board (March and September) copied to Adult Safeguarding Board and Children Safeguarding Partnership teams.  Local Authority and Police are statutory First Responders. NHS England have clear guidance for NHS staff. Bexley NHS referrals should also be shared with the community safety team. ASB and CSP staff to promote this.	
<b>Management Oversight and Reporting in Bexley:</b>		
In Bexley we understand the issues relating to Modern Day Slavery. Bexley issues and concerns are understood across the partnership.	Community Safety Partnership Board monitors the emerging picture as outlines above. Adult Safeguarding Board and Children’s Safeguarding Partnership engage in sharing information with the Community Safety Partnership to ensure our Bexley picture is connected across all agencies as much as possible.	From date of adoption of this strategy.
Our strategy is reviewed in one year from the point of adoption to ensure we are following current guidance, our processes to connect and understand the boroughs issues and to introduce a quality assurance process to review our progress in embedding a robust response and support offer to PV of Modern Day Slavery.	Community Safety, Adult safeguarding Board and Children’s Safeguarding Partnership staff to meet and review the Strategy. Also to agree how quality assurance activity is carried out in year 2 to understand if the advice is being followed and embedded into everyday practice. Review whether training is appropriate and effective for all staff groups.	February 2020.

## Appendix I: List of useful resources and contacts

Information and graphics in this document are from the Human Trafficking Foundation, they publish a wide range of policy resources available at:

<http://www.humantraffickingfoundation.org/>

### Statistics and trends:

[National Crime Agency National Statistics on referrals to the NRM](#)

### Legislation and Guidance:

[Modern Day Slavery Act 2015](#)

[Duty to Notify](#)

[National Referral Mechanism Guidance Transparency in Supply Chains: A Practical Guide](#)

### Other information:

ECAT: Every Child Against Trafficking, includes useful films and leaflets for practitioners

<https://www.ecpat.org.uk/>

The Salvation Army: How to spot the signs of Modern Day Slavery

<https://www.salvationarmy.org.uk/spot-signs-modern-slavery>

The Human Trafficking Foundation

<https://www.humantraffickingfoundation.org/>

including guides for local authorities [on Modern Day Slavery](#)

### Local Government Association

[A Council Guide: Tackling Modern Day Slavery](#)

### Antislavery.org

Factsheets, leaflets and brochures provided by Antislavery.org

<https://www.antislavery.org/reports-and-resources/>

### Home Office:

[Home Office Modern Slavery Strategy 2014](#)

### Organisations that provide support to victims of Modern Day Slavery:

Salvation Army: <https://www.salvationarmy.org.uk/spot-signs-modern-slavery>

Medaille Trust: <http://medaille-trust.org.uk/>

Unseen: <https://www.unseenuk.org/modern-slavery/modern-slavery>

Kalayaan: <http://www.kalayaan.org.uk/>

Service and Contact Details	Type of Support Offered
<b>Porchlight</b> Tel: 0800 567 7699 Email: <a href="mailto:bass@porchlight.org.uk">bass@porchlight.org.uk</a>	Offers the Bexley Adolescent Support Service (BASS) to young people ages 8 to 17 around a variety of issues to help support them with any worries or difficulties they are experiencing.
<b>Runaway Helpline</b> Tel or text: 116 000 <a href="http://www.runawayhelpline.org.uk/">www.runawayhelpline.org.uk/</a>	Free 24/7 helpline that supports children and young people who are thinking of or have run away from home. Online chat only available from 14:30 to 21:00.
<b>Childline</b> Tel: 0800 1111 <a href="http://www.childline.org.uk/">www.childline.org.uk/</a>	Free 24/7 helpline and online 1-2-1 chat for children and young people to talk to someone about any difficulties or worries they may have. Lots of free advice and support online on a variety of issues (i.e.: bullying, CSE, body image, relationships, sexuality)

<p><b>Family Lives</b> Tel: 0808 800 2222 <a href="http://www.familylives.org.uk/">www.familylives.org.uk/</a></p>	<p>Provides a free 24/7 helpline to parents and carers who are facing difficulties or have worries about their children and family. Lots of free advice and support online.</p>
<p><b>Bexley Targeted Youth Service</b></p>	<p>Provides a variety of support and mentoring services to young people ages 12 and over who are at risk of going missing, gang involvement, experience domestic abuse, substance misuse, or have mental health difficulties.</p>
<p><b>Family Well-being</b></p>	<p>The Family Well Being Service aims to help families before their Difficulties escalate. Family Well Being keyworkers support children who are living with domestic violence, the mental ill health of a parent or carer, parental drug or alcohol misuse or the threat of or actual exclusion from school, signs of early neglect or circumstances which prevent parents from giving their children good enough experiences in their families. The family wellbeing service, whilst being accessible only with parental consent, is closely aligned to children's centres where help and support is available from universal services in the community.</p> <p>The Family Well Being service works with families where one or more of the following difficulties are present:</p> <ul style="list-style-type: none"> <li>Families affected by domestic abuse</li> <li>Families living with drug and alcohol misuse</li> <li>Working with parents or carers with mental ill health that may impact on their ability to parent</li> <li>Families where a child or children are at risk of or have already been excluded from school.</li> <li>Families where children have previously been in need and in receipt of a more specialist service</li> <li>Parents with learning needs that may impact on their ability to parent</li> <li>Families where there may be early signs of low level neglect.</li> </ul>
<p><b>National Youth Advocacy Service (NYAS)</b></p>	<p>Bexley has a contract with NYAS to provide independent interviews, visiting, and advocacy services to children and young people in our care. This requires a referral to be completed.</p>

## Report crimes of modern slavery

In the first instance the point of contact for all modern slavery crimes should be the local police force. If you have information about modern slavery crimes – those who are committing such crimes or where victims are at risk that requires an immediate response dial 999.

If you hold information that could lead to the identification, discovery and recovery of victims in the UK, you can contact the Modern Slavery Helpline 08000 121 700.

For more information visit [www.unseenuk.org/](http://www.unseenuk.org/)

Alternatively you can make calls anonymously to Crimestoppers on 0800 555 111.