

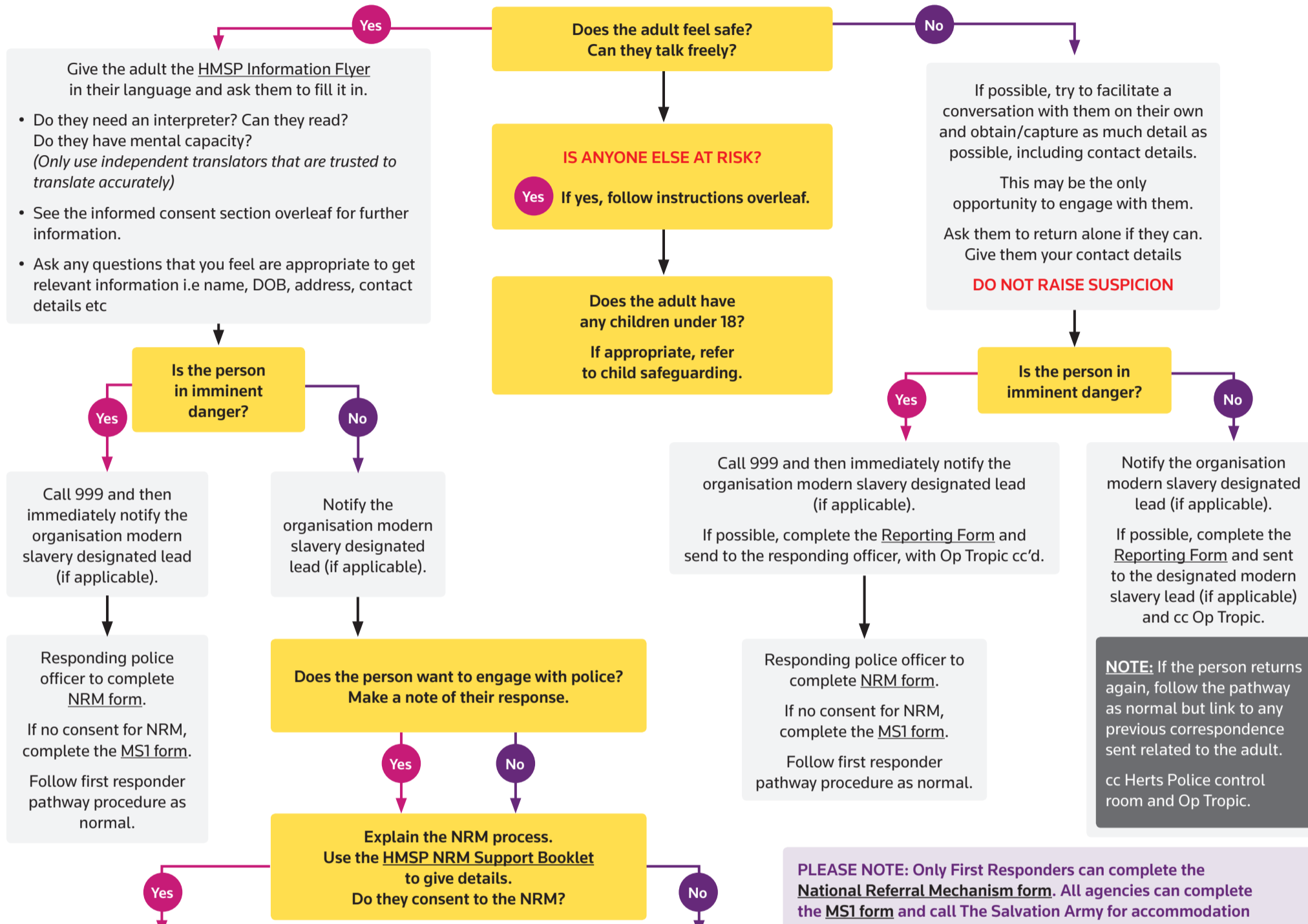
HMSP Adult Victim Referral Pathway For Professionals & NGOs

- Adult presents to service/identified on a visit
- (Service suspects that person may be a potential victim of trafficking/slavery)
- Examples of indicators that may suggest trafficking or modern slavery can be found overleaf.
- For 24h advice and translation support: call the national Modern Slavery Helpline – 08000 121700.

- Assess for Immediate Risk**
- If the adult is in imminent danger, call 999 immediately.
 - If there are children involved, refer to the child pathway.
 - Consider if an interpreter is needed or easy read format.

- Possible vulnerable adult (meets Section 42 criteria of Care Act), notify HCC adult safeguarding within 24 hours. Add any relevant details from the professional reporting form. Ensure confirmation of the referral being accepted.

DO NOT RAISE YOUR TRAFFICKING CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THE ADULT UNDER ANY CIRCUMSTANCES.



I am a First Responder

1. Complete NRM form and email to NRM (Home Office) AND The Salvation Army, cc Op Tropic and the Herts Police Control Room.

I am not a First Responder

1. If they are happy to engage with the police, complete the Reporting Form and send to Herts Police Control Room, with Op Tropic cc'd. (Make clear in the body of this email that the adult wants to engage with the police and consent to the NRM)
2. If they are not happy to engage with the police, complete a Reporting Form and send to The Salvation Army. (Make clear in the body of this email that the adult does not want to engage with police.)

NRM form to be completed by police responding officer. Follow first responder pathway procedure as normal.

NRM form to be completed by The Salvation Army. Follow first responder pathway procedure as normal and cc in original non-referring responder to referral sent to NRM (Home Office).

I am a First Responder
I am not a First Responder

The following instructions apply to First Responders and Non-First Responders.

Where there is no NRM due to no consent:

1. Report internally and complete a Reporting Form, with Op Tropic cc'd. (Also cc in Beacon if the adult consents to support from the service).

In cases where an adult does not want to be identified, do not include personal details and remove all references to the Point of Contact. (If the adult consents to Beacon only, the referrer must then send contact details in a separate email to Beacon).

Make clear in the body of this email whether the adult:

- wants to engage with police or not AND/OR
- wants support or not

2. Complete an MS1 form and send to MS1 (Home Office), cc in Op Tropic.

PLEASE NOTE:
If at any point, it is suspected that the adult has care and support needs, refer to Herts County Council adult safeguarding as normal.

PLEASE NOTE: Only First Responders can complete the National Referral Mechanism form. All agencies can complete the MS1 form and call The Salvation Army for accommodation and 24/7 immediate advice: 0300 303 8151.

However, no matter whether a person wants to engage or not, all professionals must record details of concerns, including all details that could help to identify the person if they came to notice again.

First Responder Agencies:
National Crime Agency, Police forces, UK Border Force, Home Office Visas and Immigration, Home Office Immigration Enforcement, Gangmasters and Labour Abuse Authority, Local Authorities, The Salvation Army, Migrant Help, Medaille Trust, Kalayaan, Barnardo's, Unseen, NSPCC (CTAC) & Refugee Council. BAWSO & New Pathways (Wales only).

Following completion of the NRM form, arrange any emergency protection and/or emergency accommodation directly with the Salvation Army.

Key Email Addresses:

- NRM (Home Office): nationalreferralmechanism@homeoffice.gov.uk
- The Salvation Army: mst@salvationarmy.org.uk
- MS1 (Home Office): dutytonotify@homeoffice.gsi.gov.uk
- Operation Tropic: RModernSlavery@herts.pnn.police.uk
- Beacon: referrals@hertfordshirebeacon.org
- Herts Police Control Room: fcenquiries@herts.pnn.police.uk
- Herts County Council Adult Safeguarding: 0300 123 4042/adult.safeguarding@hertfordshire.gov.uk
- Herts County Council Child Safeguarding: protectedreferrals.cs@hertfordshire.gov.uk/0300 123 4043
- Organisation/Department Point of Contact:

1. INFORMED CONSENT

To give informed consent, the person concerned must be given all the information in terms of:

- Why an organisation or individual is concerned about them
- An explanation of support available to them
- An understanding of what accepting this support would mean.

Please Note: This should include exploring the benefits and risks, as well as the likelihood of both of these. There should be a discussion as to any practical alternatives so that individuals are able to make an informed choice.

If you have concerns that the person may lack capacity in making these decisions, then the Mental Capacity Act will apply.

DO NOT RAISE YOUR TRAFFICKING CONCERNS WITH, OR TRANSLATE THROUGH ANYONE ACCOMPANYING THE ADULT UNDER ANY CIRCUMSTANCES.

2. IS ANYONE ELSE AT RISK?

It is important to consider whether anyone else who is not present may be at risk and to be aware of your professional responsibility towards them:

- Keep in mind what could alert somebody to your concerns
- Be aware that there might be a trafficker(s) in the surrounding area
- If you believe that someone is in imminent danger, whether presenting or not, call 999
- Continually assess the situation and the person presenting for risk

3. Indicators that may suggest a person is a victim of trafficking or slavery

A - General Indicators

- Evidence of control or movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Doesn't know home or work address
- Threats against the individual or their family members (including overseas)

B – Indicators of Forced Labour

- Dependence on employer for a number of services e.g. work, transport and accommodation
- Any evidence workers are required to pay for tools, clothing, food or accommodation via deductions from their pay
- Imposed place of accommodation
- Poor living conditions or multiple occupancy
- Working excessively long hours with no breaks

C – Indicators of Domestic Servitude

- No proper sleeping place or sleeping in a shared space, e.g. the living room
- No private space
- Poor living conditions
- Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
- Never leaving the house without their employer or a chaperone

D – Indicators of Sexual Exploitation

- Movement of people between brothels or working in alternate locations
- Person forced, intimidated, threatened or coerced into providing services of a sexual nature
- Person subjected to crimes such as abduction, assault or rape
- Someone other than the potential victim receives the money from clients

4. Examples of questions that may be helpful in conversation with a potential victim:

- Have your identity documents or any other valuable possessions been taken away from you? Do you have free access to them?
- Is the work you're doing in this country the type of work you expected to be doing before you arrived here?
- Are you in debt to someone? Or do you owe someone money?
- Are you worried that someone may hurt you or your family if you don't do what they want?
- If I helped you today, would there be any consequences for you or your family?
- Are you being forced to work for little or no wages or for more than 48 hours a week? If you are working, are you paid less than £7 an hour?
- Is someone taking your money?
- Are you being forced to perform sexual acts?
- Are you living in extremely dirty or impoverished living conditions?
- Are you being controlled by others? (This could be a relative, friend or partner.)

PLEASE NOTE: The above are not exhaustive lists and should therefore act as guidance. **Don't ignore the obvious.** e.g. If someone tells you that they have been exploited. If in any doubt, continue with your referral.



HMSP Child Victim Referral Pathway For Professionals & NGOs

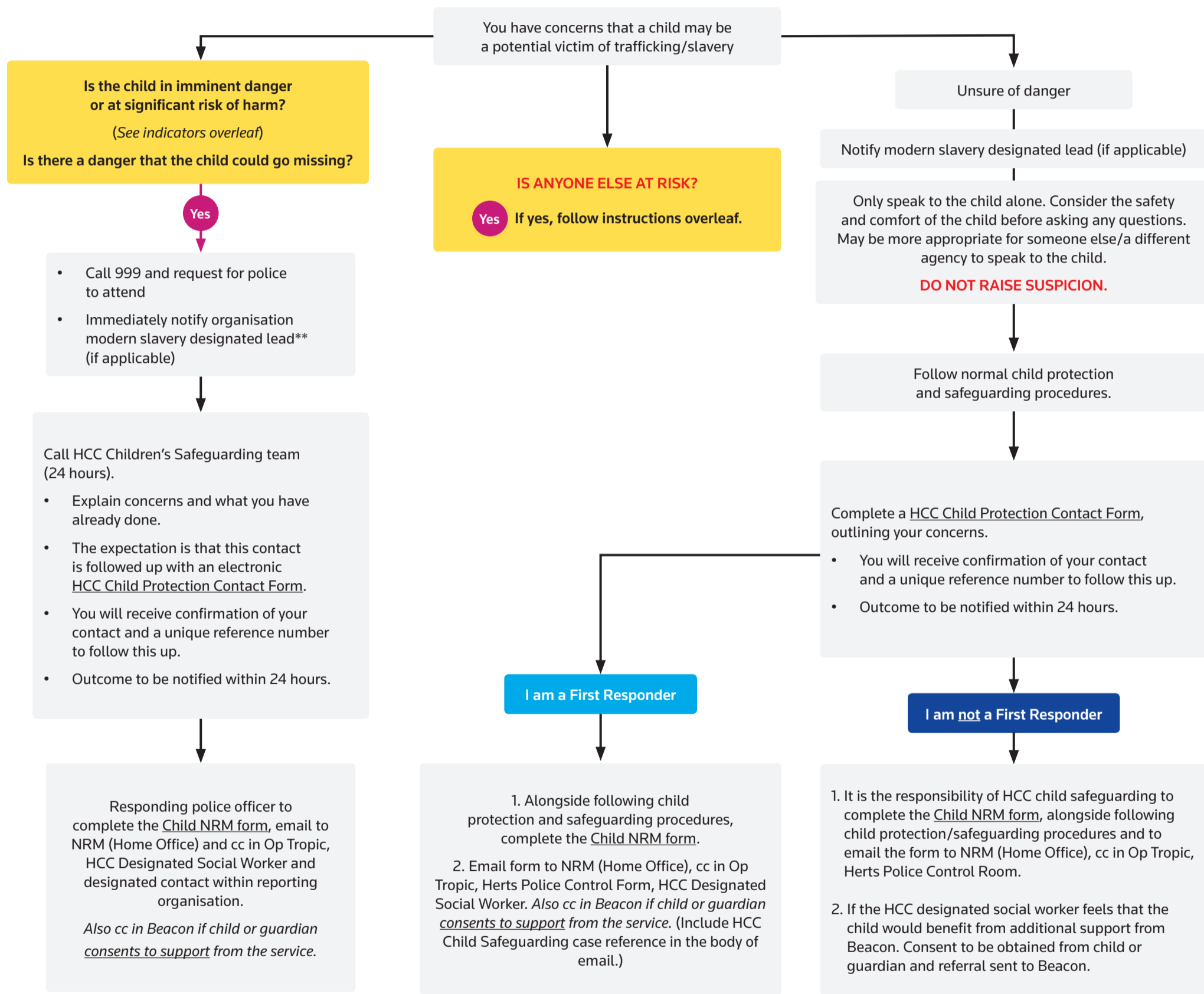
Unaccompanied or accompanied child presents to service/identified on a visit
(Service suspects that child may be a potential victim of trafficking/slavery)

For 24h advice and translation support, call the national Modern Slavery Helpline – 08000 121700
or in complex circumstances, call the NSPCC Child Trafficking Advice Centre - 0808 800 5000.

Examples of indicators that may suggest trafficking or modern slavery can be found overleaf.

Please Note:

- **IF YOU SUSPECT THAT EXPLOITATION IS BEING CARRIED OUT BY THE FAMILY MEMBERS/CARE GIVERS, DO NOT RAISE YOUR TRAFFICKING/SLAVERY CONCERNS WITH, OR TRANSLATE THROUGH THEM OR ANYONE ACCOMPANYING THE CHILD UNDER ANY CIRCUMSTANCES.**
- Follow your organisational child protection and safeguarding procedures.



PLEASE NOTE: Only First Responders can complete the Child National Referral Mechanism (NRM) form. All agencies can complete the MS1 form for adults and call the Salvation Army for 24/7 immediate advice: 0300 303 8151

CONSENT TO ENTER THE NRM IS NOT REQUIRED FOR CHILDREN.

First Responder Agencies:

National Crime Agency, Police forces, UK Border Force, Home Office Visas and Immigration, Home Office Immigration Enforcement, Gangmasters and Labour Abuse Authority, Local Authorities, The Salvation Army, Migrant Help, Medaille Trust, Kalayaan, Barnardo's, Unseen, NSPCC (CTAC) & Refugee Council. BAWSO & New Pathways (Wales only).

**Hertfordshire County Council (HCC) Child Safeguarding to follow normal child protection procedures

Key Email Addresses:

- NRM (Home Office): nationalreferralmechanism@homeoffice.gov.uk
- Salvation Army: mst@salvationarmy.org.uk
- MS1 (Home Office): dutytonotify@homeoffice.gsi.gov.uk
- Op Tropic: RModernSlavery@herts.pnn.police.uk
- Beacon: referrals@hertfordshirebeacon.org
- Herts Control Room: fcenquiries@herts.pnn.police.uk
- Herts County Council Child Safeguarding: protectedreferrals.cs@hertfordshire.gov.uk/0300 123 4043
- Herts County Council Adult Safeguarding: 0300 123 4042/
adult.safeguarding@hertfordshire.gov.uk
- Organisation/Department Point of Contact:

1. WHAT INFORMATION SHOULD I GIVE TO THE CHILD/FAMILY?

Where safe to do so, the child/family concerned must be given all the information in terms of:

- Why an organisation or individual is concerned about them
- An explanation of support available to them
- An understanding of what accepting this support would mean.

Please Note: This should include exploring the benefits and risks as well as the likelihood of impact. There should be a discussion as to any practical alternatives so that individuals are able to make an informed choice.

IF YOU SUSPECT THAT EXPLOITATION IS BEING CARRIED OUT BY THE FAMILY MEMBERS/CARE GIVERS, DO NOT RAISE YOUR TRAFFICKING/SLAVERY CONCERNS WITH, OR TRANSLATE THROUGH THEM OR ANYONE ACCOMPANYING THE CHILD UNDER ANY CIRCUMSTANCES.

2. IS ANYONE ELSE AT RISK?

It is important to consider whether anyone else who is not present may be at risk and to be aware of your professional responsibility towards them:

- Keep in mind what could alert somebody to your concerns
- Be aware that there might be a trafficker(s) in the surrounding area
- If you believe that someone is in imminent danger, whether presenting or not, call 999
- Continually assess the situation and the person presenting for risk

If you have child protection concerns, also consider whether the child could be a potential victim of trafficking or slavery. Below are some indicators and questions, that may help to form your decision.

3. Examples of indicators that may suggest a child is a victim of trafficking or slavery

INDICATORS OF IMMINENT DANGER

- Signs of a significant injury
- Malnourishment
- A disclosure of abuse
- Allegation of abuse

GENERAL INDICATORS

- Evidence of control over movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Doesn't know home or work address
- Threats against the individual or their family members
- Living with people with whom they have no known relationship
- Not registered or known to local services (school/health/GP Practice)

4. Examples of questions that may be helpful having a conversation with a potential child victim of trafficking or slavery

- Where are you living?
- Who are you living with?
- How did you arrive in the UK? (modes of transport/other places travelled through en- route could indicate trafficking)
- Who did you come with? How did you meet this person and what is their relationship to you?
- Are you forced to do things you don't want to do?
- Have you any pain/physical injuries that you need me to help you with?
- Are you worried that someone may hurt you or your family if you don't do what they want?

PLEASE NOTE: The above are not exhaustive lists and should therefore act as guidance. **Don't ignore the obvious.** e.g. If someone tells you that they have been exploited. If in any doubt, continue with your referral.

(Exploitation can be carried out by a family member or someone that the child knows/trusts).