

WORKING IN PARTNERSHIP TO TACKLE MODERN SLAVERY



HUMBERSIDE
POLICE & CRIME
COMMISSIONER



UNIVERSITY
OF HULL

WILBERFORCE
INSTITUTE

THE HUMBER MODERN SLAVERY
PARTNERSHIP STRATEGY
2023 – 2026

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Foreword by the PCC

“We continue to uncover an increasing number of instances of modern slavery across Humberside. Yet, we are only now beginning to properly understand the impact this serious and organised crime has on individuals and communities.

The impact on those affected is devastating and traumatic, leaving many people in crisis, destitute and homeless and in even more precarious situations than before they were trafficked and exploited. As a partnership, our professional and moral duty is to ensure that we are equipped to identify and support all who may be at risk of or are affected by modern slavery. We also have a duty to use our powers to disrupt, prosecute and suitably sentence the perpetrators of modern slavery and human trafficking crimes.

There has been significant progress in Humberside over the course of the last three-year strategy. Our network of committed partners embraced our strategic goals and developed some excellent responses to this often-hidden crime.

Success in developing a cross-council housing protocol now means any potential adult victim can be safely housed away from their exploiters until such time they can enter victim care contract support.

We have seen a significant rise in referrals to the NRM over the last three years signifying our training and practice awareness has improved. In 2021 we were thrilled the partnership received the IESE Certificate of Excellence Award for significant innovations in transforming public services.

This new three-year strategy builds on these previous successes and sets new aspirational objectives that will ensure our anti-slavery partnership not only continues to be a national example of best practice but fully and swiftly serves those affected.”

Jonathan Evison
Office of the Police and Crime
Commissioner for Humberside



Our Purpose

The Humber Modern Slavery Partnership is a strategic network of agencies across Humberside, committed to tackling Modern Slavery and Human Trafficking by prosecuting perpetrators, disrupting identified organised crime and supporting victims in or out of the National Referral Mechanism.

Our Mission

To generate a coordinated, efficient and proactive response to Modern Slavery and Human Trafficking across all four local authority areas in Humberside (East Riding, Hull, North Lincolnshire, North East Lincolnshire) comprising all relevant statutory, non-statutory and non-governmental bodies.

To have a victim focused approach that sees improved identification and support for victims as well as improved knowledge among the public and professionals.

To make Humberside a hostile environment for perpetrators.



Introduction

Modern Slavery

Modern Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

- Someone is in a situation of Modern Slavery if they are:
- Forced to work through mental or physical threat
- Owned or controlled by an ‘employer’, usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as ‘property’
- Physically constrained or have restrictions placed on their freedom

The following definitions are encompassed within the term ‘Modern Slavery’ for the purposes of the Modern Slavery Act 2015:

‘Slavery’ is where ownership is exercised over a person.

‘Servitude’ involves the obligation to provide services, imposed by coercion.

‘Forced or compulsory labour’ involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily.

‘Human Trafficking’ concerns arranging or facilitating the travel of another with a view to exploiting them.

Who is Affected?

The number of people identified as potential victims of Modern Slavery has been rising year on year, with 16,938 people referred to the Home Office in 2022. The true number of people trapped in Modern Slavery is estimated to be much higher.

Modern Slavery in the UK can take many forms including sexual exploitation, labour exploitation, criminal exploitation, domestic servitude and organ harvesting.

Forced labour is the most commonly identified form of Modern Slavery in the UK, fuelled by a drive for cheap products and services, with little regard for the people behind them. Criminal exploitation is a growing form of Modern Slavery. British children are increasingly becoming forced into ‘county lines’ drug trafficking which is a form of criminal exploitation and Vietnamese nationals are trafficked to work in cannabis production.



Strategy Development

In 2022 to support their updated council guide to tackling modern slavery, the Local Government Association (LGA) developed a modern slavery maturity matrix. The maturity matrix provides a framework for local authorities to assess their progress and plan future activities in responding to modern slavery. The maturity matrix focuses on several key areas such as leadership, the resources and capacity needed to effectively manage modern slavery work across a council, effectively identifying, referring and supporting victims, the disruption and prevention of modern slavery occurring, and mitigating the risk of modern slavery in council supply chains.

All four local authorities in Humberside are committed to using the LGA maturity matrix to assess their progress from a statutory perspective. As such, working collaboratively with local authority forums, this strategy has been written to include many aspects of the LGA maturity matrix that were considered either high priority and ongoing or in need of significant development. This strategy goes further and encompasses the views, priorities and wider considerations contributed by the third sector and other non-statutory organisations to ensure a well-balanced and structured approach to tackling modern slavery in Humberside.

The Strategy was developed with consideration of the following:

- Humberside Police and Crime Plan
- The Care Act 2014
- Independent Anti-Slavery Commissioner National Strategy
- HM Government Modern Slavery Strategy
- National Policing Plan for Modern Slavery
- The Modern Slavery Act 2015
- Trafficking Survivor Care Standards
- The Housing Act 2004
- Home Office Statutory Guidance on Modern Slavery
- Section 25 Code for Local Authorities

Disruption, Prevention, and Enforcement

This strategy has been developed by taking into consideration the priorities of existing frameworks such as the Police and Crime Plan for Humberside at the local level and the 4Ps approach (Prevent, Protect, Prepare, Pursue) which is the recognised national framework for countering Modern Slavery and Serious Organised Crime in the UK. The disruption, prevention and enforcement of modern slavery is a key part of a partnership response and as such forms one of the strategic priorities of this strategy.

National Strategy at a Glance

Pursue: Prosecuting and disrupting individuals and groups responsible for modern slavery.

Prevent: preventing people from engaging in modern slavery.

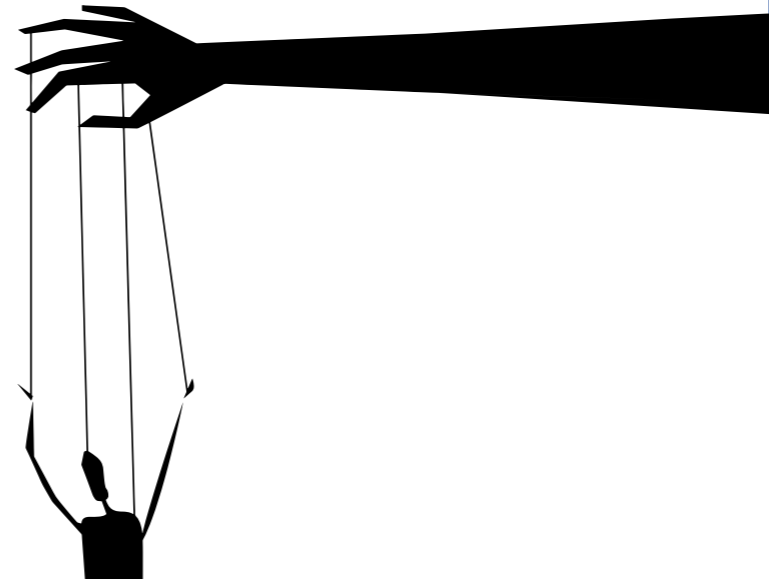
Protect: Strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime.

Prepare: Reducing the harm caused by modern slavery through improved victim identification and enhanced support and protection for victims.

Reduce threat

Reduce vulnerability

Significantly reduce the prevalence of modern slavery.



Strategic Priorities for 2023 – 2026

Leadership	Resources and Capacity	Identifying and Supporting Adults	Identifying and Supporting Children	Disruption, Prevention, and Enforcement
To develop well-planned and consistent approach to local-level strategy implementation and planning across all four local authority areas in the Humber region including regular engagement with full council and regular scrutiny.	To continue building our exceptional multi-agency approach to all aspects of modern slavery by ensuring all partners have access to and can benefit from the latest training, data, intelligence, and involvement with local authority forums.	To develop an effective and consistent response to adults who are at risk of or affected by modern slavery in the Humber region. This response will be collaborative and reflect the highest standards of a trauma-informed approach.	To develop an effective and consistent response to children and young people who are at risk of or affected by modern slavery. Drawing on devolved decision-making powers and including the voice of the child this response will ensure the National Referral Mechanism equally benefits all children across the Humber region.	To ensure partners and the wider public are properly equipped to work collaboratively to identify and address the structures and conditions that create environments in which modern slavery can occur in and around the Humber region.



Strategic Priorities	Objectives
Leadership	<ul style="list-style-type: none"> The Community Safety Partnership in each local authority area plays a strategic role in leadership and regular oversight of local activities Each local authority forum produces an annual report that sets out their progress against their delivery plan Progress on modern slavery in each local authority area is considered regularly by appropriate leadership groups and council scrutiny panel Modern slavery is embedded into the work of relevant portfolio holders and subject to routine oversight by partnership boards Elected members in each local authority area receive/ complete modern slavery training Each local authority has an up-to-date and registered modern slavery transparency in supply chains statement Involvement and attendance with the strategic board is an established function of statutory partners and reliant on individual relationships
Resources and Capacity	<ul style="list-style-type: none"> Each local authority area has at least one full or part-time council role that leads or undertakes modern slavery-related work Strategic partners have an identified responsible person for modern slavery workforce development and modern slavery champion's programme The training needs and training impact are included within each local authority forum annual report Local authority forums evaluate the quality and the impact of training on a regular basis. This should be done at least twice a year Modern slavery data from partners is collected and shared along with police data to enrich the picture of modern slavery in Humberside Partners engage in a pan-Humber programme of high-quality and consistent training The voices of those with lived experience are included to assess the impact and effectiveness of support and interventions
Identifying and Supporting Adults	<ul style="list-style-type: none"> A dedicated and agreed approach to supporting victims transitioning from children's services Ensure adults are not criminalised for offences committed as part of their trafficking or exploitation Modern slavery flags are included on all relevant systems across all partners Processes and pathways of support should be equitable and include all relevant statutory and non-statutory partners All front door/reception staff are fully trained and competent to respond to disclosures or suspicions across all relevant organisations Partners are fully aware and informed of the number of adults in the NRM and any VCC support in Humberside at any given time Reciprocal arrangements such as the housing protocol are developed between partner organisations across Humberside



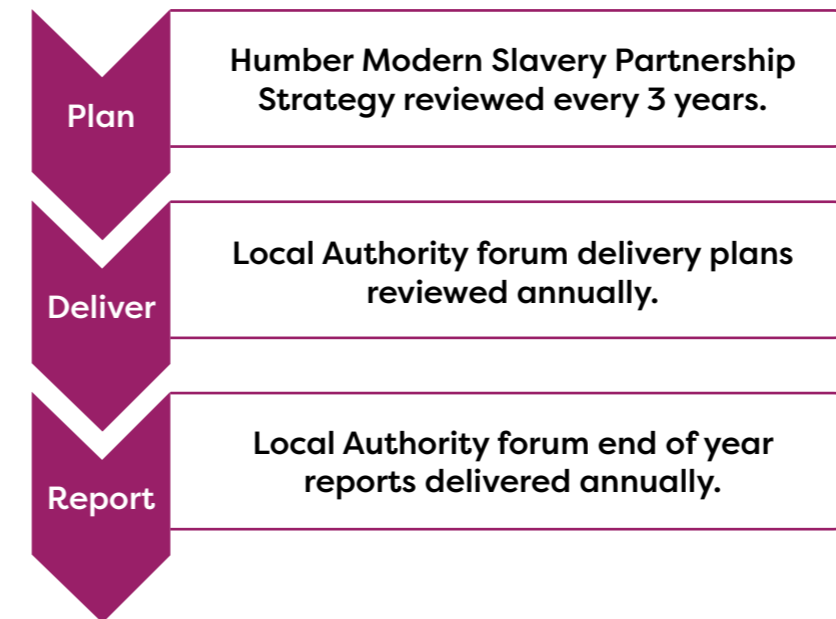
Strategic Priorities	Objectives
<p>Identifying and Supporting Children</p>	<ul style="list-style-type: none"> • NRM pilot areas undertake annual evaluation that informs the delivery of post-NRM support • Dedicated modern slavery referral pathways for children between all relevant partners • Ensure children are not criminalised for offences committed as part of their trafficking or exploitation • Modern slavery flags are included on all relevant systems across all partners • Processes and pathways of support should be equitable and include all relevant statutory and non-statutory partners • Specific interventions are developed to reduce the risk of re-exploitation for all children • A contextual safeguarding approach is embedded across all relevant partner organisations
<p>Disruption, Prevention, and Enforcement</p>	<ul style="list-style-type: none"> • NRM pilot areas undertake annual evaluation that informs the delivery of post-NRM support • Dedicated modern slavery referral pathways for children between all relevant partners • Ensure children are not criminalised for offences committed as part of their trafficking or exploitation • Modern slavery flags are included on all relevant systems across all partners • Processes and pathways of support should be equitable and include all relevant statutory and non-statutory partners • Specific interventions are developed to reduce the risk of re-exploitation for all children • A contextual safeguarding approach is embedded across all relevant partner organisations

Governance

A partnership structure diagram is detailed on the next page which incorporates a wider set of national partners that make up an effective network of governance, best practice and accountability. Despite the fact that Modern Slavery Partnerships in England are not currently subject to any statutory governance or reporting, every effort is being made to make the Humber Modern Slavery Partnership an integral part of a robust partnership governance structure that best serves its sustainability and helps to drive performance.

PDR Plan – Deliver – Report

Implementation, governance and evaluation are incorporated into a simple three-step process of planning, delivery and reporting across Humberside.



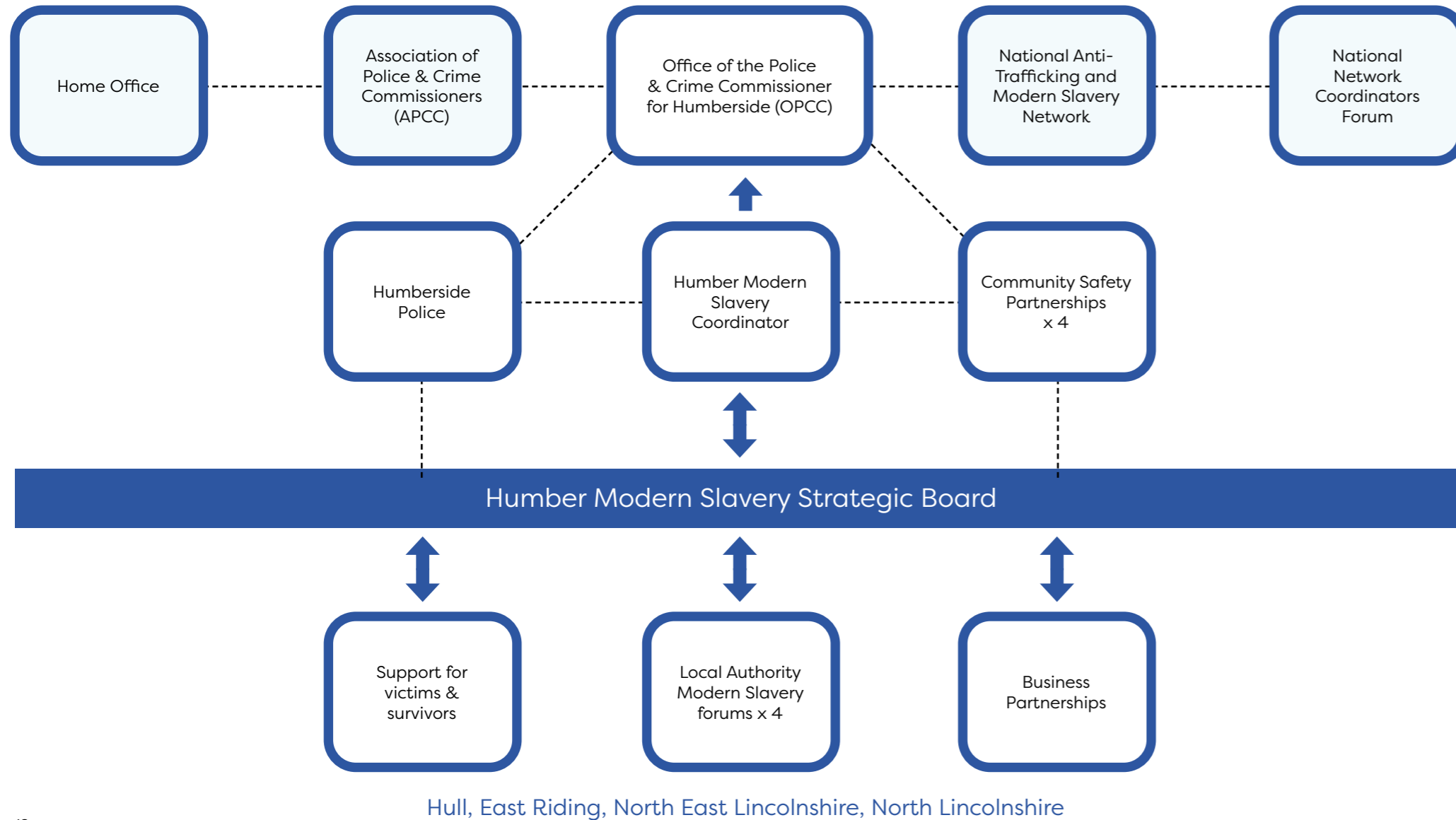
Monitoring and Evaluation

Monitoring and evaluation of our strategic objectives is overseen by the Strategic board on a quarterly basis. All four local authority forums are responsible for setting their own individual delivery plans in response to the specific needs and challenges of their area as well as being guided by the LGA modern slavery maturity matrix, this strategy and any other relevant policies, legislation or statutory responsibilities that apply.

A key role of the Partnership Coordinator is to maintain oversight of local activity and support partnerships working across all areas in Humberside. The partnership coordinator is responsible for working with each local authority forum and other partners to facilitate and encourage multi-agency working in all areas of this strategy. The Office of the Police & Crime Commissioner, whilst funding the post of the Coordinator, is also concerned with ensuring progress is monitored against this strategy



Partnership Structure Diagram



Implementation

The overriding focus in delivering this strategy is effective and equitable partnership working. In accordance with the strategic priorities and objectives detailed in this strategy, no single agency should need to tackle any aspect of the local agenda alone.

The Partnership Coordinator will work with partners across Humberside to develop effective methods to coordinate work at a strategic and operational level, encouraging all organisations involved to share and use the same information, processes and protocols to strengthen our response to modern slavery in Humberside. The partnership coordinator is a role funded by a joint bid to the Police and Crime Commissioner for Humberside by all four community safety partnerships in Humberside.

A focus on building and maintaining resilient communities is essential for us to collectively tackle Modern Slavery in Humberside. The Partnership Coordinator will work with partners alongside service leads, local groups and other partnerships to ensure the integration of the Modern Slavery agenda into daily business.

Action Plans and Pathways

The LGA modern slavery maturity matrix and the four local forum delivery plans and pathways will underpin this strategy. These will guide partners to share information and intelligence in a timely manner, produce good data recording, and offer proactive support for victims and witnesses. These delivery plans and pathways will enable statutory, non-statutory and law enforcement agencies to work productively together.

Strategic Partners

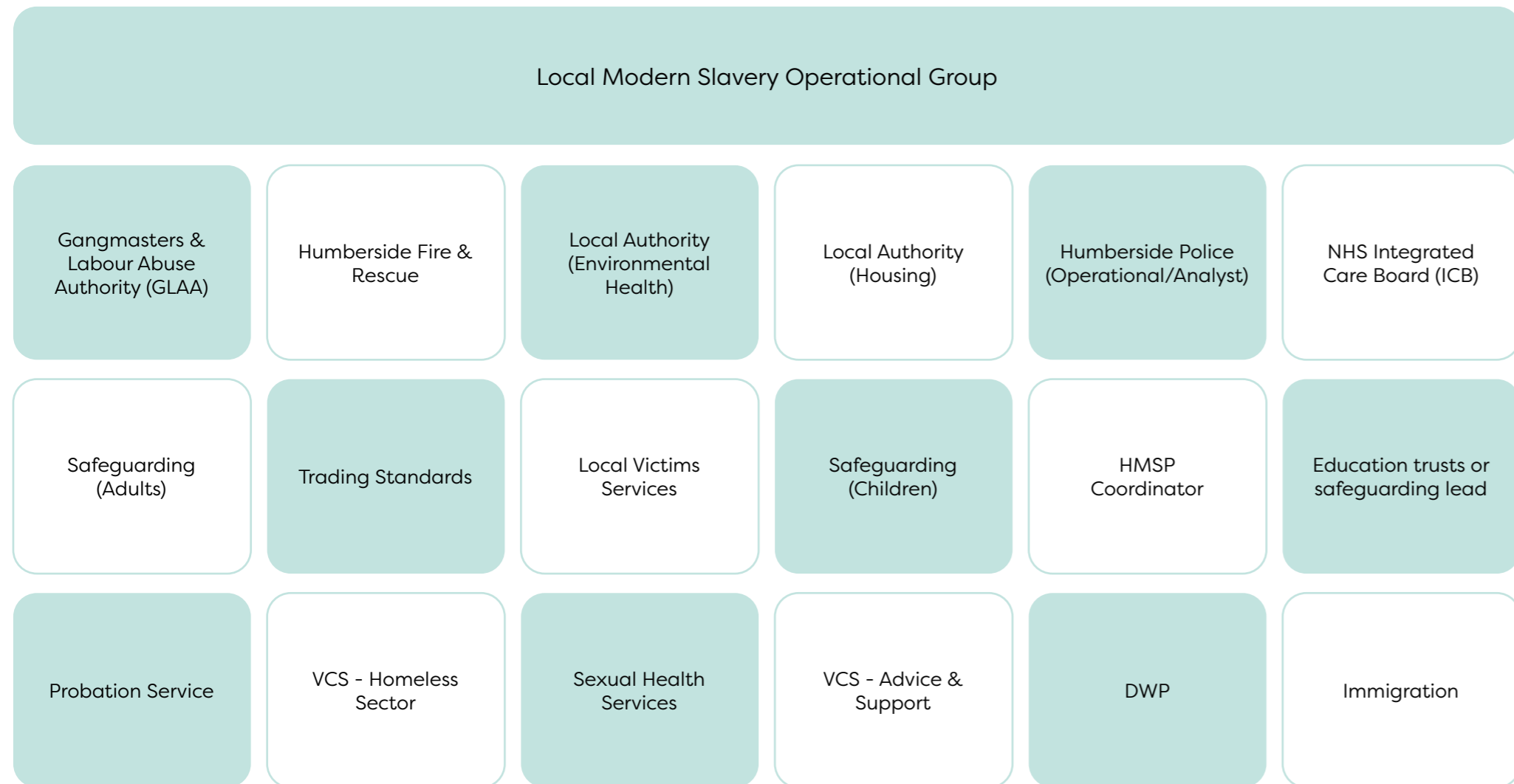
Humberside Police
 OPCC for Humberside
 Wilberforce Institute, University of Hull
 National Probation Service
 Gangmasters & Labour Abuse Authority (GLAA)
 East Riding of Yorkshire Council
 Hull City Council
 North Lincolnshire Council
 North East Lincolnshire Council
 HM Prison Service
 North Lincs and Goole NHS Foundation Trust
 Hull NHS University Teaching Hospital Trust (HRI)

Hull Community Safety Partnership
 East Riding Community Safety Partnership
 North East Lincs Community Safety Partnership
 North Lincs Community Safety Partnership
 Adult Safeguarding Boards
 Children's Safeguarding Boards
 NHS Humber Coast and Vale ICB
 City Health Care Partnership CHCP
 Humberside Fire and Rescue Service
 Victim Support Humberside
 British Transport Police BTP
 Humber NHS Foundation Trust

Hull Culture and Leisure
 Ashiana
 The British Red Cross
 The Human Trafficking Foundation
 The Modern Slavery Helpline
 Migration Yorkshire
 Crimestoppers
 Migrant Help
 The Salvation Army
 National Food Crime Unit
 Policing Slavery MSOIC Yorkshire and Humber
 Department for Work and Pensions

Local Authority Forum Structure

This diagram sets out the minimum membership requirements for a local authority forum to be considered truly multi-agency and effective. There will be differences in roles and responsibilities in each area. This example is not exhaustive.



Reporting and further information

Call Humberside police on 101 Or 999 for an emergency

Call the Modern Slavery Helpline if you have suspicions or concerns about someone being exploited



Call Crimestoppers and report concerns anonymously



The Safe Car Wash App

The Safe Car Wash app is a tool that enables that community intelligence gathering in relation to hand car washes in England.

Download the free app onto your smartphone. When you are using a hand car wash, simply open the app and complete a short survey about the working conditions of the car wash. www.theclewerinitiative.org/safecarwash

Download the **Unseen App** free from the following App stores:

Windows, iTunes, Google Play

About the Unseen App: The Unseen App makes reporting to the Modern Slavery Helpline even easier. The App provides a simple guide to recognising the signs of modern slavery and reporting concerns in confidence to free more victims of slavery.




The app was developed for Unseen by the Helpline's founding partner BT and can be found by searching "Unseen UK" in app stores.

To contact the Humber Modern Slavery Partnership please email the HMSP Coordinator, Andrew Smith: a.smith9@hull.ac.uk

For more information and advice visit our HMSP website: www.hull.ac.uk/research/institutes/wilberforce

Click here for the full Modern slavery Act: www.legislation.gov.uk/ukpga/2015/30/contents/enacted

For more information on the work of the police and crime commissioner for Humberside visit: www.humberside-pcc.gov.uk/Home.aspx

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