

## MODERN SLAVERY ADULT REFERRAL PATHWAY

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

**Modern Slavery Helpline: 08000 121 700**

**Adult presents to service/identified on a visit**  
**Service suspects that person may be a potential victim of trafficking/slavery**

**Note:**

- If the person is at immediate risk call 999.
- Examples of indicators that may suggest trafficking or slavery can be found on the reverse of this document.
- You can discuss your suspicions with your organisation's Modern Slavery Champion or contact the [Modern Slavery Helpline](https://www.gov.uk/guidance/modern-slavery-helpline).

**Do they feel safe?**  
**Are they alone/able to talk to you freely?**

Yes

No

**Discuss their situation and your concerns with the potential victim.**

Report to a [NRM first responder organisation](#) and ask for advice.  
Explain the indicators of slavery present.

- See next page for examples of questions to ask.
- Consider translation requirements.
- Do not raise your concerns with any accompanying person.
- Consider your organisational reporting duties.

**Try to facilitate a conversation with them on their own – this may be the only opportunity to engage with them.**

- If not possible, ask them to return alone ASAP.
- Report concerns internally and/or to an [NRM First Responder](#).
- If safe, give them the Modern Slavery Helpline phone number.
- Follow your organisation's safeguarding procedures.

**Would they like support/to go to a place of safety?**

No

Yes

**Consider if anyone under 18 is involved.**

If necessary refer to Child Trafficking Pathway or your organisation Child Protection processes

**AND**

**Record details of concerns, include all details that could help to identify the person if they came to notice again.**

- Report internally and/or to a First Responder.
- [Complete Home Office's 'Duty to Notify' form](#).
- Pass information to your local police force intelligence as agreed within the partnership.

**POLICE:** consider recording fingerprints, DNA, photos, mobile numbers, sim

**Did person return?**

Yes

No

**Provide potential victim information about their rights in the UK and the Modern Slavery Helpline number: 08000 121 700**

- Complete [Duty to Notify form](#)
- Notify local Force Intelligence as agreed within partnership

**Explain [NRM process](#)**

([Salvation Army leaflet/website](#) can give details).

**Does the person wish to proceed?**

Contact [NRM First Responder](#) to submit NRM form.

No

Yes

**Only NRM First Responders can complete the [National Referral Mechanism \(NRM\) referral form](#) and call [Salvation Army 24/7](#) accommodation and immediate advice helpline – 0300 303 8151**

**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. Restriction of movement and confinement to the workplace or to a limited area | <input type="checkbox"/> |
| 2. Doesn't know home or work address   | <input type="checkbox"/> |
| 3. Threats against the individual or their family members                        | <input type="checkbox"/> |
| 4. Unexplained or untreated injuries   | <input type="checkbox"/> |
| 5. Malnourished or unkempt   | <input type="checkbox"/> |
| 6. Confusion or inability to explain their story                                 | <input type="checkbox"/> |
| 7. No access to their bank account or documents                                  | <input type="checkbox"/> |
| 8. Deferring to an individual who appears to be in charge                        | <input type="checkbox"/> |
| 9. Appearing fearful or unwilling to engage                                      | <input type="checkbox"/> |

**INDICATORS OF FORCED LABOUR\***

- |  |                          |
|--|--------------------------|
| 1. Dependence on employer for a number of services for example work, transport and accommodation           | <input type="checkbox"/> |
| 2. Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay | <input type="checkbox"/> |
| 3. Unsanitary or overcrowded living conditions   | <input type="checkbox"/> |
| 4. Imposed place of accommodation  | <input type="checkbox"/> |
| 5. Insufficient health and safety precautions  | <input type="checkbox"/> |
| 6. Moved from business to business   | <input type="checkbox"/> |
| 7. Excessive working hours   | <input type="checkbox"/> |

\*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.

**INDICATORS OF DOMESTIC SERVITUDE**

- |   |                          |
|---|--------------------------|
| 1. No proper sleeping place or sleeping in shared space e.g. the living room            | <input type="checkbox"/> |
| 2. No private space   | <input type="checkbox"/> |
| 3. Forced to work in excess of normal working hours or being 'on-call' 24 hours per day | <input type="checkbox"/> |
| 4. Never leaving the house without employer   | <input type="checkbox"/> |
| 5. Responsible for the majority of household chores                                     | <input type="checkbox"/> |

**INDICATORS OF SEXUAL EXPLOITATION**

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

**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?

**Note:** 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.