

# Modern Slavery



FIRST PRINCIPLE

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## Top Tips

- Be aware of where this is likely to occur
- Know the signs
- If you are a public sector worker, follow your organisations own safeguarding procedure
- You don't need to be sure that modern slavery is taking place or fully understand the types and definitions to report your concerns

## PREVENT CRIME

## PROTECT COMMUNITIES



**NORFOLK**  
CONSTABULARY  
*Our Priority is You*



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**Modern Slavery is a hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims.**

**Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking.**

## The Law

**Under UK legislation, all modern slavery offences are punishable by a maximum sentence of life imprisonment.**

**Where victims of modern slavery have been forced into committing a crime by the perpetrators, UK legislation provides that those victims may have a defence against prosecution.**

## Types of Modern Slavery

### Labour Exploitation

Labour exploitation usually involves unacceptably low pay, poor working conditions or excessive wage deductions, but is not solely about this. In order to constitute modern slavery, there will also be some form of coercion meaning that victims cannot freely leave for other employment or exercise choice over their own situation. Where the perpetrator is taking advantage of a child or vulnerable person, an offence can be committed without the element of coercion.

### Domestic Servitude

Domestic servitude typically involves victims working in a private family home where they are ill-treated, humiliated, subjected to unbearable conditions or working hours or made to work for little or

no pay. The victim could be used in this way by their own family members or partner. Again, it is very difficult for them to leave, for example because of threats, the perpetrator holding their passport, or using a position of power over the victim. In addition, workers from abroad may be brought here under false pretences provided with squalid conditions poor pay etc and given threats to harm their family back home, nail bars, car washes, agriculture if they don't comply.

### Sexual exploitation

Victims are coerced into sex work or sexually abusive situations. This includes child sexual exploitation. Victims may be brought to the UK on the promise of legitimate employment, or moved around the UK to be sexually exploited. In some cases, they may know they will be involved in sex work, but are forced into a type or frequency they did not agree to. Victims are more commonly female but can also be male.

### Child Sexual Exploitation

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group manipulates or deceives a child or young person under the age of 18 into sexual activity in exchange for something the victim needs or wants or for financial advantage or increased status.

Children at risk may include those who:

- may have had a prior experience of neglect, physical and/or sexual abuse
- lack of a safe/stable home environment
- have suffered a recent bereavement or loss
- are socially isolated
- may have an insecure accommodation status
- may have connections with other victims
- have family involved in adult sex work
- Have a physical or learning disability
- Are in care
- Are struggling with Sexual identity.

## **Criminal Exploitation**

Criminal exploitation is a lesser known type of Modern Slavery and Human trafficking that encompasses acquisitive crimes such as forced begging, forced theft (including shoplifting and pickpocketing), as well as cannabis cultivation and financial exploitation.

Approximately 95% of all known criminal exploitation offenders are British, Romanian or Lithuanian.

The homeless community, especially young men, can be particularly at risk and are often approached in homeless shelters, food banks and soup kitchens and recruited to carry out short term work under the guise of cash in hand payment. However, this can become criminal work

where the recruiter may use drugs and/or alcohol as a means of control over the victim.

Traffickers are also known to recruit potential victims from other countries into to the UK, where they are forced to commit crimes such as shoplifting and forced begging.

## **Types of Criminal Exploitation can include:**

### Forced begging and busking

Whilst begging or busking, victims will be instructed to meet with their traffickers throughout the day to hand over any money they have been given. This can be highly organised where an exploiter may control a number of individuals, who are housed in the same cramped living conditions.

### Forced shoplifting

Victims are usually in their early 20s, both male and female. Romanian victims are often sourced in their home country by the Organised Crime Groups (OCGs), playing on their vulnerabilities such as homelessness and unemployment with the offer of work and money abroad. They will then be transported to the UK where they are absorbed into OCGs and exploited to generate income, or for the trafficker's own financial gain.

OCG's are always well organised and will have a planned approach to shoplifting whereby they force victims to steal pre-selected items from stores and will provide them with a rehearsed narrative if stopped. If a victim is arrested, the gang will abandon them (known as 'burn out'). The victim will drop off the radar and return to their home country or be picked up by other traffickers and used for similar types of work.

There is an emerging trend of criminal exploitation in migrant children operating under the supervision of adults. Operating in a family unit means a lower risk of identification so the children are exploited to maximise profit. More often than not, the children will not be registered with any government body including education and health services.

#### Pickpocketing

Victims are known to be recruited and brought to the UK to work as part of organised 'dipping' groups. Primarily from Eastern Europe, victims are forced to 'purse dip' whereby they will observe individuals using a cash point and 'shoulder surf' to obtain the PIN number or use a distraction method. They will then take the purse out of the bag, obtain the card and put the purse back. This is known to take place at big events such as concerts and Christmas markets.

#### Cannabis farming

Victims are predominately from Vietnam and more recently Albania. They are brought to the UK illegally to feed, water and look after cannabis plants. Victims often have a lack of knowledge of the English language and are fearful of authorities due to their immigration status. They are further controlled by their traffickers using a number of different methods including withdrawal of funds while paying off a debt that may have been incurred during travel to the UK. They are often imprisoned on the premises.

#### Financial abuse and benefit fraud

Victims may be coerced into opening bank accounts by their traffickers. Money is paid into victims' bank accounts in the form of 'legitimate' wages, however these bank accounts are controlled by the trafficker. This can also lead to victims unknowingly or being forced to claim benefits such as Universal Credit, which the traffickers take from them. This form of control is unique to Modern Slavery and Human Trafficking.

#### County Lines

County Lines is a very specific aspect of Criminal Exploitation, whereby criminal gangs use phone lines to move and supply drugs, usually from cities into smaller towns and rural areas. These gangs persuade, coerce or force children and

young people and vulnerable adults to store and/or transport the drugs.

**If you are landlord, housing officer or letting agent see our separate information on County Lines which has information around spotting signs of cuckooing**  
**LINK**

### Signs to look out for

**If you think you may come into contact with potential victims of any form of modern slavery and human trafficking, especially if you work in the housing and homelessness sectors, you may be able to help.**

**You may be able to identify when something isn't right, such as squalid living conditions and overcrowding of properties, and safeguarding those who need help. It is therefore important that staff understand the signs of modern slavery.**

Victims of modern slavery can be found anywhere. There are certain industries where they are currently more prevalent, such as nail bars, car washes, agriculture and fishing, building sites and the sex industry. Other high-risk situations include when there is a need for a sudden injection of workers into the work force, such as seasonal staff or construction for a

major event. However, victims may also pass through transport hubs, health services and other public places or be found in private homes.

There are a number of indicators that can be signs that someone is a victim of modern slavery. Some of the key indicators are below. However sometimes it will be a case of acting on your instinct that something is not right, and using existing professional skills to talk to a potential victim and find out more information. None of these indicators in isolation or combination can give you complete certainty, however you do not need to be certain to report your concerns.

### Spot the Signs:

Physical Appearance - Victims may appear

- Malnourished
- Neglected and Scruffy
- Unclean with poor hygiene
- Acutely tired and exhausted
- To be drugged and drunk
- To have incorrect clothing or equipment for they are doing

Psychological Victims may appear

- Fearful or scared
- Anxious or stressed
- Angry or agitated
- Withdrawn
- Traumatized
- Confused

- Unable to speak intelligibly

Isolation - Victims may appear

- Withdrawn
- Unable to communicate effectively
- Unable to understand you.
- Unable to speak English
- To have someone else speak on their behalf

Poor living conditions - Victims may appear to be living:

- At a place of work
- In an overcrowded house (HMO)
- In a dilapidated caravan or building
- In a place with blacked out windows
- With no heating or running water
- Somewhere clearly not fit to live in

Restricted Freedom - Victims may appear:

- Unable to come and go freely
- Reluctant to leave their situation
- Unable to find or show identity documents like passport or bank account
- In debt, or handle money
- To have door locks

Reluctant to Seek Help - Victims may appear:

- Reluctant to talk to you
- Reluctant to being helped by you or others
- Reluctant to leave their situations
- Fearful of you or authorities
- Fearful or reprisal from someone else

- Unable to prove their legal status to be in the UK.

Unusual Travel Times - Victims may appear to:

- Travel at unusual times
- Travel very early in the morning or late at night.
- Have transportation to and from work provided.
- Have to pay for the transport

Children - victims may also appear to:

- Have mood swings.
- Be angry, upset or withdrawn.
- Show inappropriate sexual behaviour
- Be dressed inappropriately for their age
- Go missing at night or weekends
- No attending school
- Have unexplained gifts or presents

## Reporting concerns

It is important that frontline staff who may come across modern slavery are familiar with their local structures for tackling modern slavery so that they know where to raise these concerns.

**If you believe somebody is in immediate danger, please call 999.**

**For help and advice, contact the Modern Slavery Helpline on 08000 121 700**

[www.modernslaveryhelpline.org](http://www.modernslaveryhelpline.org)

To report a crime, call us on 101 or pass information to Crimestoppers anonymously on 0800 555 111

[www.crimestoppers-uk.org](http://www.crimestoppers-uk.org)

Further information is available in an LGA guide to modern slavery:

<https://www.local.gov.uk/topics/community-safety/modern-slavery>

or by using the link below

[Modern Slavery](#)

## **First Principle:** Related links

Check out all of our Crime Prevention information using the following links or by using the QR code to take you to the First Principle Pages

[Anti-Social Behaviour](#)

[ATM Security](#)

[Beach Hut Security](#)

[Boat Security](#)

[Building Site Security](#)

[Business Security](#)

[Caravan Security](#)

[Card Security](#)

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[Ask The Police](#)

[Secured by Design](#)

[Sold Secure](#)

[Crimestoppers](#)

[Victim Care](#)

[Residential Design Guide](#)

