

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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