

# NEL MODERN SLAVERY PARTNERSHIP

## END OF YEAR REPORT

WHAT WE DID APRIL 2022 - MARCH 2023



### WHAT IS MODERN SLAVERY?

Modern slavery is a violation of fundamental human rights.

The North East Lincolnshire Modern Slavery Partnership has been established to prevent and disrupt modern slavery and human trafficking, and engage with communities, other agencies and local businesses to raise awareness. The partnership meets quarterly and implements a local delivery plan which supports the national themes around Pursue, Prevent, Protect & Prepare.

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

Someone is in slavery if they are:

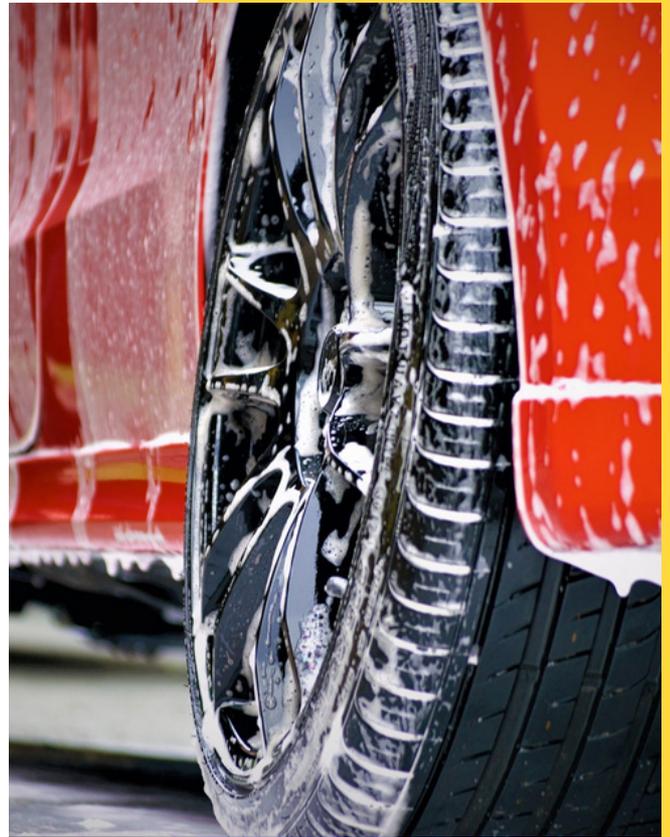
- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- dehumanised, treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on his/her freedom

# THE MODERN SLAVERY OPERATIONAL GROUP

The operational group is a multi agency collective and encompasses North East Lincolnshire Council, Humberside Police, Humberside Fire & Rescue Service, Trading Standards, Housing partners, Gangmasters & Labour Abuse Authority and Immigration.

The aim of the group is to:

- Share information and intelligence on businesses, addresses or persons of interest regarding modern slavery or human trafficking.
- Use intelligence to ensure that multi-agency operations are effective.
- Provide an appropriate and proportionate multi-agency response for operations, working with partners to agree protocols and procedures.
- Develop and implement innovative and shared disruption approaches.



## OPERATION AIDANT

Members of the group once again took part in Operation Aidant.

Operation Aidant is co-ordinated by the National Crime Agency (NCA). It is run nationally every year and involves local police forces working alongside partner agencies to focus on vulnerability, exploitation and modern slavery.

The campaign works to highlight the signs of modern slavery which people may encounter in their everyday lives, and encourage them to confidently report it.

The group visited car washes within North East Lincolnshire and gave advice regarding employment rights and where to seek further advice and help.

The final Operation Aidant of the year looked to support and safeguard sexually exploited women. Visits were arranged to properties of concern and included sexual health outreach workers. The visits were deliberately kept to the minimum of people with the primary concern being safeguarding and trust building of the women involved. Details were given regarding sexual health services locally and where to go for additional support.

A partnership approach is key to this area of modern slavery as health support and building trust is key to enabling an end to this kind of exploitation.



# MODERN SLAVERY CHAMPIONS

Modern slavery and human trafficking victims are hidden in plain sight. This is an emerging and expanding issue both nationally and locally.

The Modern Slavery partnership understand the importance of raising awareness locally to both identify victims and ensure they receive the help and support they require. By improving awareness we hope to make it harder for exploiters to operate. To do this we need modern slavery champions to help improve awareness in the teams, organisations and businesses across North East Lincolnshire.

Modern slavery champions will;

- Be a point of contact for queries
- Receive and share the quarterly newsletter from Humber Modern Slavery partnership (HMSP)
- Be responsible for cascading information as appropriate
- Encourage team members to complete training appropriate to their roles
- Be a conduit for feeding intelligence into the problem profile via the partnership intelligence form (PIF)
- Report back best practice or new ideas for sharing in the Humber-wide newsletter

If you or one of your colleagues is interested in becoming a modern slavery champion please email [victoria.henley@nelincs.gov.uk](mailto:victoria.henley@nelincs.gov.uk)



Modern Slavery Champions event  
Tuesday 17<sup>th</sup> January 2023

10:00	Champions join, welcome and introduction - Andrew Smith
10:10	Richard Kirk, Humberside Police MSHT team
10:25	Sally Van den bos, Victim Support
10:40	Dale Walker, GLAA
11:00	Stacey Aisthorpe, NAViGO
11:15	PIF form - Andrew Smith
11:20	Questions
11:30	Close

## CHAMPIONS EVENTS

In May we heard from the Modern Slavery Helpline. The presentation included statistics from our area but also how the helpline can aid and assist professionals as well as members of the public.

In October the champions had the opportunity to attend the modern slavery conference in Hull and in January we heard from all the agencies locally that are able to offer support or assistance to victims of modern slavery and human trafficking. We had presentations from Humberside Police, Victim Support, NAViGO, The gangmaster and Labour Abuse Authority and from Andrew at the Humber Modern Slavery Partnership.

# LGA MATURITY MATRIX

We were part of a small group of councils who helped shape the Local Government Association (LGA) maturity matrix for modern slavery.

The LGA updated the council guide on modern slavery and developed a maturity matrix to support it.

As well as general sections on modern slavery, the guide is split into targeted sections for officers working in different council services including children's services, adult social care, housing, community and regulatory services and procurement.

The maturity matrix identifies four progress levels (basic first steps, early progress, substantial progress and mature practice). The first two sections focus on the leadership and resources and capacity needed to effectively manage modern slavery work across a council, while subsequent sections focus on the four broad themes of council activity highlighted in the LGA guidance: identifying, referring and supporting victims, disruption and prevention and mitigating the risk of modern slavery in council supply chains.



**LGA modern slavery guidance and maturity matrix**  
 Ellie Greenwood  
 Local Government Association

Checklist for services that may work with adult victims of modern slavery

Mark you:

- Identified your council's modern slavery coordinator or lead team and made this with them to ensure sign-up on issues relating to adult victims of modern slavery?
- Agreed how suspected adult victims of modern slavery should be referred into relevant services (such as housing and adult safeguarding teams) and published referral pathways?
- Agreed how adult slavery and trafficking cases/NRM referrals will be managed within the council and how data on this will be collected?
- Considered whether to identify lead professionals to focus on modern slavery issues within key services?
- Proactively discussed and agreed an organisational approach to challenging cases/victims with NRM?
- Worked with public health and other services to estimate the scale of child trafficking within the local area and locations of specific risk?
- Agreed approaches to information sharing and multi-agency working with local partners including the police, health services and community/CSJ partners working on modern slavery and human trafficking issues, including MIVOC sub-contractors?

1. Funding 2. Modern slavery - 01 overview 3. The UK framework for better practice - early 4. Public health approach to modern slavery 5. Councils role in modern slavery 6. Collaborating with other professionals 7. Disruption and prevention - modern slavery 8. Adult services and modern slavery 9. Making services and modern slavery 10. Community safety 11. Regulatory and international services 12. Commissioning and modern slavery

**Starting shortly..... Tackling Modern Slavery**

Local Government Association

**Agenda**

- 10.00 Welcome and introduction  
 Cllr Nesil Caliskan, Chair, LGA Safer and Stronger Communities Board and Leader, Enfield Council
- 10.05 Ellie Greenwood, Senior Adviser, LGA
- 10.15 Victoria Henley, Community Safety Officer, North-East Lincolnshire Community Safety Partnership  
 Robin Brierley, Executive Director, West Midlands Anti-Slavery Network  
 Jane Paling, Slavery Exploitation Team Manager, Nottingham City Council
- 10.45 Q&A with panellists
- 11.00 Cllr Nesil Caliskan, Chair, LGA Safer and Stronger Communities Board and Leader, Enfield Council
- 11.10 Robyn Phillips, Director of Operations, Human Trafficking Foundation
- 11.30 Close #LGA SaferComms | @LGACOMMS

# LGA EVENT

We were asked to present at the LGA's event to commemorate Anti Slavery Day in October. We gave a presentation to show what could be done on limited resources.

We showcased the online resources document, social media posts and posters produced, the champions network and training delivered.

Modern slavery is one of the priorities for the Community Safety Partnership

- Appoint a modern slavery lead
- Established a multi agency strategic group
- Established a multi agency operational group
- Agreed and published terms of reference
- Agreed and published strategy
- Deliverable action plan
- Established referral pathways

**Champions Network**

Logo for Champions Network featuring 'unseen' and logos for North East Lincolnshire Council, Operation Unseen, and other partners.

**Training**

Spotting the signs of modern slavery is not always easy

Safeguarding children is everyone's responsibility

Modern Slavery & Human Trafficking Awareness

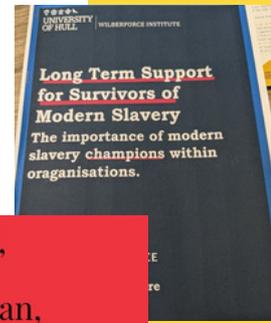
Feedback to the presentation was really positive and many other council areas requested the online resources document produced. This is now available on the LGA website

# MODERN SLAVERY CONFERENCE BY THE WILBERFORCE INSTITUTE

In October many of the NEL modern slavery partnership travelled over to the Aura Innovation Centre for the Humberwide modern slavery conference hosted by Wilberforce Institute.

The day included presentations from Justice & Care, The Salvation Army, Midcounties Co-Op and members of the University of Hull. The event was well attended and very positive feedback was received.

Trafficker, Trader, Abuser, Invader, Rich man, Poor man, Anyone, Thief.



## ONLINE RESOURCES DOCUMENT

The online resources document has been so well received and utilised within North East Lincolnshire it was agreed that the existing document would be updated with new resources added to read, watch or learn. The document is split into timed segments so even if someone only has a few minutes spare they can still access something to read or something to watch to gain further knowledge and upskill. If you would like a copy please email [victoria.henley@nelincs.gov.uk](mailto:victoria.henley@nelincs.gov.uk)

Safer North East Lincolnshire		Modern slavery resources	
<b>If you have less than 5 mins</b>			
<b>Read</b>		<b>Watch</b>	
<p><b>Read</b></p> <ul style="list-style-type: none"> <li>A 10-minute guide to modern slavery</li> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>
<b>If you have 5 to 15 mins</b>			
<b>Read</b>		<b>Watch</b>	
<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>
<b>If you have 15 to 30 mins</b>			
<b>Read</b>		<b>Watch</b>	
<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>
<b>If you have 30 to 45 mins</b>			
<b>Learn</b>		<b>Watch</b>	
<p><b>Learn</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Learn</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>
<b>If you have an hour or more</b>			
<b>Read</b>		<b>Watch</b>	
<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers</li> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>	<p><b>Watch</b></p> <ul style="list-style-type: none"> <li>Modern Slavery: A guide for employers (video)</li> <li>Modern Slavery: A guide for employers (audio)</li> <li>Modern Slavery: A guide for employers (podcast)</li> </ul>

# COMMUNICATIONS

The focus for this years campaigns built on the work completed by the operational group and the Operation Aidant visits locally.

Posts included what signs to look out for when visiting nail bars such as poor hygiene or car washes such as inappropriate clothing. Posts also went out highlighting signs to spot for pop-up brothels and sexual exploitation.

