

END OF MODERN DAY SLAVERY.



**Newham's Strategy for a Coordinated Community
Response 2022-2026**

WE ARE NEWHAM.

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Cllr James Beckles

Cabinet Member for Crime and Community Safety

Foreword



Modern Day Slavery refers to situations of exploitation that a person cannot leave because of threats, violence, coercion, abuse of power or deception.

When you hear about Modern Day Slavery what images or thoughts come into your mind?

Do you see people trafficked to undertake forced labour? Do you see women involved in sexual exploitation or child labour? Do you perhaps picture it happening in Newham?

The problem is much more complex than we recognise. There are no typical victims of modern day slavery. It is hidden in plain sight and sadly anyone, all genders, children, all ethnicities, and nationalities across the population could be victims of modern day slavery. Modern day slavery is criminalised in over 120 countries in line with the UN Trafficking Protocol and here in Newham we are clear that our approach is one of zero tolerance to it.

This Strategy draws together the work undertaken thus far along with the critical elements required from all of us to individually speak out when we see Modern Day Slavery.

We are committed to amplifying the issue as it relates to Newham to support all of us to understand and recognise the signs. Without our vigilance, this crime will continue and exploit and harm others.

We will ensure that when you report concerns they will be dealt with sensitively through a multi-agency approach.

We will support residents who are trapped and exploited by ensuring there is culturally appropriate, compassionate and high-quality support for victims and survivors, which will help us end Modern Day Slavery in Newham.

We are committed to removing Modern Day Slavery from the Councils' supply chain and encouraging other organisations to do likewise.

We will take a firm enforcement approach with our key partners to ensure those who perpetrate harm are brought to justice.

By working with everyone in the borough we are committed to protect, prosecute and raise awareness to prevent Modern Day Slavery in all its forms.

This Strategy connects several critical policies and approaches adopted and will form a clear joint priority concerning safeguarding and public protection of our communities.

In developing the detailed implementation plan we will be engaging, listening, hearing and co-designing with victims, survivors and residents to ensure we have the right approach. We will be doing this together with you.

If we can all do one thing to make the difference please take a look at this strategy, share it and please help us to together stop Modern Day Slavery in Newham.

Zero Tolerance for Modern Day Slavery in Newham

Our ambition for Newham is for it to be a place where Modern Slavery does not take place.

Where all Council services and partners work tirelessly to identify, interrupt and tackle the root causes of the circumstances and conditions where Modern Day Slavery can develop and take hold.

To have a zero tolerance approach and to act upon any concerns that residents may have about people being held against their will and to stop Modern Day Slavery from taking place in the Borough.

Where staff are empowered to act upon any suspicions and residents are able to identify where it is taking place and take the opportunity to report it.

Where victims are supported and not criminalised.

Where we expose it taking place often in plain sight in Newham.

This Strategy sets out our approach to tackling Modern Day Slavery and our duties under the Modern Slavery Act 2015.

The Modern Slavery Act imposes an obligation on local authorities to notify the Secretary of State if they have reasonable grounds to believe a person may be a victim of human trafficking or slavery.

The 'duty to notify' provision in the Act applies to all police forces and local authorities in England and Wales, the Gangmasters Licensing Authority and the National Crime Agency. Home Office staff

within UK Visas and Immigration, Border Force and Immigration Enforcement are also required, as a matter of Home Office policy to comply with the duty to notify.

The Home Office has an important lead role to play on oversight of compliance with the Act and to support victims. Guidance for organisations on their role is available via the Home Office website. This is focused on supporting victims and ensuring there is good use of the NRM process. This is not related to immigration enforcement action and the London Borough Newham does not view the Modern Slavery Act as a mechanism to target sections of the community who may have No Recourse to Public Funds, are undocumented or have insecure migration status.

What is it?

Modern slavery is an umbrella term encompassing slavery, servitude, forced or compulsory labour and human trafficking.

Victims of modern slavery are unable to leave their situation of exploitation, controlled by threats, punishment, violence, coercion and deception.

Slavery violates human rights, denying people their right to life, freedom and security. It is 'hidden in plain sight' and many of us will have unknowingly seen the victims, perpetrators or effects of slavery in our day-to-day life. It often involves multiple victims, offenders and locations making modern slavery difficult to identify.

Human traffickers and exploiters coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment. Traffickers use a variety of means to recruit, transport, receive and hide their victims such as threats or force, abduction, deception or false promises.

Any consent victims have given to their treatment is irrelevant where they are coerced, deceived or provided with payment or benefit to achieve consent. Children (those aged under 18) are victims of trafficking, whether or not they have been coerced, deceived or paid to secure their compliance if they are recruited, transported, received or harboured for exploitation.

A number of key factors contribute toward someone's vulnerability in becoming a victim of Modern Day Slavery. This includes poverty, mental or physical disability, limited opportunities at home, lack of education, unstable social and political conditions, domestic and other gendered violence, economic imbalances and war. Victims are often subjected to more than one type of abuse and slavery, for example, being sold by a trafficker and forced into forced begging while also being sexually exploited.

Human trafficking crosses over many areas of business for staff in public authorities i.e. whether it is investigating poor health and safety standards that indicates labour trafficking; multiple occupancy that involves enslaved individuals; women appearing at Accident & Emergency in the late stages of pregnancy who are victims of sexual exploitation, homeless people who are trafficked; or domestic violence cases from forced or sham marriages.

Inter-related Policies and Strategies

This Strategy relates to a number of Newham policies and plans which also have a role in addressing Modern Day Slavery.

- 1) Newham Corporate Plan 2020-23
- 2) National Modern Slavery Strategy 2014
- 3) Adults Safeguarding Board Annual Report 2019/20
- 4) Children's Safeguarding Children Partnership 2019/20
- 5) Newham Adolescent Exploitation Strategy 2021
- 6) Newham Community Safety Partnership Plan 2019/20
- 7) Towards a Better Newham COVID-19 Recovery Plan November 2020

A strategy is one part of the jigsaw



Action we have taken so far

In the last two years we have tackled Modern Day Slavery in a number of ways including:

Developed a new Modern Day Slavery pathway for adults and promoted the National Referral Mechanism (NRM) as a framework for identifying and referring potential victims of modern slavery and human trafficking to ensure they receive the appropriate support.

Promoting guidance on Modern Day Slavery including accessible documents for information on:

- Identifying victims or potential victims of Modern Day Slavery
 - Local authority protocols and duties
 - How to make a referral
-

Taken action in procurement to implement the Cooperative Party Charter and reduce the risk of Modern Day Slavery from the Council's supply chain.

Adult Social Care has provided accredited Modern Day Slavery awareness raising training to council employees and partner organisations since 2018.

Put in place a Single Point of Contact in the Retuning Home Intervention service to respond to a rise in a growing number of young people aged 18+ who have been exposed to exploitation which:

- Assists in the completion of NRM's for Young People who are 18+ and known to the Council
- Increases the number of NRM being made for those aged 18+ who are at risk/suspected of being exploited/trafficked
- Works closely with partners/lead professional to ensure that the NRM reflects a good understanding of the needs/risks that surround a Young Person
- Ensures that the relevant technical knowledge is shared across the partnership
- Will track/record all NRM's notified of to ensure support of services is provided

Building on these key priority actions we now set our approach to go much further to effectively tackle the pernicious evil of Modern Day Slavery and human trafficking.

We are committed to identify where and however it is occurring in Newham and to work together across services and partner agencies to best support victims by raising awareness and empowering staff to take action.

We all have a key role to play in tackling Modern Day Slavery, including in identifying and supporting victims and working in partnership with each other across professional boundaries.

This strategy aligns with the four distinct elements to address Modern Day Slavery.

- 1) **Prevention** – We will prevent Modern Day Slavery through raising awareness of modern slavery across Newham and investigating our supply chain
- 2) **Protection** – We will proactively protect and support victims through effective safeguarding and appropriate pathways
- 3) **Prosecution** – We will pursue and disrupt perpetrators of Modern Day Slavery
- 4) **Partnership** – We will tackle Modern Day Slavery through strong leadership and effective partnerships

Crime and Antisocial Behaviour Scrutiny Commission review into Modern Slavery

Newham Council's Crime and Antisocial Behaviour Scrutiny Commission agreed to conduct a review into Modern Slavery in July 2019 and began taking evidence in November 2019. Their work was delayed by the response to the COVID-19 pandemic and a final report with their findings was considered at the April 2021 Cabinet meeting alongside adoption of this strategy.

The report has been fully considered when formulating this strategy. Their work in taking evidence from a range of services helped to identify ways in which Newham needed to improve the robustness of its approach to identify and intervene to stop Modern Day Slavery. Focused sessions on areas relating to Adult Social Care, street homeless services, policy, immigration enforcement and procurement helped to shape and influence the development of the strategy.

The recommendations presented to Cabinet will be further explored in detail during the co-design work for the implementation plan to ensure that this valuable work is fully reflected in our partnership approach. A key recommendation was for the strategy to be a partnership focused one and not solely a Council driven one. This is fully endorsed and reflected in the approach we have taken.

What we will work to deliver

It is the role of key Council services and partners to identify and interrupt modern slavery, support victims and bring perpetrators to justice. Modern Day Slavery operates in plain sight and we must not turn a blind eye. Too many victims don't get support despite suspicions that all is not well. Curiosity is key in identifying victims/survivors and disrupting Modern Day Slavery that is taking place.

We need to upskill our workforce so that staff have the understanding to recognise when Modern Day Slavery is taking place and to have the confidence to make a referral through the NRM. All council staff have a statutory duty to make a referral if they see indications of trafficking or slavery. Referrers do not require proof that Modern Day Slavery is taking place. It is a mechanism to flag concerns for first responders to investigate. It is not their responsibility to judge if it is Modern Slavery but that there are sufficient concerns to make a referral.

We want to help Newham residents to understand what Modern Day Slavery is, how it may be taking place in their own community and how they may be unwittingly be contributing to exploitation of those they buy services from or know in their local community.

We want to empower residents to identify and report their concerns and to know that by doing so they are helping to remove the scourge of slavery from their communities.

We want to make Newham a place that leaves no stone unturned on Modern Day Slavery. Where services work together effectively to support victims and allow them to rebuild their lives.

We want to bring more offenders to justice by prosecuting those that exploit others.

We want to prevent Modern Day Slavery from happening in the first place through use of intelligence, data and insight and an effective preventative approach.

Common types of exploitation

Labour exploitation

- Victims exploited for multiple purposes in isolated environments
- Victims work for offenders
- Victims work for someone other than offender



Sexual exploitation

- Child sexual exploitation - group exploitation
- Child sexual exploitation - single exploitation
- Forced sex work in fixed location
- Forced sex work in changing location
- Trafficking for personal gratification



Criminal exploitation

- Forced gang-related criminality
- Forced labour in illegal activities
- Forced into acquisitive crime
- Forced begging
- Forced to commit fraud (benefit fraud)



Domestic servitude

- Exploited by partner
- Exploited by relatives
- Exploiter/s not related



What are the signs?

Physical Appearance

Victims may often be hungry, look scruffy, may be exhausted, sometimes drugged or drunk and have incorrect clothing or equipment for the job.

Psychological Trauma

Victims may be fearful or scared, anxious or stressed, angry or agitated, withdrawn, traumatized, confused, unable to make themselves understood.

Isolation

Victims may be withdrawn to communicate effectively, unable to understand you or speak English, having someone else speak on their behalf.

Poor living conditions

Victims living where they work or living in overcrowded houses. They may live in a caravan or outbuilding. They may live in places with blacked-out windows or have no running water.

Restricted Freedom

Victims may be unable to come and go freely, unable to show their passport or open bank account. They may be in debt, they may also be placed where doors are locked on the outside.

Reluctant to Seek Help

Victims may be reluctant to talk to you, refuse offers of help, show no desire to leave their situation, fearful of authority and fearful of reprisals. Often unable to prove they have legal status to be in the UK.

National and Local insight

44,855

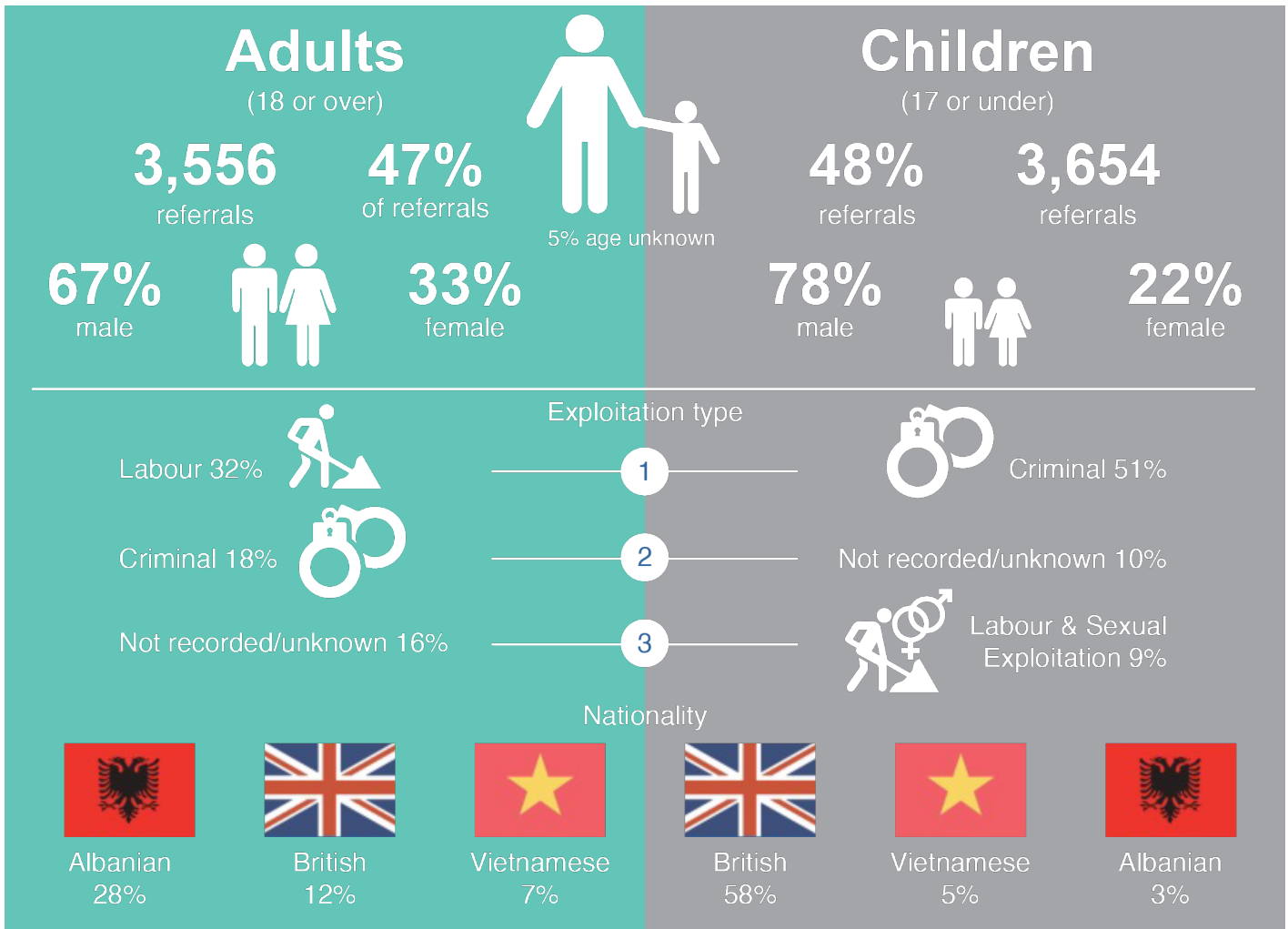
referrals nationally since 2009

7,576

referrals during first 3 quarters of 2020

2nd

highest year for referrals (2019 being higher)



Newham referrals

Where Newham was the First Responder

5th

Highest Local Authority

44

referrals in 2020

0.6%

of total referrals in 2020

3rd

Highest London Local Authority



Nationally, in 2019/2020, 11,342 referrals were made into the National Referral Mechanism (NRM), a 51% increase on figures from 2018/2019.

More vulnerable victims are being identified and this is placing increasing demand on both the NRM and on local authorities. With a growing number of British nationals being referred into the NRM there is a changing cohort of victims, including children and adults with complex support needs.

Because of its hidden nature, producing an accurate measure of prevalence of Modern Day Slavery is difficult. There is no definitive source of data or suitable method available to accurately quantify the number of victims of Modern Day Slavery in the UK.

An Office for National Statistics report brought together many sources of data relating to modern slavery as monitoring indicators, including the NRM, Duty to Notify and police recorded crime data from the Home Office. They reviewed existing estimates of prevalence and highlighted issues of reproducibility and reliability as issues impacting these estimates.

The full scale of Modern Slavery in the UK is likely to be many times higher than the numbers that are reported. The Centre for Social Justice, in their report titled 'It still happens here: Fighting UK slavery in the 2020s', estimated that based on an analysis of crime reports and intelligence records there could have been at least 100,000 victims of modern slavery in the UK in 2017.

The COVID-19 pandemic has increased many of the risks of being caught up in exploitation and we have seen increased risks for young people getting drawn into a variety of forms of exploitation in Newham. From rising examples of cuckooing to the adaptation of criminal activity during the lockdown, many more residents have faced financial hardship and could be at greater risk of being drawn into modern slavery.

The economic impact of COVID-19 has created

a more uncertain employment landscape and insecurity in employment. In building a fairer Newham we are determined to eliminate all forms of exploitation including examples of Modern Day Slavery.

154 Modern Slavery offences were recorded in Newham by the Metropolitan Police Service between August 2019 - July 2020. This points to the wider scale of the issue in the Newham and that the National Referral Mechanism is just one part of the picture.

Greater understanding of and use of the NRM to flag concerns about Modern Slavery is needed across all council services and partners.

There are many barriers in place which prevent those in Modern Day Slavery seeking help or even giving consent to be supported through the NRM. They may feel dependent on their abusers, be concerned about the safety and welfare of people they love or just not feel they are able to get help and that things can be resolved. Working with victims to understand their needs and fully address these and building confidence in police and other services is critical.

Improving the way that we collect intelligence and evidence about Modern Day Slavery beyond the NRM is important. By doing this we can develop a more accurate picture of the scale of the problem in Newham and be able to plan better preventative responses and make this a bigger priority for services.

Information sharing about suspected Modern Day Slavery cases needs to improve to help services join up the dots and raise awareness of and ability to intervene in suspected cases of exploitation. Only through more effective partnership working can we protect more of our residents and achieve our ultimate goal of ending Modern Day Slavery in Newham.

Case studies

Case Study 1

A young person approached the Youth Empowerment Service for help in late 2020. A disclosure of sexual and criminal exploitation was made, they reported being held in a property north of the country and on escaping had to board a train with no money late in the night. This young person had originally left the borough to get away from a local gang but ended up homeless and in fear for their life.

Voice of the young person

They wanted to access a safe place to live that was away from the gang/local area, to get back into college and enter employment. They expressed frustrations of working with professionals as she did not always feel heard due to English not being their first language.

Professionals involved

ASC (Social worker), Police, Housing officer and Intensive Youth worker, Black Women's Project.

Strengths

- Worked really well together as a team – ASC/ police trusted the youth worker who had the relationship with young person
- Important information was shared in a timely way across the network
- Great outcome achieved as this young person was safeguarded and supported

Gaps/Barriers

- Miscommunication at the start,
- Lack of understanding about Young Person's culture across the network
- Language (English was not the Young Person's first language)
- Impact of trauma – This young person had a genuine lack of trust of professionals particularly from the statutory services due to their experiences and fears of the repercussions if they disclosed details of the exploitation

- No family Support
- Previously known to CSC/police for similar concerns

Outcomes/Positive outcomes

NRM Referral – Youth Worker completed the NRM with police – an offer of safe/suitable accommodation was provided within 24hrs.

Financial support from ASC and the London Black Women's Project for clothes/other essential items.

The accommodation provided this young person with a **support worker** which they were very happy with.

Impact/Outcomes

They are now in a safe home and hoping to get back into college in September.

They are looking to also start working in retail soon.

This young person had no professional network initially but left with the service a strong support network in place.

Case Study 2

Concerns were raised about the welfare of a male who had been placed in local homeless hostel service provision, who had been the repeated victim of gangs the first of whom had lured to the UK, where he was held against will and was subjected to not being fed properly or being paid. He had been beaten and picked up by another gang prior to his hostel placement in Newham.

He did not feel safe temporarily staying at local hostel service provision due to local gangs having an opportunity potentially to identify his whereabouts. The hostel manager cited numerous issues with communication between the agencies that had led to an increase in his anxiety and fear that he would be identified and enslaved again as a result of delays to relocate him to safer and more secure accommodation.

Voice of the victim

He wanted urgently to be relocated away from the very real risks of being enslaved again. He only had faith in the assessment hub team manager at this point, but due to a prolonged period of inaction the bond of trust that had been developed was starting to erode.

Professionals involved

ASC MASH@VAT Manager (SPOC); Assessment Hub Team Manager; Stop the Traffick; Police and the Salvation Army.

Strengths

- Excellent local partnership working in order to address barriers to progress once concern had been raised with the local authority
- Knowledge of modern slavery issues on the part of the Assessment Hub Team Manager and SPOC enabled a quick and positive outcome for the victim
- Shared knowledge enabled appropriate pressure to be applied professionally within a safe lessons learned process with all relevant stakeholders
- Changes in approach locally and the involvement of the Human Trafficking Foundation in supporting Newham Council's development of its Modern Slavery Strategy and corporate response to identifying and supporting potential victims

Gaps/Barriers

- Lack of awareness and understanding of processes on the part of local safeguarding partners to respond effectively on a modern slavery case
- Local police identified as not well versed enough

in Modern Slavery issues and therefore unable to respond to the needs and potential risks to a local victim

- COVID-19 and the subsequent lockdown had impacted the Salvation Army's ability to engage its usually willing volunteers to meet this victim's needs in a timely manner due to infection control concerns
- Impact of trauma – This victim had a genuine lack of trust of professionals which resulted in opportunities to provide support being lost on two separate occasions which resulted in additional harm on multiple occasions and increased trauma

Outcomes/Positive outcomes

- Following intervention from the ASC SPOC a quick transfer to a secure place of safety with all appropriate support being provided was secured
- An excellent response to constructive criticism from all involved parties which has resulted in a shared action plan for learning being agreed
- Acknowledgement that further work is required locally to develop a partnership strategy in order to raise awareness of modern slavery issues and a commitment from all involved to improve local practice

Impact/Outcomes:

- Victim is safe and has escaped modern slavery successfully
- Better shared understanding between involved stakeholders with a clear recognition that communication between all stakeholders needs to improve
- Human Trafficking Foundation supporting local authority and partners in ongoing local strategy development
- Local rough sleeping/homelessness services have clarity about safeguarding process and ASC Modern Slavery pathway that needs to be followed for such future similar cases

Case Study 3

A female victim of modern slavery was referred to Hestia in 2020.

They had been trafficked to the UK for the purposes of sexual exploitation. The client was coerced by her boyfriend who sold her to a brothel – a commonly used trafficking ploy referred to as ‘The Lover Boy Phenomenon’. After escaping her exploiters and being threatened by her family as they felt she brought shame on the family she was brought to the UK by smugglers. When they arrived to the UK, they were pregnant – due to their exploitation – and now homeless. They were taken in by a family, who allowed them to live at their home for the three years that they awaited their asylum and human trafficking decision. This individual and their son were ‘hidden homeless’, and entirely reliant on their hosts, who were anxious to provide identification to the Home Office as they feared it could have negative ramifications for them, however, this prevented the client from receiving weekly financial asylum assistance. This individual has been diagnosed with Post Traumatic Stress Disorder (PTSD), Anxiety and Depression.

Voice of the victim of modern slavery

Unable to navigate the different systems to do with asylum, housing etc. They wanted to open a bank account and access universal credit, to access safe and secure self-contained accommodation for them and their son and to access trauma related therapy to help overcome their past. To enrol onto an ESOL course to improve their level of English so they can advocate for themselves. As a long-term goal, they would like support to access part time employment and to have their son access nursery and not to feel scared when they leave their accommodation.

Professionals involved

- Phoenix Case worker support
- Housing support officer
- Psychotherapist

Strengths

- A strong professional relationship was built up with their case worker. Their case worker provided regular emotional support, and initially attended meetings with them and other professionals – now, they feel confident to attend and book meetings alone.
- With support they built up a strong network within their community

- Important information was shared to ensure they have a good understanding of their rights and entitlements

Gaps/Barriers

- Language barrier at the start
- Impact from trauma, they were very scarred and anxious when first referred and afraid to engage with other services or go out in their community. They often cried throughout their key work sessions
- No family support
- Fear of being returned to country of origin
- Not having any financial independence

Outcomes/Positive outcomes

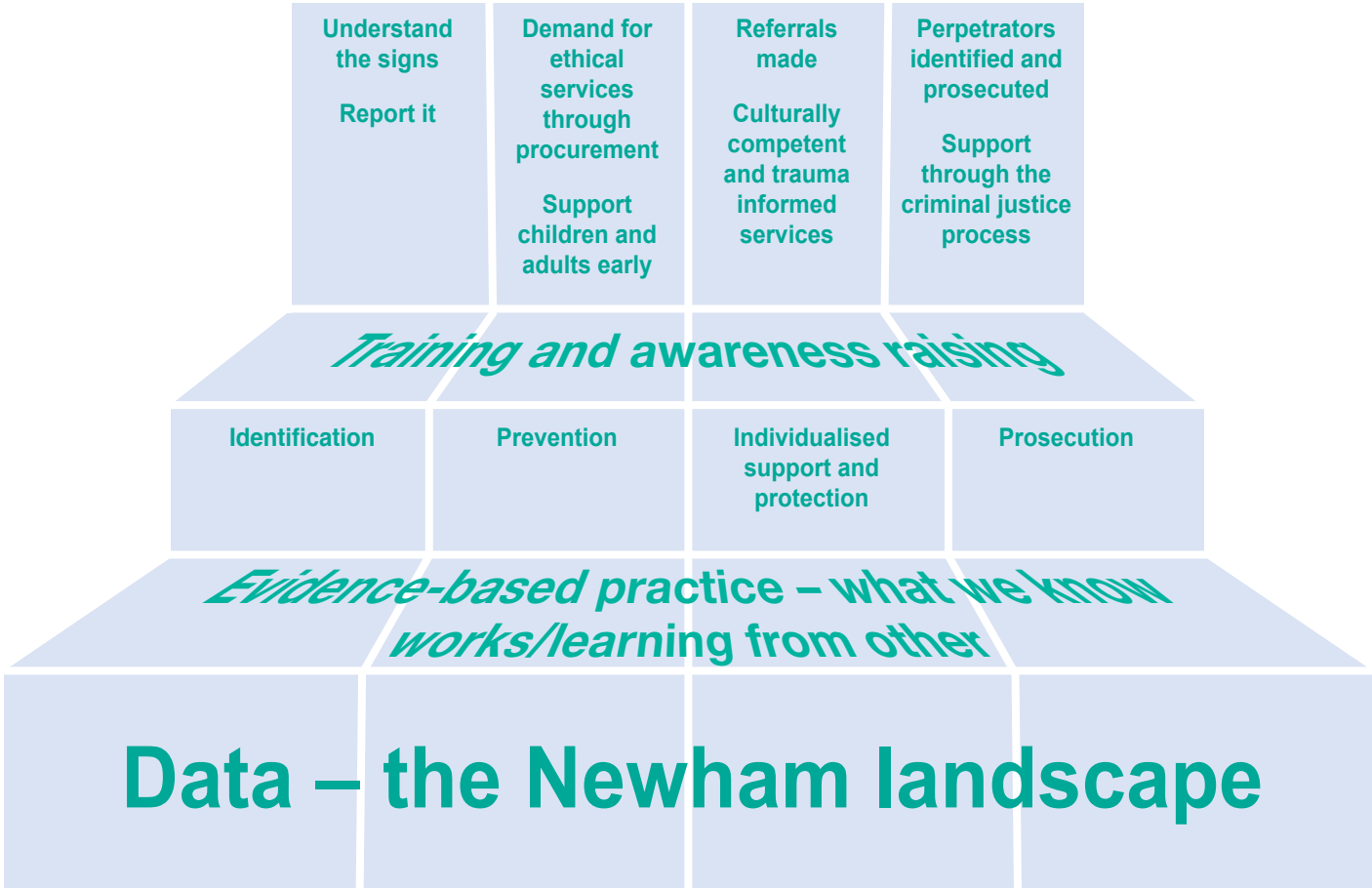
- They are studying ESOL full time at their local college and son goes to nursery five times a week which is funded through the college
- Through the support with their caseworker they now feel confident to arrange and attend meetings alone
- They have received a positive asylum decision
- They now engage regularly with the Phoenix survivors working group

Impact/Outcomes:

- They now want to transfer their overseas business degree and start to explore their employment options within the UK
- Their confidence has increased significantly. They have built a network of friendships in their local community, many of whom have similar experiences relating to immigration and trafficking. They do not speak about their past with their friends but find comfort in their shared experiences
- They have a self-contained flat
- They share their knowledge and understanding with the Phoenix Project working group to help build the services to best support other clients
- They know and feel confident to advocate on their own behalf

How will we end Modern Day Slavery in Newham?

Community and Multi-Agency coordinated response



Newham 2021 Modern Day Slavery Statement

It is good practice for Councils to publish an annual Modern Day Slavery transparency statement which outlines the steps we have taken during the last year to deal with modern slavery risks in supply chains and our own business.

This is expected to be made a mandatory requirement in due course under legislative changes to the Modern Slavery Act.

Transparency Statement 2021-22

This strategy to end Modern Day Slavery sets out how the London Borough of Newham plans to reduce the risks of Modern Day Slavery occurring in the Borough and the measures we will take to reduce it from our supply chains. We understand the risk that all forms of Modern Day Slavery pose both to our residents and visitors - and internationally, through the global nature of modern supply chains.

The Council and its partners are committed to stopping Modern Day Slavery and recognise the role we can play in its identification and disruption. We are fully committed to using all avenues open to us to tackle modern slavery by using our statutory powers, role as a public procurer and through utilising the strengths of all our partnerships and through wider awareness-raising.

The London Borough of Newham has a zero tolerance approach to any form of Modern Day Slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings. We recognise the challenges in eliminating it entirely from our supply time but endeavour to do all in our power to do so.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and explains the steps that the London Borough of Newham has undertaken to reduce the risk of any modern slavery or human trafficking taking place within the organisation, our sub-contractors, partners or supply chains.

This strategy sets out our plans for improving the way we work with each other. To prevent, protect, prosecute and work in partnership. We recognise that Modern Day Slavery needs to be a greater priority across all partner organisations and are focused on improving our approach, data collection, evidence base and insight to inform effective interventions to stop it from taking place.

Our commitments to end Modern Day Slavery in Newham

Awareness Raising

- Raise greater awareness of Modern Day Slavery within the Borough amongst all services and partners and how to effectively respond through the development and promotion of an awareness raising toolkit
- Undertake further mapping of the Modern Day Slavery landscape in Newham to understand its prevalence and the key sectors where it occurs
- Work with the hospitality sector, other large retail businesses, letting agents, and other key sectors where Modern Day Slavery is prevalent to establish referral pathways. Promote use of the SME toolkit with Newham businesses
- Engage Council services who are not directly involved in safeguarding to understand signs of Modern Day Slavery such as Inclusive Economy, Our Newham, Customer Services, Education, Libraries and Community Neighbourhoods
- Work with schools to increase staff awareness to be able to identify children in families who may be experiencing Modern Day Slavery
- Develop a public awareness campaign to raise the profile of Modern Day Slavery in Newham, make information more prominent on our website and increase the confidence of everyone living in Newham to report concerns about it
- Embed cultural change across organisations so that victims of Modern Day Slavery are safeguarded, supported and not criminalised
- Create greater understanding of issues relating to Child Exploitation and County Lines to ensure that they are viewed through a contextual safeguarding lens rather than one of criminal activity where victims are prosecuted

Training

- Extend delivery of Modern Day Slavery training within the Council, particularly for frontline services which will be in contact with potential victims. Programmed refresher training to be delivered in a timely manner to all staff
- Newham Council Private Rented Sector team to be trained to be able to identify the signs of potential exploitation of victims by gang masters for the purposes of forced labour
- Newham Councillors to receive training on identifying indicators of modern slavery within their local communities
- Utilise the Community Neighbourhoods model as a way to extend knowledge and understanding of localised features of Modern Day Slavery within localities and help empower and provide confidence to residents to report concerns
- Extend training to partner sector organisations including the Voluntary, Community and Faith sectors
- Implement effective recording and feedback arrangements to ensure that training is rolled out to all key services and partners and feedback incorporated to ensure that it is relevant and effective in increasing knowledge, understanding and ability to intervene to stop Modern Day Slavery
- Ensure that all services understand that they have a statutory duty to make referrals into the NRM if they see indicators of trafficking or slavery and that just suspicions or concerns are sufficient to make a referral

Procurement

- Work to ensure that we mitigate the risk of Modern Day Slavery in the Council's supply chain through the delivery of the Cooperative Party Modern Slavery Charter
- Work with schools to ensure school supply chains are reducing the risk of Modern Day Slavery.
- Undertake proactive work with Newham businesses to ensure Modern Day Slavery is understood, eliminated from supply chains and exploitative practices exposed and addressed
- Provide an annual Modern Slavery Statement on progress related to addressing modern slavery in the Council's supply chains

Partnership Working

- Work PAN London as members of the London Modern Slavery Leads Network and with the Anti-Slavery commissioner on regional and national initiatives to end Modern Day Slavery across the region
- Develop information sharing agreements between services and with partners to identify properties where Modern Day Slavery may be taking place
- Develop clear and commonly understood referral pathways for all services and partners
- Empower staff to make referrals and take a zero tolerance approach where any concerns exist
- Develop and promote adult/child protocols and a process map with all key partners
- Enable Voluntary, Community and Faith Groups to be able to raise awareness and report suspected cases of trafficking. Support those organisations to recognise and respond to concerns about individuals who are in Modern Slavery

- Develop Modern Day Slavery community champions through engagement with the Voluntary, Community and Faith Sector community
- Create stronger Police and Council joint working on Modern Slavery, breaking down barriers to good partnership working and ensuring it is an operational priority
- We will ensure that our approach to combatting Modern Day Slavery does not target foreign nationals for deportation and offers support for victims not removal

Prevention and Intervention

- Develop clear National Referral Mechanism/duty pathways for all services and for it to be easily accessible and prominently displayed on the Newham website and those of key partners
- Newham Enforcement teams to incorporate modern slavery checks into its programme of regulatory visits to increase identification of victims
- Newham Integrated Rough Sleeping Services to gain confidence and trust of those exploited to divulge information at any time during assessment or throughout casework. Report and share concerns of possible non disclosed Modern Day Slavery to other services
- Consider how information held by the Landlord licensing scheme could be used to help inform identification of Victims of Modern Day Slavery
- Improve Data, insight, mapping and evidence collection on Modern Day Slavery in Newham to aid better prevention and support for victims. Where gaps are identified address these
- Interrogate data for unusual patterns, low levels of referrals and identification of areas where Modern Day Slavery is not being reported
- Establish a dedicated email address/hotline to report concerns about Modern Day Slavery

- Consider the diverse needs of Newham's population and that prevention may sometimes be obstructed by language issues or other barriers which need to be addressed
- Consider whether working practices need to be reviewed and potential policy changes made to ensure that victims of Modern Day Slavery are supported effectively by Safeguarding, Housing and other services with legislation and guidance properly implemented to put victims' needs first

Governance and Co-ordination

- Form a cross-service Newham Modern Slavery Partnership Forum under the All-Age Exploitation Group to take responsibility for ending Modern Day Slavery in Newham
- Strategic leadership for the Modern Slavery agenda will be provided by the Children and Young People's Commissioner
- Leads for Modern Day Slavery will be established in all key Council services
- Ownership of the Modern Day Slavery agenda secured from key partnerships including the Community Safety Partnership, Children's Safeguarding Partnership Board and Adult's Safeguarding Partnership Board
- Improve information sharing and joint working between services and partners to improve identification of victims of Modern Day Slavery and action being taken

We will take immediate action across each of these priority areas that do not require further consultation with partners over the coming months. The immediate priorities are:

- A public awareness campaign led by our Communications team to inform staff, partners, residents and businesses on the signs to look for when Modern Day Slavery is happening in your community
- A training session for all Newham Councillors
- Promote NRM pathways internally within Council services and improve the ease at which information can be found on the Newham Council website
- Co-design work with partners to embed our approach and priorities across organisations
- To improve data, collection and insight on Modern Day Slavery
- To work with the Private Rented Housing team on the increased role they could play to identify potential victims of Modern Day Slavery
- Consider the recommendations of the Crime and Antisocial Behaviour Scrutiny Commission review into the Council's approach to Modern Slavery and incorporate these into actions to be taken forward as appropriate

We will develop a comprehensive Implementation Plan to cover the period July 2021 – April 2023 which will be developed in co-design with all relevant stakeholders including victims of Modern Day Slavery. It will provide actions to deliver these commitments outlined above with measures of success so that we can demonstrate how Modern Day Slavery is being stopped in Newham and people taken out of exploitation.

It will be an ambitious Plan involving all partners to raise the profile of Modern Day Slavery in Newham, give a voice to victims and ensure that we take collective action to improve how we respond, prevent and prosecute all perpetrators of exploitation.

How to report Modern Day Slavery in Newham

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of Modern Day Slavery and ensuring they receive the appropriate support.

The NRM is the main process of referring potential victims of modern slavery to the Home Office to ensure they receive the appropriate protection and support. There are two elements to the NRM:

The National Referral Mechanism (NRM) provides a framework to identify, refer and record potential victims of modern slavery. There are five stages in identifying a potential victim and their journey through the NRM.

1. Identification of a potential victim (PV)
2. Referral into NRM by a first responder
3. Reasonable grounds decision
4. Support for victim with a positive reasonable grounds decision
5. Conclusive grounds decision by a competent authority

A 'first responder organisation is, in England and Wales, an authority that is authorised to refer a potential victim of modern slavery into the National Referral Mechanism. These include Local Authorities, the police, Gangmasters and Labour Abuse Authority (GLAA), charities such as the Salvation Army and Barnado's and others.

How to report suspicions?

There is a legal duty for first responders such as the police or local authority employees to report victims of modern slavery to the Secretary of State. Cases involving children must always be reported.

Adult victims need to provide consent for the referral to be made if they have capacity. If consent cannot be obtained, the first responder still has the duty to notify the Home Office and can do so using the MS1 form.

The following organisations can also be contacted:

Newham Council

For concerns about children under 18:
020 3373 4600 during office hours (Monday to Thursday, 9am to 5.15pm or Friday 9am to 5.00pm)
020 8430 2000 at any other time.

For concerns about adults:
02084302000 (option 2)

Modern Day Slavery Helpline:

08000 121 700

Gangmasters and Labour Abuse Authority:

0800 432 0804 or email:
intelligence@glaa.gsi.gov.uk

Crimestoppers:

0800 555 111

Fearless service for 11-16 year olds to report concerns
fearless@crimestoppers-uk.org

The Salvation Army:

0300 303 8151

Notes

