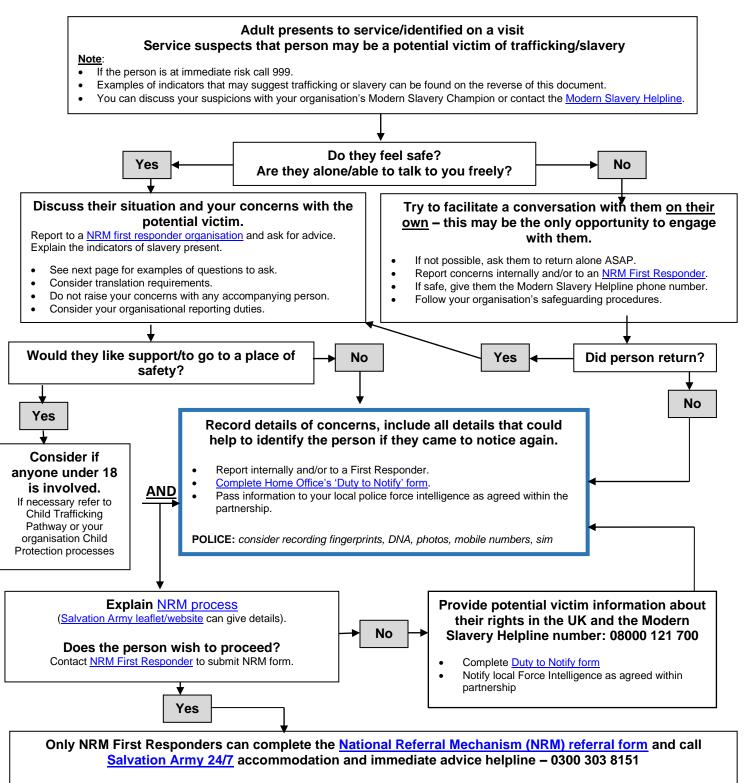


MODERN SLAVERY ADULT REFERRAL PATHWAY

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.