

## Dudley's Modern Slavery, Human Trafficking and Exploitation Referral Pathway - ALL AGENCIES

The West Midlands regional definition of exploitation is:

An individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a person and exploits them:

- through violence or the threat of violence, and/or
- for financial or other advantage of the perpetrator or facilitator and/or
- in exchange for something the victim needs or wants.

The victim may have been exploited even if the activity appears consensual due to his /her specific situation. Exploitation does not always involve physical contact, it can also occur through the use of technology, e.g. as the result of a grooming process which takes place during conversations in chat rooms, or through the use of social media.

**Victim or potential victim is identified or attends any agency or organisation for help or support  
(Unaccompanied or accompanied)**

- Do not raise your concerns with anyone accompanying the individual as this could increase risk
- Possible indicators and example questions to explore concerns can be found on the rear of this Pathway

**Follow your organisational safeguarding procedures.**

**If there is any immediate risk to the individual, or a crime in action contact the Police on 999**



**Refer to relevant Multi-Agency Safeguarding Hub (MASH):**

**Children and Young People:** 0300 555 0050

Complete the [Multi Agency Referral Form](#) and [Child Exploitation Screening Tool](#):

**Adults:** 0300 555 0055

Complete [Online Safeguarding Alert / Referral Form](#):

**Out of Hours Emergency Duty Team for both adults and children: 0300 555 8574**

If the victim is an adult consider whether any children are involved and if so refer to **both** the adult and child MASH

**NB: If there is any doubt around whether the victim is a child or adult they should be "treated as a child" until age is confirmed - refer to Childrens MASH**

**When referring to MASH:**

- Explain concerns and describe what you have already done. You will be asked to complete the relevant MASH referral form (see links above)
- The MASH will oversee the case and implement internal procedures as appropriate, which may include working with partners and the original referrer
- Childrens MASH will confirm receipt of the MARF by email

**The MASH (Childrens and Adults) will make a decision within 24 Hours**



**Record and Submit Intelligence**

- ✓ Record suspicions of Modern Slavery / Trafficking / Exploitation and the outcome of action taken.
- ✓ Complete [West Midlands Police Partnership Information Form](#) (previously known as a FIB) – this can also be done if not enough information is held to make a MASH referral

**Every agency / organisations safeguarding procedures should include a link to this Referral Pathway and an overview of different forms of exploitation.**

**Modern slavery, human trafficking and exploitation are hidden crimes that can affect anybody. Victims and potential victims can be of any age, gender or nationality including UK citizens.**

The below lists are not exhaustive and are for guidance, we must be vigilant and act upon any concerns

Examples of indicators that may suggest a person is a victim of trafficking/slavery: *Be aware that not all indicators may apply:*

#### **GENERAL INDICATORS OF MODERN SLAVERY / HUMAN TRAFFICKING / EXPLOITATION**

- Evidence of control over movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Missing episodes
- Doesn't know home or work address
- Threats against the individual or their family members
- Restriction of movement and confinement to the workplace or to a limited area

#### **INDICATORS OF SEXUAL EXPLOITATION**

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

#### **INDICATORS OF FORCED LABOUR\***

- Dependence on employer for a number of services for example work, transport and accommodation
- Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay
- Imposed place of accommodation

\*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**

- No proper sleeping place or sleeping in shared space e.g. the living room
- No private space
- Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
- Never leaving the house without employer

**Examples of questions that may be helpful having a conversation with a potential victim of slavery or trafficking (*depending on their country of origin*):**

- Are you forced to do things that you don't want to do?
- Are you worried that someone may hurt you or your family if you don't do what they want?
- Where are you living and who are you living with?
- If you wanted to could you leave when you choose to? If you left with me today would there be any consequences?
- Would you know where your identity documents are kept and do you have free access to them?
- Before you arrived here what were you told you'd be doing?
- Is the work you're doing in this country the type of work you expected to be doing before you arrived here?
- How did you arrive in the UK and who did you come with – what is their relationship to you?

Further **information and resources** can be found at: <https://www.dudleysafeandsound.org/modernslavery>

For Dudley specific **Child Exploitation** information, including referral forms and strategy visit: <https://safeguarding.dudley.gov.uk/safeguarding/child/work-with-children-young-people/child-exploitation/>

For Dudley specific **Adult Exploitation** information, including referral forms and strategy visit: <https://safeguarding.dudley.gov.uk/safeguarding/adults/work-with-adults/adult-exploitation/>

Further information in respect of **safeguarding** can be found at: <https://safeguarding.dudley.gov.uk/safeguarding>

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