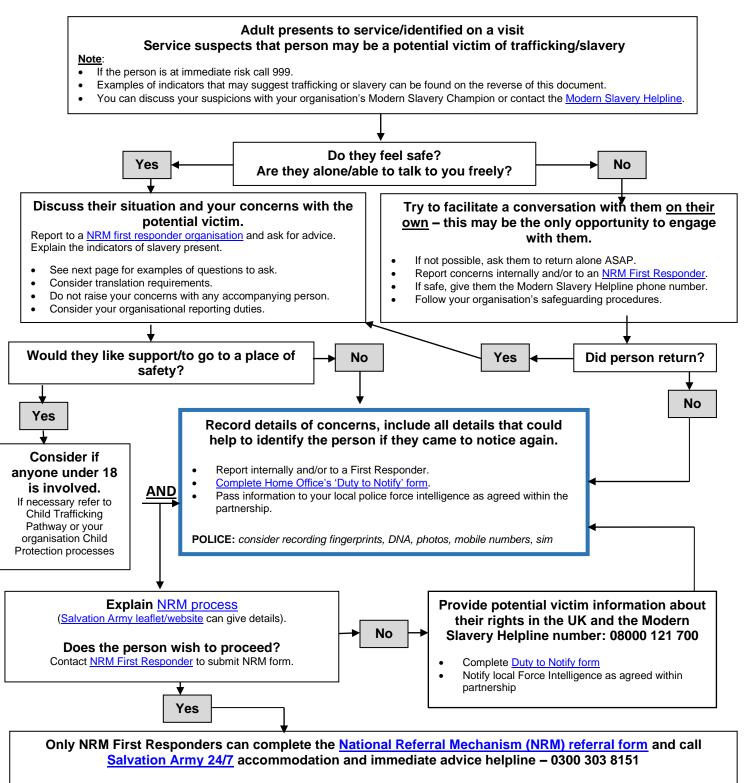


MODERN SLAVERY ADULT REFERRAL PATHWAY

This Referral Pathway should be signposted within your organisation's ADULT SAFEGUARDING POLICY

Modern Slavery Helpline: 08000 121 700



Non-First Responder organisations should record concerns on the NRM referral form and contact a First Responder or call Salvation Army 24/7 accommodation and immediate advice helpline – 0300 303 8151, where a referral can be completed.



Examples of indicators that may suggest a person is a victim of trafficking/slavery:

Be aware that not all indicators may apply. Modern Slavery can affect all ages & genders.

GENERAL INDICATORS

1. 2. 3. 4.	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 Unexplained or untreated injuries		
5.	Malnourished or unkempt		
6.	Confusion or inability to explain their story		
7.	No access to their bank account or documents		
8.	Deferring to an individual who appears to be in charge		
9.	Appearing fearful or unwilling to engage		
INDICATORS OF FORCED LABOUR*			
1.	Dependence on employer for a number of services for example work, transport		
	and accommodation		
2.	Any evidence workers are required to pay for tools, food or accommodation via deductions		
	from their pay		
3.	Unsanitary or overcrowded living conditions		
4.	Imposed place of accommodation		
5.	Insufficient health and safety precautions		
6.	Moved from business to business		
7.	Excessive working hours		
*Please note these indicators may also apply to people who are self-employed, or are working through an employment agency. Use common sense to assess whether you believe a person to be in need of safeguarding.			
IND	DICATORS OF DOMESTIC SERVITUDE		
1.	No proper sleeping place or sleeping in shared space e.g. the living room		
2.	No private space		
3.	Forced to work in excess of normal working hours or being 'on-call' 24 hours		
	per day		
4.	Never leaving the house without employer		
5.	Responsible for the majority if household chores		
INDICATORS OF SEXUAL EXPLOITATION			
1.	Movement of people between brothels or working in alternate locations		

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

Examples of questions that may be helpful having a conversation with a potential victim of trafficking:

- Do you know where your identity documents are kept and 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?
- Before you arrived here what were you told you'd be doing?
- If you wanted to could you leave when you choose to? If you left with me today would there be any consequences?
- Are you worried that someone may hurt you or your family if you don't do what they want?

<u>Note</u>: The above are not exhaustive lists and are there for guidance, don't ignore the obvious, e.g. someone tells you that they have been exploited. If in any doubt – continue with your referral.