

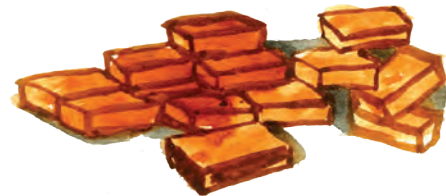
FAITH, CULTURE AND COMMUNITY

A CO-PRODUCED BLUEPRINT FOR BUILDING TRUST, RESILIENCE
AND THE TOOLS TO TACKLE MODERN SLAVERY TOGETHER



The National Referral Mechanism end of year summary shows that there were 385 nationalities represented by referrals in 2025. In a recent report by the Wilberforce Institute in partnership with Shiva Foundation and West Midlands Anti-Slavery Network and funded by the Human Rights and Modern Slavery Policy and Evidence Centre (MSPEC), it was highlighted that marginalised communities facing exclusion based on factors such as race, class, sexuality, socio-economic status, or immigration status are more vulnerable to exploitation. It also showed that failing to take these factors into account can make modern slavery responses ineffective, for example, it can make survivors more reluctant to come forward, be identified as victims of trafficking, receive support, and engage with authorities in prosecution cases.

In October 2024 the Justice Hub based at the Wilberforce Institute, University of Hull, along with partners and stakeholders of the Humber Modern Slavery Partnership and Humberside Police hosted a one-day knowledge exchange event for practitioners, community groups, the faith sector, and people with lived experience of modern slavery from Yorkshire and Humber to discuss the role diverse cultural and community groups can play in co-producing effort to tackle modern slavery.



Over 180 participants worked together to answer a series of questions to understand and map out;

- 1, What level of knowledge, resources and skills we already have in tackling modern slavery
- 2, How well we utilise the knowledge, resources and skills we already have
- 3, What the gaps, barriers and missed opportunities are in our current response and
- 4, What we collectively need to do to develop our knowledge, resources, and skills in order to improve responses to modern slavery across our communities.



Imagining Building Something New :

To illustrate our vision of bringing together our collective skills, knowledge, and experience (building blocks) to construct a roadmap for building a stronger, more informed and resilient region - the findings, recommendations and voices from this event have been collected, transcribed and summarised to create the artwork you see here.

This artwork represents one collective voice and outlines the necessary steps needed to achieve a culturally competent, reflective, and proactive response to modern slavery across Yorkshire and the Humber that includes representation from every community, at every level from community action to service delivery.



WHAT WE HAVE NOW



WE HAVE OUR OWN NRM PANEL THIS WORKS WELL AND MEANS WE GET A QUICKER RESPONSE

COLLECTING CASE STUDIES

INFORMATION + SUPPORT

THE POWER OF ONE KEY WORKER

PROFESSIONAL CURIOSITY

AWARENESS AROUND EMPLOYMENT

REFERRAL (NRM)

WE HAVE EDUCATION IN PLACE FOR HEALTHCARE STAFF. BUT IT NEEDS FURTHER EMPHASIS

WE HAVE IDENTIFIED RELEVANT COMMUNITY AND FAITH GROUPS AND BUILT RELATIONSHIPS WITH LEADERS

WE INCLUDE PEOPLE WITH LIVED EXPERIENCE IN DECISION MAKING, TRAINING AND DEVELOPMENT AND AWARENESS RAISING

WE COLLABORATE AND CO-PRODUCE WITH COMMUNITY GROUPS

LIVED EXPERIENCE

LANGUAGE EDUCATION

SMARTER COMMUNITY ENGAGEMENT

THERE IS GROWING AWARENESS

IT'S NOT JUST HAPPENING IN NAIL SALONS AND CAR WASHES!

FOOD BANKS

CLOTHES BANKS

COMMUNITY SUPPORT

WE'RE GETTING TO THE ROOT CAUSE OF THE PROBLEM, NOT JUST LOOKING AFTER THE VICTIM



WE'RE GETTING BETTER AT DOING THINGS IN A PERSON CENTRED WAY



SUPPORT WITH INTEGRATION

BY WORKING COLLABORATIVELY (MULTI-AGENCY) TO SAFEGUARD A MISSING CHILD THEY WERE ABLE TO PUT MORE LONG TERM SUPPORT IN PLACE



WE'RE LINKING WITH LOCAL AUTHORITIES FOR TRAINING



WE PROVIDE TRAINING AND SUPPORT TO THE VOLUNTARY COMMUNITY SECTOR IN SAFEGUARDING AND HELPING TO IDENTIFY AND REPORT

WE HAVE KNOWLEDGE OF DIFFERENT DRIVERS



THE PERSEVERANCE OF PROFESSIONALS

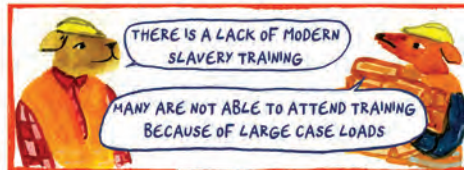
INTELLIGENCE SHARING WITH LAW ENFORCEMENT IS IMPROVING

BUILDING RELATIONSHIPS



INTELLIGENCE SHARING

BARRIERS AND GAPS





TO MUCH RED TAPE

THERE IS A LACK OF ACCESS TO SERVICES

HOW DO WE CREATE EQUALITY ACROSS SERVICES?

ISMS + ACRONYMS

SLOW DELIVERY SERVICE TIMES CAN CONTRIBUTE TO LACK OF TRUST AND FEAR OF EXPLOITERS



LACK OF TIME/RESOURCES TO BULD TRUST

CASE LOADS ARE TOO BIG!

I DON'T HAVE CAPACITY TO BE TRAUMA INFORMED!

WE MUST ENSURE WE UNDERSTAND COMPASSION FATIGUE

VICARIOUS TRAUMA, NEEDS NORMALISING

NOT ENOUGH STAFF

BIASES-UNCONSCIOUS BIAS-PARTICULARLY WHEN THERE IS A CRIMINAL ELEMENT SEEN AS A CRIMINAL FIRST AND NOT A VICTIM-LEADING TO A LACK OF TRUST IN SERVICES

HIDDEN EXPLOITATION-UNDER REPORTING MEANS ITS DIFFICULT TO ESTABLISH TRENDS + PATTERNS

LACK OF UNDERSTANDING THE ROLES OF OTHER ORGANISATIONS AND THEIR REMIT AND LIMITATIONS

DUE TO A LACK OF FUNDING, ACCESSING SUITABLE TRANSLATION AND INTERPRETATION SERVICES CAN BE DIFFICULT

INCONSISTENT APPROACH FROM AGENCIES BECAUSE OF DIFFERENT PRIORITIES

THERE IS A LACK OF UNDERSTANDING OF WHAT SUPPORT IS AVAILABLE

WE'VE HAD ISSUES OF SUPPORTING A CHILD OUT OF AREA

SILO MENTALITY-ORGANISATIONS NOT WORKING TOGETHER MEANS OFTEN INFORMATION IS NOT SHARED OR 'CANNOT' BE SHARED

THERE IS A LACK OF RESOURCES

AND DO THE RESOURCES AVAILABLE MATCH WHAT IS NEEDED?

SHAME + STIGMA

CITIZENSHIP

COMMUNITY INTEGRATION

COMMUNITY TENSIONS ADDING TO FEAR AND MIS-TRUST

AND A LACK OF MENTAL HEALTH SERVICES WHICH ARE HARD TO ACCESS

THERE IS A PERCEPTION THAT MODERN SLAVERY HAPPENS "SOMEWHERE ELSE"

LACK OF ABILITY TO RECOGNISE INDICATORS + SIGNS OF TRAFFICKING AND SLAVERY DISTINGUISHING VICTIMS FROM PERPETRATORS





IT'S NOT COOL TO GRASS

YOUNG PEOPLE FEEL SAFE AND UNDERSTOOD IF IN A GANG OR FINANCIALLY SUPPORTED

AND DON'T WANT TO ASK FOR HELP BECAUSE OF PRIDE

VULNERABILITIES DON'T END AT 18

OR DON'T RECOGNISE THAT THEY ARE A VICTIM

PEER PRESSURE - BARRIER TO DISCLOSURE

AND DON'T FEEL IMPORTANT ENOUGH, OR THAT THEIR VOICE MATTERS

OFTEN THERE IS FEAR OF JUDGMENT

BUILDING ON WHAT WE HAVE

MODERN SLAVERY CHAMPIONS-
GROWING THE NETWORK



HAVING SINGLE POINTS OF CONTACT THAT ARE WELL ADVERTISED IN AN ORGANISATION SO ALL STAFF KNOW WHERE TO GO WITH CONCERNS



WE NEED TO REALLY INVEST IN CULTURAL COMPETENCY TO BETTER UNDERSTAND THE NEEDS OF SURVIVORS



WE MUST ENSURE THAT DIFFERENCE IN BEHAVIOUR/CULTURE IS NOT SANCTIONED

UNCONSCIOUS BIAS, ACTIVE BYSTANDER TRAINING WILL HELP TACKLE THIS

WE NEED TO UNDERSTAND CHANGING CULTURAL NORMS



AND CONSIDER DIVERSITY WHEN HIRING

WE COULD EMBED INTERPRETERS WITHIN ORGANISATIONS

INTERPRETERS SHOULD BE PART OF PLANNING TO UNDERSTAND SENSITIVITY AND CULTURE NEEDS- OVERCOMING LANGUAGE BARRIERS

LANGUAGE AND COMMUNICATION IS KEY!



WE SHOULD ENSURE INFORMATION IS TRANSLATED IN RELEVANT LANGUAGES

AND EMBRACE NEW TECH TO SUPPORT TRANSLATION SERVICES

TRAINING!



WE NEED MORE TRAINING GENERALLY

AND ESPECIALLY FROM THOSE WITH LIVED EXPERIENCE



WE ALSO NEED TAILORED, SPECIFIC TRAINING, TRAINING IN DIFFERENT SECTORS AND SUBJECT MATTER EXPERTS/SPECIALIST SERVICES TO DELIVER TRAINING

ADAPTING RESOURCES + KNOWLEDGE TO BE MORE ACCESSIBLE E.G VIDEO'S STORYBOARDING, IMAGES, ANIMATION WITHOUT SPEECH

RAISING AWARENESS WITH COMMUNITIES AS WELL AS PROFESSIONALS

WE NEED TO BE INVOLVING COMMUNITIES AT EVERY STAGE

WE NEED TO LEARN FROM BEST PRACTICE OF OTHER REGIONAL AREAS

SHARING AND FINDING DIFFERENT WAYS OF WORKING TOGETHER

YOUTH CLUBS: SPORTS OVERCOME LANGUAGE BARRIERS

SHARING RESOURCES WITH COMMUNITY GROUPS

IMPROVE COMMUNICATION BETWEEN STATUTORY AND VOLUNTARY SERVICES

COMMUNITY SERVICES COULD BE MAPPED OUT

LEARNING FROM LIVED AND LEARNED EXPERIENCE

MAKE SURE ALL RELEVANT ORGS ARE "AROUND THE TABLE"

WORKING IN MULTIDISCIPLINARY ENVIRONMENTS. A MULTI-AGENCY HUB!

ENSURING LESS DUPLICATION OF WORK

INVOLVE IAG'S*

TESTIMONIES

CASE STUDIES

RESEARCH

BEST PRACTICE

NOT ASSUMING THAT PEOPLE KNOW HOW TO ASK FOR OR SEEK HELP

KNOWLEDGE

DATA SHARING. SHARED INTELLIGENCE

SHARING INTELLIGENCE AT THE EARLIEST OPPORTUNITY TO HELP SAFEGUARD VICTIMS

NOT SEEING GDPR AS A BARRIER TO INFO SHARING

IMPROVING RATES OF INTELLIGENCE REPORTING TO THE POLICE ALSO FROM COMMUNITIES

HARNESS COMMUNITY INTELLIGENCE THROUGH COMMUNITY IAG'S*

*INDEPENDANT ADVISORY GROUPS



POST OFFICE

POST OFFICE

ARE YOU A VICTIM OF MODERN SLAVERY?

COMMUNITY INTERGRATION AND INCLUSION

CREATING SENSE OF BELONGING. COMMUNITY INCLUSION PROMPTS TRUST

BUILDING TRUST



THERE IS A DIFFERENCE BETWEEN PITY AND AN EMPATHETIC APPROACH

WE NEED TO ENGAGE WITH FAITH AND COMMUNITY LEADERS TO OFFER ADVICE AND GUIDANCE AS THEY ARE KEY MEMBERS WITHIN THEIR COMMUNITIES

CAN'T UNDERESTIMATE THE IMPORTANCE OF TIME IN BUILDING TRUST

CREATING SPACES FOR COMMUNITIES AND AGENCIES TO WORK TOGETHER

IMPROVE TRUST BY WORKING COLLABORATIVELY

BUILDING TRUST

BUILDING RELATIONSHIPS

AND IT'S IMPORTANT TO BE ASKING QUESTIONS AND NOT ASSUMING

CONSISTENCY! THE POWER OF ONE KEY WORKER!

INVOLVING COMMUNITIES AT EVERY STAGE

THERE IS A REAL CONCERN WITH MISTRUST OF SERVICES LIKE POLICE AND SOCIAL SERVICES

REFLECTIVE PRACTICE

SHARING RESOURCES WITH COMMUNITY GROUPS

CREATING A SUITABLE ENVIRONMENT FOR ENGAGING WITH VICTIMS TO MAKE THEM FEEL COMFORTABLE AND RELAXED, TRYING TO DO THIS WITH MULTI AGENCY REPRESENTATIONS SO PEOPLE DON'T HAVE TO REPEAT THEMSELVES



CREATING A CULTURE WHERE WE CAN CHALLENGE EACH OTHER + EMBRACING THIS AS A PART OF LEARNING AND DEVELOPMENT

LISTENING TO FEEDBACK FROM THOSE WITH LIVED EXPERIENCE

MORE INFORMAL, 3RD SECTOR ORGANISATIONS CAN HELP EASE THE CONCERN AND PEOPLE ARE MORE LIKELY TO DISCLOSE TO NON-STATUTORY ORGANISATIONS

WHERE CAN PEOPLE REPORT OTHER THAN THE POLICE?



DEVELOP AGREED PATHWAYS OF SUPPORT FOR ADULTS AND CHILDREN

SIMPLIFYING PROCESS FOR VICTIMS

IDENTIFYING THE RIGHT PEOPLE TO BE INVOLVED IN CONVERSATIONS AND ENCOURAGING HONEST AND FRANK CONVERSATION

COMMUNITY ENGAGEMENT: TAXIS, BUSINESSES, BANKS, POST OFFICES

WORKING TOGETHER: A TRUE MULTI-AGENCY APPROACH

DISCUSSION BETWEEN ORGANISATIONS OF HOW THEY RUN THINGS:
WHAT WORKS OR DOESN'T WORK

CREATING SPACES FOR COMMUNITIES
AND AGENCIES TO WORK TOGETHER

MULTI-AGENCY APPROACH + ALIGNED APPROACH REQUIRED ACROSS
BOTH AGENCIES AND GEOGRAPHICAL REGIONS

IMPROVE TRUST BY WORKING
COLLABORATIVELY

SHARED METHODOLOGY

SHARING DEVELOPMENT AND
DELIVERY OF TRAINING

ENSURING LESS
DUPLICATION OF WORK

IMPROVE COMMUNICATION
BETWEEN STATUTORY AND
VOLUNTARY SERVICES

LOWER COST FOR EACH
ORGANISATION

SHARING
RESOURCES

UNIQUE AND TAILORED
TRAINING FOR
ALL PARTNERS

MULTI-AGENCY HUB

WEEKLY SESSIONS:
MON: COMMUNITY CAFE
TUES: LIVED EXPERIENCE
ADVISORY PANELS
WED: SYSTEM CHANGE
PANELS
THURS: ARTS + CRAFTS
FRI: LIVED EXPERIENCE
FORUM
SAT: SURVIVORS AS MENTORS



CONTRIBUTERS:

ACTIVE HUMBER
ASHIANA
BARNARDO'S
BARNSELY COUNCIL
BEVERLEY RURAL YOUTH
BRADFORD COUNCIL
BRADFORD DISTRICT FOUNDATION TRUST
BRITISH RED CROSS
CHANGE GROW LIVE (CGL)
CHCP, HULL
CITIZENS ADVICE LINCOLNSHIRE
COMMUNITY VISION
CRIMESTOPPERS
EAST RIDING NHS INTEGRATED CARE BOARD
EAST RIDING OF YORKSHIRE COUNCIL
EAST RIDING SAFEGUARDING ADULTS BOARD
EAST RIDING SAFEGUARDING CHILDREN'S PARTNERSHIP
FOCUS INDEPENDENT ADULT SOCIAL CARE
FORUM CIO, HULL
FUSE YOUTH SERVICES
GAMCARE
GANGMASTERS AND LABOUR ABUSE AUTHORITY
GRAFT PROJECT NORTH EAST LINCOLNSHIRE
HMPPS/MDJ
HOME-START GOOLE AND DISTRICT
HULL CITY COUNCIL
HULL SAFEGUARDING ADULTS BOARD
HULL SAFEGUARDING CHILDREN'S PARTNERSHIP
HULL UNIVERSITY TEACHING HOSPITALS NHS TRUST
HUMBER NHS FOUNDATION TRUST
HUMBER TEACHING NHS FOUNDATION TRUST
HUMBERSIDE VIOLENCE PREVENTION UNIT
INGEUS
LOCATE INTERNATIONAL
NATIONAL COMMUNITY ENGAGEMENT, IMMIGRATION ENFORCEMENT

NATIONAL PROBATION SERVICE HULL AND EAST RIDING
NEW LIFE CHURCH SCUNTHORPE
NHS HUMBER AND NORTH YORKSHIRE INTEGRATED CARE BOARD
NLCI
NORTH EAST LINCOLNSHIRE COUNCIL
NORTH EAST LINCOLNSHIRE SAFEGUARDING ADULTS BOARD
NORTH EAST LINCOLNSHIRE SAFEGUARDING CHILDRENS PARTNERSHIP
NORTH LINCOLNSHIRE COUNCIL
NORTH LINCOLNSHIRE SAFEGUARDING ADULTS BOARD
NORTH LINCOLNSHIRE SAFEGUARDING CHILDRENS PARTNERSHIP
NORTH LINCOLNSHIRE MIND
NORTH LINGS HEALTH AND CARE PARTNERSHIP ICB
NORTHERN LINCOLNSHIRE AND GOOLE HOSPITALS NHS TRUST
PALM COVE SOCIETY
REFUGEE ACTION
REFUGEE COUNCIL
SAFER HULL
SAFER NEL
SAFER NEIGHBOURHOODS, NORTH LINCOLNSHIRE COUNCIL
SOUTH YORKSHIRE POLICE
THE BLUE DOOR
THE HEALTH GOSPEL
THE OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR HUMBERSIDE
THE UNIVERSITY OF HULL, SCHOOL OF CRIMINOLOGY
THE WILBERFORCE INSTITUTE
TIGERS SPORT AND EDUCATION TRUST
TIGERS TRUST
TOGETHER WOMEN'S PROJECT, YORKSHIRE AND HUMBER
TORANJ TUITION PROJECT
TURNING LIVES AROUND
VICTIM SUPPORT
WAKEFIELD COUNCIL
WELCOME HOUSE
WEST YORKSHIRE POLICE
YORKSHIRE AND HUMBER IMMIGRATION, COMPLIANCE / ENFORCEMENT TEAM
YORKSHIRE AND HUMBER REGIONAL ORGANISED CRIME UNIT



ALL ILLUSTRATIONS ARE THE COPYRIGHT OF LILLY WILLIAMS
WWW.LILLYWILLIAMS.NET
LILLYWILLIAMS89@GMAIL.COM



UNIVERSITY
of HULL

Wilberforce
Institute



HUMBERSIDE
POLICE & CRIME
COMMISSIONER

