



Home Office

First Responder Toolkit for England and Wales: Referring victims of modern slavery and human trafficking to the National Referral Mechanism (NRM)

A document to help First Responders complete the online National Referral Mechanism (NRM) referral form. This toolkit outlines practical information to support First Responders

This toolkit is for First Responders in England and Wales¹. Guidance for First Responders in Scotland and Northern Ireland is available here: [National referral mechanism guidance: adult \(Northern Ireland and Scotland\) - GOV.UK](#)

February 2026

¹ The geographical remit of this document is in accordance with section 1.8 of the [Modern Slavery: statutory guidance for England and Wales \(under s49 of the Modern Slavery Act 2015\) and non-statutory guidance for Scotland and Northern Ireland \(accessible version\) - GOV.UK](#)



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Introduction

This toolkit sets out practical information to support First Responders to submit a high-quality referral to the National Referral Mechanism (NRM) in England and Wales. While the principles and practices outlined in this document may be relevant to First Responders in Scotland and Northern Ireland, separate guidance for cases in those jurisdictions are available. If you are based in Scotland, the [toolkit](#) published by TARA provides support for First Responders.

All First Responder Organisations should make sure they have pathways and protocols in place to support First Responders and ensure that they are trained appropriately. The Home Office has produced two high level e-learning modules for use by all First Responders.

The [First Responder e-learning](#) training covers:

- indicators of modern slavery
- what to do when you encounter a potential victim of modern slavery

The [Child Victims of Modern Slavery e-learning](#) covers:

- child-specific indicators of modern slavery
- forms of exploitation that are particularly prevalent
- safeguarding and NRM referral processes
- specific knowledge required to respond to child cases of modern slavery

The following guidance is available to support First Responders further:

- [England and Wales NRM Guidance](#) - this guidance clarifies how potential victims should be identified and referred to the NRM, as well as the process for assessing and determining eligibility for support. This guidance is for all adult cases in England or Wales.

Please also note, this document is not a replacement for the [Modern Slavery: statutory guidance for England and Wales \(under s49 of the Modern Slavery Act 2015\) and non-statutory guidance for Scotland and Northern Ireland \(accessible version\) - GOV.UK.](#)

Changes made since the last version of this guidance

Version number	Changes made
1.0	This is the first version of this document.

1. What is the NRM?

The National Referral Mechanism (NRM) is the framework for identifying and referring potential victims of modern slavery in the UK and ensuring they receive the appropriate support.

Under the current system, designated First Responder Organisations¹, including the Police, Non-Governmental Organisations (NGOs), Local Authorities and parts of the Home Office, refer people who they suspect to be victims of modern slavery to the NRM. Following referral, competent authorities in the Home Office (the Single Competent Authority and the Immigration Enforcement Competent Authority) assess each referral to determine if someone is a victim of modern slavery.

Once a referral has been made, the Home Office Competent Authorities make decisions on a person's case.

Decisions are made in two stages:

- **Stage 1:** reasonable grounds decision
- **Stage 2:** conclusive grounds decision

As specified in [section 52 of the Modern Slavery Act 2015](#), public authorities in England and Wales have a statutory duty to notify the Home Office when they come across potential victims of modern slavery.

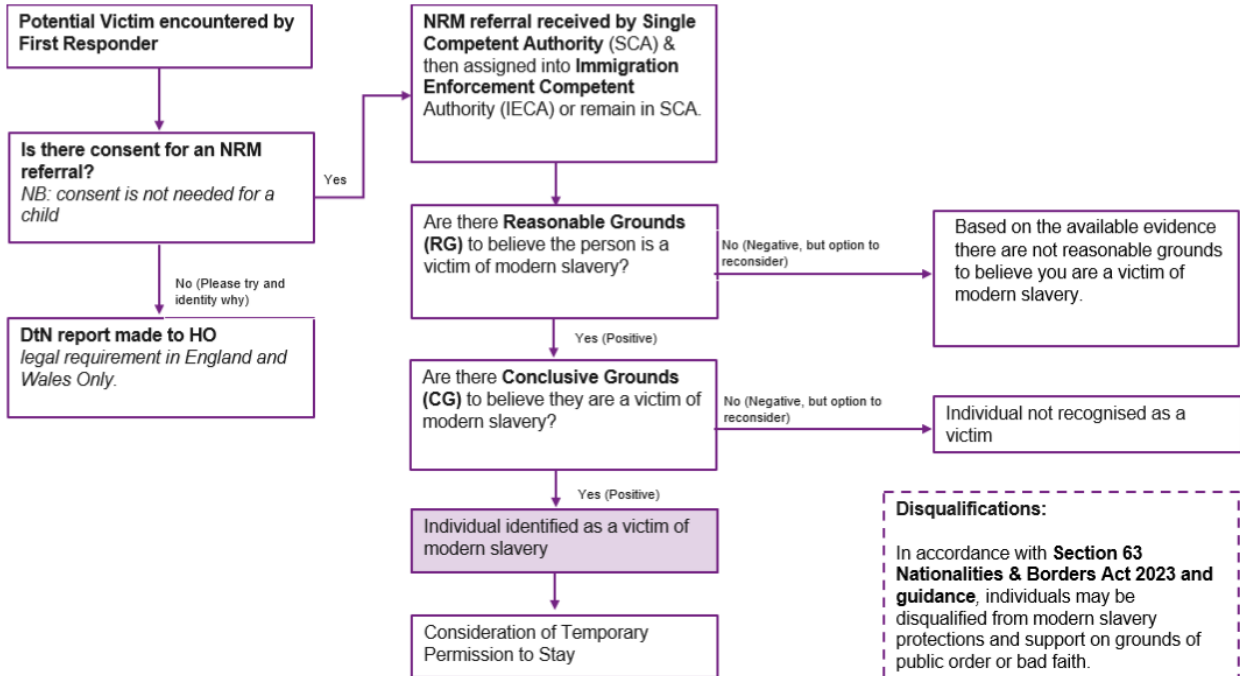
Adults (aged 18 or above) must consent to being referred to the NRM, whilst children aged 17 and under need not consent to being referred. Adults who were exploited as children can also be referred.

This duty is discharged by either referring a child or consenting adult potential victim into the NRM, or by notifying the Home Office via the Duty to Notify (DtN) process if an adult victim does not consent to enter the NRM. Consent is not needed for children to enter the NRM and a referral must be made.

Please refer to the [Modern Slavery Statutory Guidance](#) for information about decision thresholds and processes, information used in decision-making, and for detail on the reconsideration process, as well as the support available for adult and child victims.

The Decision-Making Process:

Please note: Some cases may not follow this flowchart. For instance, some may be suspended, and others may be devolved pilot cases which can receive combined reasonable and conclusive grounds decisions.



2. Toolkit: completing the NRM Referral Form

When you make an [online referral](#), you are required to fill in all relevant details about the potential victim, contact details for yourself and as much information as you can about the exploitation. **Please note, it is one referral per person**, even in the case where there are siblings or a family involved, each member of the family needs to be separately referred.

For children, you must also complete a safeguarding referral to the LA as per your normal safeguarding route, as well as a referral to the Independent Child Trafficking Guardians (ICTG) Service where appropriate. Further information about this support can be found at: [Interim guidance for ICTGs](#).

The form includes various sections and prompts to guide First Responders in collecting relevant information, but the number of individual questions can vary depending on the specific circumstances of the case.

It is vital that the competent authorities are provided with accurate information and detail as they rely on this information to identify the relevant third parties involved in the potential victim's case, i.e. current location and addresses are used to confirm the relevant Police Force who would be responsible for investigating the modern slavery offence.

Remember - not all indicators of modern slavery will be present in all situations, therefore it is helpful to the competent authorities to understand the concerns of the First Responder, which led to the referral being made.

You are required to complete all relevant sections of the online NRM form.

To support your referral, this toolkit outlines what you can expect to see within the NRM referral form and annotations to help you complete the form accurately and efficiently. In parallel, this toolkit sets out the specific details that are relevant to the competent authorities who will assess the form. This structured approach is intended to enhance the usability of the form.

Please refer to section 4 of this toolkit for information on how to conduct trauma-informed interviews.

The information below is organised by each section of the form as you will encounter it.

First Responder Details

- Your details are requested to enable the competent authorities to contact you in the future regarding the case, or to confirm the potential victim's eligibility for the referral.
- From this point forward, you will serve as the primary point of contact for this potential victim's case. It is therefore essential that accurate and up to date contact details are provided, including an alternative contact in case of absence.

Age Confirmation

- You are asked to provide documents or information that support the individual's age.
- Confirming age is essential, as it determines which competent authority deals with the case, the level of support and safeguarding a potential victim is entitled to. If you are uncertain about how to complete this section, seek guidance from your organisations' safeguarding lead or consult the [Modern Slavery Statutory Guidance](#) and [Non-Statutory Guidance for Scotland and Northern Ireland](#).

Potential Victim's Background

- You are asked to provide personal details such as, date of birth, family, education and employment history.
- Understanding a potential victim's background is crucial as it helps identify indicators of exploitation, assess risk and determine the most appropriate support. A detailed background on the potential victim provides vital context for the competent authorities to make an informed decision.

Exploitation Details

- You are asked to provide details of exploitation to help identify the type, nature, and extent of harm experienced.
- It is good practice to record the potential victims' experiences, as they have expressed them in their own words.
- Document a clear, concise narrative and timelines where possible. This information supports the decision-making process by providing evidence of the potential victim's experience(s) and helps ensure the potential victim receives the appropriate protection and support.
- It is also important to note that the potential victim might have been in more than one exploitative situation and the First Responder needs to explore and provide details of each exploitative situation where this information is available.

Professional Insight

- You are asked to provide observations, concerns, and professional judgement to supplement the information provided by the potential victim.

- It is important to base your insights on observable facts and evidence. Avoid assumptions or subjective opinions.
- If any information is limited or missing, please clearly explain the reasons. For example, the potential victim may have been upset or distressed or may have withheld information out of fear of repercussions from the exploiter. Documenting such circumstances helps contextualise any missing information.
- Note observable modern slavery indicators. Mention any known history of the potential victim's interactions with authorities, previous reports, or patterns that are pertinent.

Exploitation Location

- You are asked to provide detailed and accurate information on location to help the competent authorities determine the appropriate police force for investigation. Please provide as much as information as possible, even partial details can be crucial.
- It is important to record **where** the exploitation took place, whether in the UK or overseas. This information not only supports investigations and helps ensure the appropriate regional or international agencies are involved but also contributes to understanding the person's experience.
- If the exploitation occurred in more than one location, please list each one separately.

Exploiter Details

- You are asked to provide as much information as possible about the exploiter(s). Be mindful that both adults and children may not consider themselves a victim, so may not identify their exploiters as such.
- Information about the exploiter(s) – even if limited – can assist in risk assessment, support law enforcement investigations and help safeguard the potential victim from further harm.

Consent and Support

- Consent is required for an adult to be referred to the NRM. For an adult to provide their informed consent, you must explain:
 - what the NRM is
 - what support is available through it
 - what the possible outcomes are for an individual being referred
- You should also make it clear that information may be shared or sought by the relevant competent authority with other public authorities, such as the police and local authorities, to gather further evidence on an NRM referral.
- If the individual is under 18, or if their age is unknown but it is thought that they may be under 18, they should be referred to the NRM regardless of consent.
- Where appropriate, the child should be informed of the NRM in an age appropriate and trauma informed manner.

Duty to Notify

- You are asked to provide an explanation as to why the potential victim has not given consent to be referred in the NRM. This is for adults only, a potential child victim does not need to consent.
- This information allows the authorities to monitor any changes in the reasons why people do not consent to enter the NRM. There is more information on DtN in the [guidance for specified public authorities](#). Find general information on [how personal information is used](#).

Potential Victim Personal Details

- You are asked to provide full name, date of birth, gender, nationality and contact details. Also note whether the individual has children. Where a victim of modern slavery has dependent children, all efforts should be made to keep the family unit together.
- However, local authorities have additional obligations in relation to child protection and may need to make decisions in relation to the best interests of a child or children that requires children to be accommodated in a different location to their parents or guardians.
- If the potential victim is a child, then you will be asked which LA you have contacted about the child and whether help is required for communication.
- If the potential victim requires an interpreter, indicate this and specify the language.
- This section is crucial for accurately identifying the individual and ensuring they receive appropriate support. Where possible, please be mindful of the potential victim's privacy and confidentiality when collecting and recording personal information.
- Double check all information for accuracy, especially names and contact details.

Decision Making and Contact

- You should consider the presence of any indicators of modern slavery, including, for example, the non-verbal presentation of the victim, what the potential victim says, situational and environmental factors and objective evidence regarding known patterns of modern slavery.
- You will also need to provide contact details, for yourself AND for someone who can deal with the case in your absence as sometimes you may be contacted by competent authorities for clarification purposes or to provide further evidence.
- Where possible, you are asked to provide all objective evidence, including, but not limited to, the individual's criminal records, Judge's sentencing remarks, medical records and immigration reporting data will be afforded greater weight in the balancing exercise than subjective testimony.
- This section is vital for documenting who is responsible for reviewing the referral and managing the case.

3. Referral Quality

To ensure a high-quality referral, it is essential to provide comprehensive and accurate information. Before completing the referral form, gather all necessary details. You can use the [prompt sheet](#) (available for download) to prepare your submission offline.

A high-quality referral can support effective decision-making, but it does not guarantee a positive decision outcome for the potential victim given each referral is considered individually according to the policy in the [Modern Slavery Statutory Guidance](#).

Features of high-quality referrals:

- **Detailed Information:** Include as much relevant detail as possible. If certain information is missing, explain why.
- **Professional Judgement:** Offer your informed, professional opinion where appropriate.
- **Modern Slavery Indicators:** Clearly outline all indicators observed in the individual's account and behaviour (refer to Chapter 9 of this document).
- **Context of Referral:** Describe the circumstances that led to the referral.
- **Inconsistencies:** If the account appears inconsistent, provide possible explanations.
- **Chronology:** Present a clear, chronological narrative of events.
- **Disclosure Delays:** Explain any delays in the individual's disclosure of information.
- **Contact Information:** Provide your contact details and those of a colleague who can respond in your absence.
- **Supporting Evidence:** Upload relevant documents (up to 100 files, 25MB each). Examples include:
 - Interview records
 - Witness statements
 - Rule 35 reports
 - Medical or psychiatric reports
 - Judge's sentencing remarks
 - Local Authority/Support Provider testimonies
- Use the designated section in the form to list and date the documents submitted.

Features of low-quality referrals:

- **Lack of Detail:** Vague or overly brief summaries of the potential victim's account.
- **Copy-Paste Content:** Reused text from other referrals or unrelated materials.
- **Missing Indicators:** Failure to include observed indicators, even when present.
- **No Contextual Explanation:** Absence of reasoning for inconsistencies, lack of detail, or timing issues.

- **Unclear Purpose:** No explanation of why the referral is being made or the surrounding circumstances.
- **Poor Structure:** Difficult to follow or lacking logical flow.
- **Subjective Opinions:** Personal views not grounded in evidence, potentially influenced by unconscious bias.
- **Lack of Professional Judgement:** Referrals made without indicators or belief in the case, solely because someone else instructed it, rather than based on the First Responder's own assessment

4. How to conduct trauma-informed interviews

The [Modern Slavery Statutory Guidance](#) requires First Responders to follow good practice during interviews with potential victims where it is reasonably practicable to do so. It is good practice to conduct [trauma-informed interviews](#) with potential adult victims to inform the NRM referral, where this is possible and safe to do so.

The safety of the potential victim and of the interviewer should be prioritised during any interview, including the risk of harm should a potential exploiter become aware of what was discussed.

In most cases, information gathering with children around their exploitation does not take place by way of a formal interview. For children, information gathering should be **child-centred** and appropriate to the developmental stage of the child, rather than conducted as a formal interview. Children should be interviewed in the presence of an **appropriate adult** from the local authority. There is further guidance on how to conduct interviews with potential child victims in Annex D of the [Modern Slavery Statutory Guidance](#) and [Non-Statutory Guidance for Scotland and Northern Ireland](#).

Where available, First Responders should also refer the child to an **Independent Child Trafficking Guardian (ICTG)**, who can support the child and advise on appropriate engagement either at the time or in follow-up.

ICTGs are currently available in two-thirds of local authorities in England and Wales. You should make a referral to the ICTG service via the [online form](#) in addition to the NRM referral and usual safeguarding procedures.

Best practice is to offer an interpreter to any person who does not speak English as a first language to complete the interview. **Your organisation will have a process which can be followed to ensure an interpreter is available.**

Interpreters - you should follow good practice where possible; this includes:

- Explaining the role of the interpreter to the potential victim, reinforcing their code of conduct to the potential victim.
- **Do not use any person accompanying the potential victim as an interpreter**, as they could be involved in the potential victim's exploitation and continue to exert control over them and place the potential victim at risk of further harm.
- Where safe to do so, an adult potential victim should be spoken to in private, away from anyone accompanying them, including a social worker or support person.
- Giving potential victims a choice over the gender of their interpreter.
- If a potential victim appears distressed in the presence of an interpreter, the session should cease immediately.
- Interpreters should **never** be left alone with a potential victim, and those working with interpreters should ensure no unmonitored communication takes place.
- Potential victims and interpreters should leave the session at different times.

Safe space - you should follow good practice where possible; this includes:

- Being aware - creating a safe environment may contribute to eliciting further indicators of modern slavery from the potential victim which were not obviously present at the initial encounter.
- Understanding that trauma can cause people to forget detail / recount a story with inaccuracies - it should not be assumed that they are not telling the truth.
- Checking if the room is private, calm and comfortable for the potential victim. **If needed is there a children's playroom available?**
- Considering whether aspects such as gender dynamics may affect the potential victim's comfort or ability to engage, e.g. whether it is appropriate for a male officer to be alone with a female victim based on cultural norms or past experiences.

Communication - you should follow good practice where possible; this includes:

- Introducing yourself and your role.
- Informing them about how you can help.
- Giving assurance that they are in a safe place.
- Using open-ended questions.
- Ensuring that there is enough time between meetings for the individual to rest.
- Ensuring you have understood the information being provided.
- Avoiding language that could sound accusatory or like they have done something wrong / put themselves in a certain position. Be mindful of tone of voice and body language.
- Being sensitive to diverse backgrounds. Consider cultural differences and how this could affect how they speak / open to a certain gender / culture.
- At the end of the meeting, ask the individual whether they wish to say anything else about their situation, and invite them to contact you later if they have forgotten to say something or want to add anything.

Wellbeing - you should follow good practice where possible; this includes:

- Asking how they are feeling.
- Checking if they are in dirty clothes – you should contact the relevant support team within your organisation to offer appropriate care.
- Checking if they are hungry, thirsty or tired - you should contact the relevant support team within your organisation to offer appropriate care.
- Providing reassurance and support if the potential victim is frightened or concerned.
- If they have consented to support and you suspect they are at risk of destitution or re-exploitation, making a referral for emergency pre-Reasonable Grounds decision support to the Modern Slavery Victim Care Contract by contacting The Salvation Army on 0800 808 3733.
- Offer regular breaks during meetings.

The Modern Slavery & Exploitation Helpline can provide guidance and support to those who are not ready to consent, this is: 08000 121 700.

5. How to explain the NRM form and process

Suggested lines to use with potential adult victims

- From what you have told me today, it seems you might have experienced modern slavery (explain modern slavery), I will first explain to you what the NRM is and answer questions you have about your referral into the NRM...
- Provided you give consent I am going to refer you into the NRM.
- If you give consent, once an NRM referral is submitted, the appropriate competent authority (explain who they are) will then aim to make a reasonable grounds decision (explain) within 5 working days wherever possible and if they make a positive decision, you will be given recovery and reflection period where you can access support including accommodation, financial assistance, medical care / counselling and legal advice. To be clear, this does not mean you are guaranteed a decision as soon as the 30-day period is over.
- After that, the appropriate competent authority will then make a decision about whether you are a victim of modern slavery and if you can continue accessing modern slavery support.
- There are different options on the referral form, and I will explain each one before I ask you to consent and it is up to you which options you choose.
- I will explain what is covered on the [Privacy Information Notice](#) and how your data will be used.
- First of all, there is the choice of whether you want to be referred into the process with access to the support I mentioned earlier or whether you don't feel you can at this time / whether you would prefer not to now.
- The police will also be notified of your case and then you have the option to engage with them further about the incident.
- You don't have to speak with the police. You can still have support even if you choose not to speak with the police.
- Do you understand? Do you have any questions?
- Do you consent to being referred into the NRM? If you do not want to be referred into the NRM, I'm required to submit a Duty to Notify referral outlining your case (explain the DtN process and that their details can be anonymised)
- As an adult, you can withdraw from the NRM at any time. If you no longer wish to remain in the NRM, you can sign the written NRM withdrawal form yourself and return it to the competent authority, or you can speak to a First Responder and they can notify the authorities of your decision to withdraw on your behalf. Once you withdraw your consent, the appropriate competent authority will close your case, and any Home Office funded support will end. Do you have any questions?

Suggested lines to use with potential child victims²

- My role is to make sure that you are safe and support you to understand what will happen next.
- Everyone under the age of 18, who we are worried has been exploited, is referred into the NRM. I will explain what it means to be entered into the NRM and what support / help is available to you.
- Do you understand? Do you have any questions about the NRM
- Here is an [information pack](#)³ about the NRM. Do you want to go through it together? Do you have any questions?

Suggested lines for potential child victims who are approaching their 18th birthday

- If you don't receive your Conclusive Grounds Decision by the time you turn 18, you will need to consent to stay in or withdraw from (leave) the NRM.
- Should you choose to remain in the NRM, you will also need to inform the Home Office if you want to access Modern Slavery Victim Care Contract (MSVCC) support.
- You can do this by signing a written consent form, or through having a conversation with a professional, such as your support worker.
- Further information about this process will be shared with you in advance of your 18th birthday⁴.

² There is no 'one size fits all' approach when speaking with potential child victims. Best practice for children's social care is to keep children informed of what is happening using trauma-informed and age-appropriate methods of communication in a language that they fully understand.

³ To support good practice, the Home Office have created two information packs for children who are identified as Potential Victims of Modern Slavery, one called 'Understanding the NRM: A guide for Primary School Aged Children' (covering children up to age 11) and one called 'Understanding the NRM: A guide for Secondary School Aged Children' (for children aged 11-18). When a child is referred into the NRM you should share the appropriate information pack with the child as soon as possible. You should have access to local copies of these documents and they are also available online [here](#). If you are unable to access them, you should contact the SCA promptly so that the child receives the pack as early in the process as possible. The information packs are primarily for the child but can be used to aid discussions between the First Responder and child. You can use discretion to provide a pack outside the child's age group if beneficial.

⁴ Further information about this process is available in the Child to Adult Victim Transition Pathway section of the [Modern Slavery: statutory guidance for England and Wales \(under s49 of the Modern Slavery Act 2015\) and non-statutory guidance for Scotland and Northern Ireland \(accessible version\) - GOV.UK](#).

6. Checklist for First Responders

1. Verify Consent

- Ensure that the potential victim is not in immediate danger (refer to your organisation's safeguarding policy)
- Explain the NRM process
- Ensure the adult victim consents to the NRM referral
- Consent is not required for children
- For children, referral to the LA through safeguarding routes and referral to ICTG (if this is available in your area).

2. Contact Information

- First Responder's contact details
- Alternative First Responder's contact details
- Known third-party contacts (e.g., local authority social worker)

3. Collect Victim Details

- Full name
- Date of birth
- Nationality
- Gender
- Contact information

4. Document Exploitation

- Type of exploitation (e.g., labour, sexual, criminal)
- Description of the exploitation
- Location and dates of exploitation
- Details of the exploiter(s)

5. Professional Insights

- Observations and assessments
- Supporting evidence

6. Submit the Referral

- Complete the NRM referral form
- Attach supporting documents
- Submit to the competent authority
- Where it is suspected that the victim is at risk of destitution or re-exploitation, make a referral for emergency support by contacting The Salvation Army.

7. Follow-Up (where possible)

- Provide the victim with information on the NRM process
- Offer additional support and resources
- Maintain contact with the competent authority

7. Further support and links

Below is a non-exhaustive list of additional support and guidance. Please note that resources from external sources are not subject to Home Office review or approval.

- <https://www.modernslavery.gov.uk/start> - The online referral system is to be used for referrals into the NRM. Only staff at designated First Responder Organisations can make NRM referrals.
- [The impact of the Modern Slavery Act 2015](#) and [Modern Slavery is closer than you think: Understanding Modern Slavery and Human Trafficking](#) – Home Office published videos on modern slavery.
- [Modern Slavery Statutory Guidance](#) - This guidance provides advice on how to identify and support victims, the NRM process and the criteria used to determine whether someone is a victim of modern slavery.
- [Modern Slavery Awareness booklet \(publishing.service.gov.uk\)](#) - This guidance is aimed at a broad range of public sector staff who could potentially witness indicators of *modern slavery*.
- [Interim guidance for independent child trafficking guardians](#) – This guidance covers roles and responsibilities of independent child trafficking guardians (ICTGs).
- [Understanding the National Referral Mechanism: primary school children - GOV.UK](#), [Understanding the National Referral Mechanism: secondary school children - GOV.UK](#) and [National Referral Mechanism child to adult transition - GOV.UK](#) – Home Office published information leaflets for children in the NRM.
- [Child exploitation and abuse: an appropriate language guide](#) - The Children's Society's guide on the appropriate use of language when discussing children and their experience of exploitation in a range of contexts.
- [Spot the signs | The Salvation Army](#) - The Salvation Army provides specialist support to protect and care for all adult survivors of modern slavery in England and Wales through a government contract which was first awarded in 2011.
- [NRM Explanatory Booklets](#) - The West Midlands Anti-Slavery Network has developed a multilingual document detailing the NRM process for First Responders in the region.
- [The Slavery and Trafficking Survivor Care Standards 2018](#) - Guidance on best-practice standards for meetings with and supporting survivors of human trafficking and modern slavery
- [Trauma-Informed Code of Conduct](#) – This report is by the Helen Bamber Foundation for all professionals working with survivors of human trafficking and modern slavery
- [Guidance for councils on modern slavery](#) – This revised modern slavery guidance provides an overview of modern slavery and the UK framework for tackling it and

provides targeted sections for officers working in different council services to help them understand their specific responsibilities.

- [Modern slavery – Coventry City Council](#) – General indicators of modern slavery identified by the Coventry City Council.

8. Important contact details

- Immigration Enforcement Competent Authority:
IECompetentAuthority@homeoffice.gov.uk
- Single Competent Authority: nrm@modernslavery.gov.uk
- [The ICTG Service](#) has a phonenumber 0800 043 4303 which is available 24 hours a day, 7 days a week, 365/6 days per year.
- [Modern Slavery Helpline](#) - 08000 121 700

9. General indicators of Modern Slavery

The Home Office is aware that most First Responder Organisations will have their own set of modern slavery indicators. This list is **not** exhaustive and is intended for general awareness only.

General Indicators – Victims may:	
<ul style="list-style-type: none"> • Believe that they must work against their will • Be unable to leave their work environment or home environment • Show signs that their movements are being controlled • Feel that they cannot leave • Show fear or anxiety • Be subjected to violence or threats of violence against themselves or against their family members and loved ones • Suffer injuries that appear to be the result of an assault • Suffer injuries or impairments typical of certain jobs or control measures • Suffer injuries that appear to be the result of the application of control measures • Be distrustful of the authorities • Be threatened with being handed over to the authorities • Be afraid of revealing their immigration status • Not be in possession of their passports or other travel or identity documents, as those documents are being held by someone else • Come from a place known to be a source of human trafficking • Have had the fees for their transport to the country of destination paid for by facilitators, whom they must pay back by working or providing services in the destination 	<ul style="list-style-type: none"> • Have false identity or travel documents (or none at all) • Be found in or connected to a type of location likely to be used for exploiting people • Be unfamiliar with the local language • Not know their home or work address • Allow others to speak for them when addressed directly • Act as if they were instructed by someone else • Be forced, threatened or deceived into working in poor conditions • Be disciplined through punishment • Be unable to negotiate working conditions • Receive little or no payment • Have no access to their earnings • Work excessively long hours over long periods • Not have any days off • Live in poor or substandard accommodations • Have no access to medical care • Have limited or no social interaction • Have limited contact with their families or with people outside of their immediate environment • Be unable to communicate freely with others • Be under the perception that they are bonded by debt • Be in a situation of dependence • Have acted on the basis of false promises

More detailed indicators, including those related to child exploitation are in Chapter 3 and Annex A of the [Modern Slavery Statutory Guidance](#).

Indicators of child victims	
<ul style="list-style-type: none"> • Have no access to their parents or guardians (although children may be living with their parents or guardians and still be exploited) • Look intimidated • Behave in a way that does not correspond with behaviour typical of children their age • Have no friends of their own age • Have no access to education • Have no time for playing • Live apart from other children and in substandard accommodation • Eat apart from other members of the "family" • Be given only leftovers to eat • Be engaged in work that is not suitable for children • Travel unaccompanied by adults • Travel in groups with persons who are not relatives 	<p>The following might also indicate that children have been trafficked:</p> <ul style="list-style-type: none"> • The presence of child-sized clothing typically worn for doing manual work or forced prostitution • The presence of toys, beds and children's clothing in inappropriate places such as brothels and factories • The claim made by an adult that he or she has "found" an unaccompanied child • The finding of unaccompanied children carrying telephone numbers for calling taxis • The discovery of cases involving illegal adoption

