



Derby and Derbyshire Modern Slavery Partnership

Annual Report 2021-22

“Human trafficking is an open wound on the body of contemporary society, a scourge upon the body of Christ. It is a crime against humanity.” —Pope Francis (April 2014)

March 2023

Introduction

Welcome to the Derby and Derbyshire Modern Slavery Partnership annual report on the work that we have carried out to address modern slavery in Derbyshire.

Partnership is key to the fight against modern slavery, at every level of the community. By working in partnership, we can assemble a range of skills, resources and commitments which are required to push back at this horrendous crime, where people are seen as a commodity and not as a human being.

This report aims to provide an overview of the work undertaken by the Partnership during 2021-22 to address modern slavery.

Derby and Derbyshire Modern Slavery Partnership

In response to the Modern Slavery Act 2015, the Derby and Derbyshire Modern Slavery Partnership, a multi-agency partnership was formed. The vision of the partnership is to protect the public by identifying and safeguarding victims and potential victims of modern slavery / human trafficking and by relentlessly targeting those who enable or facilitate this criminality. Our strategic approach ensures an effective governance and accountability structure, ensuring that we are working effectively to address all forms of modern slavery.

To achieve this, Partnership work is driven by a three-year Strategy (2019-2022), which focuses on the four strategic themes – Pursue, Prevent, Protect and Prepare which are in line with Government's Modern Slavery Strategy 2015, whereby reducing the threat and vulnerability to victims in Derbyshire.

Reducing Threat

- Prosecuting and disrupting individuals and groups responsible for modern slavery (Pursue / Prevent).

Reducing Vulnerability

- Protecting vulnerable people from exploitation and reducing the harm caused by modern slavery through enhanced support (Protect / Prepare).

The importance of partnership working

As you can see, the fight against modern slavery encompasses many aspects. No single agency can achieve all of these actions on their own. To eradicate modern slavery, organisations need to collaborate, work together and share information, both with domestic partners and internationally¹.



¹ Home Office 2020 commentary and Spider Diagram for Fighting Modern Slavery

Partnership Priorities for 2019 – 2022

1. Produce a Strategic Assessment of the nature and types of slavery across the city and county.
2. Develop and deliver a training and awareness package tailored to First Responders, faith, community and voluntary sector groups, homelessness charities/agencies.
3. Deliver communications campaigns to improve both public and private sector awareness of the signs of modern slavery.
4. Provide victim support, covering emotional, social care and safe accommodation needs.
5. Review the multi-agency task force / tactical response group to facilitate investigations and prosecutions.
6. Undertake Proactive inspections to facilitate disruptions, investigations and prosecutions.
7. Engage businesses to combat slavery and develop ethical practices.

We continue to measure our success against the outcomes achieved and how our strategy positively impacts on the safeguarding of children and adults at risk of exploitation.

The Partnership's work is underpinned by a detailed action plan and outcomes monitored on a regular basis. It is important that we do not see success as just data and numbers, but that all our work is rooted in having a visible impact on people's lives and that we are making a difference for them and their long-term outcomes. Key areas of work to date include:

- Establishment of a multi-agency tactical intelligence group.
- Supported adult and child victims through the National Referral Mechanism (NRM) processes.
- Working with the Rebuild Charity, delivering support survivors of modern slavery.
- Commissioned Hope for Justice to provide essential emotional support, advocacy and short-term accommodation for victims.
- In line with changes to the National Statutory Guidance for Modern Slavery, refresh the joint Derby and Derbyshire guidance document for responding to Adults and Child Victims of Modern Slavery.
- Developed an Intelligence Form for professionals to share intelligence with Derbyshire Police Modern Slavery Unit.
- Key partners have developed Modern Slavery Transparency Statements ensuring ethical procurement practices for their business and supply chains, including Derbyshire Police who were one of the first forces to publish a transparency statement.
- Developed and delivered a range of modern slavery awareness initiatives and supported national initiatives such as Anti-Slavery events, Freedom Week, Car Wash App and Farm Work Welfare App.
- In conjunction with the Clewer Initiative and Just Enough Group facilitated the delivery of free lesson plans for Primary and Secondary schools.
- Established the Derby and Derbyshire Modern Slavery Practitioners Forum for partner agencies and charities.

Overview of Modern Slavery in the UK

Modern Slavery is a complex crime that takes a number of different forms. It encompasses slavery, servitude, forced and compulsory labour and human trafficking. Anyone can become a victim of modern slavery and in all types of exploitation, victims can be women, men, girls and boys.

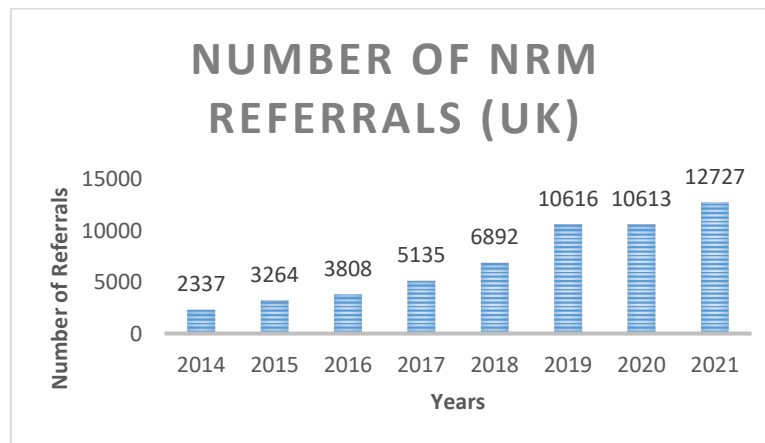
Even though most people think that slavery only exists overseas, Modern Slavery in the UK is thriving. It is estimated that tens of thousands of people are in Modern Slavery in the UK today, with an average cost per modern slavery crime at £328,720 (Home Office 2018/17)

National statistics

The following information is an extract taken from the National Referral Mechanism (NRM) Statistics for the UK. In 2021, 12,727 potential victims of modern slavery were referred to the NRM representing a 20% increase compared to the previous (10,613).

- the number of referrals received this year is the highest since the NRM began in 2009 (previously 10,611 in 2019)
- Of the potential victims referred in 2021, 58% (7,434) claimed exploitation in the UK only and 31% (3,883) claimed exploitation overseas only
- 77% (9,790) were male and 23% (2,923) were female
- 50% (6,411) of referrals were for potential victims who claimed exploitation as adults and 43% (5,468) claimed exploitation as children
- The most common type of exploitation for adults was labour exploitation at 33% (2,141) and for minors was criminal exploitation 49% (2,689).
- the most common nationalities referred this year were UK, Albanian and Vietnamese
- In 2021, 37% (4,674) of the referrals came from government agencies, compared to 32% in the previous year. Police forces accounted for 30% (3,843) of NRM referrals in 2021 (compared to 32% in the previous year). NGO and third-sector organisations accounted for 8% (979) of referrals. Local authorities accounted for 25% (3,229) of referrals, mostly for child potential victims

The Home Office produce [statistics on referrals](#) into the National Referral Mechanism, the following table shows the number of national NRM referrals from 2014 to 2021.



Number of NRM (Adults / Minors) referrals from 2014 to 2021 (Home Office)

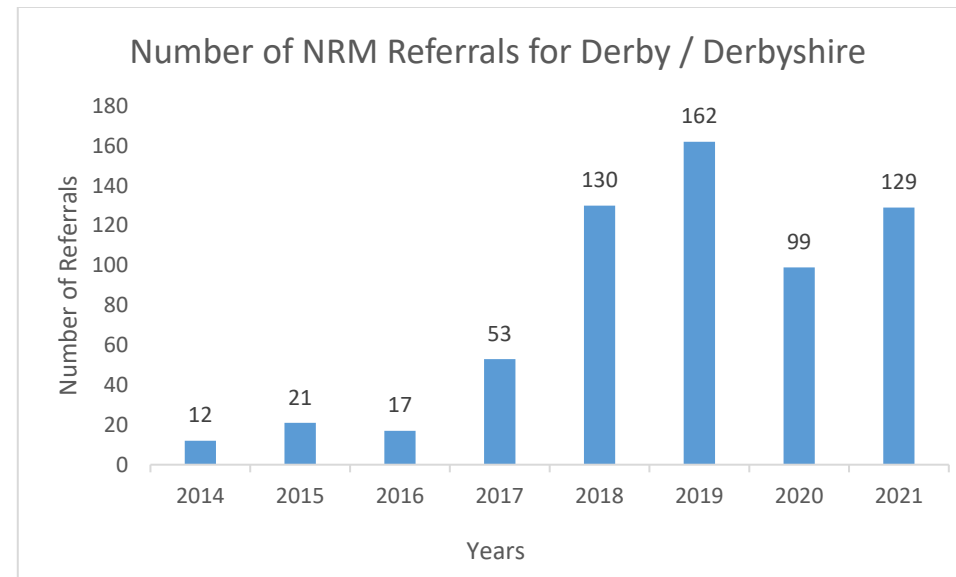
Derby and Derbyshire NRM Statistics 2021

137 potential victims of modern slavery were referred into the NRM from Derbyshire presenting a 38% increase on the previous year, the following table shows the number of NRM referrals in Derbyshire from 2014 to 2021. The most common types of exploitation included: Criminal, labour, labour and criminal, sexual exploitation and domestic servitude.

Victims were referred by a number of agencies including:

- Police – 51 (24 Adults, 24 minors, 2 Unknown),
- Derby City Council – 16 (2 Adults, 11 minors),
- Derbyshire County Council – 13 (2 Adults, 11 Minors),
- Migrant Help (1),
- Border Force (1),
- Home Office Immigration and Enforcement (12),
- Home Office Visa and Immigration (28)
- Salvation Army (1),
- Other local authorities (13),
- Medaille Trust (1).

- Victims came from Albania, Bosnia and Herzegovina, China, India, Iran, Liberia, Nigeria, Romania, Slovenia, UK and Vietnam.
- Locations for exploitation: county lines, car washes, food production, nail bars, warehouses, domestic homes, cannabis farms



Number of NRM (Adults / Minors) referrals from 2014 to 2021 (Derby and Derbyshire)

Training our staff and partners in Derbyshire

Key to raising awareness of modern slavery is the need to ensure that staff and partners are given an increased understanding of what modern slavery is, the signs to look out for and to develop skills to support people who may be victims of modern slavery. Working together the Police, County and City Councils have developed a combined training package whereby ensuring a consistent training model is delivered throughout Derbyshire, since April 2021 to March 2022 the following training has been delivered:

- Since April 2021, 62 delegates have completed modern slavery awareness training at Derby City Council.
- Derbyshire County Council has delivered awareness raising training to:
 - 161 delegates completed e-learning training, plus 23 delegates completed the First Responders (Adults) and 14 delegates completed the First Responders (Child) e-learning training.

- 616 delegates completed e-learning training for criminal exploitation and county lines.
- 235 delegates from a range of partner agencies have attended a Modern slavery webinar.
- Derbyshire Constabulary - 52 officers have completed modern slavery awareness / Investigator training (PIP2) and a further 12 Police Investigators have received enhanced training on modern slavery.

Raising Awareness of Modern Slavery

The partnership has undertaken a number of activities to increase the awareness of modern slavery, for example:

Safeguarding Adults Awareness Week 2021



National Safeguarding Adults Awareness Week is a time for organisations to come together to raise awareness of important safeguarding issues. In 2021, the Partnership supported the awareness week by providing a webinar on modern slavery to staff and partner agencies. The webinar focused on providing delegates with an understanding of what modern slavery is, the scale and scope of modern slavery, signs to look out for, how modern slavery affects individuals, how to raise concerns and access help, and an overview of the National Referral Mechanism and local referral procedures.

Joint Practice Guidance for responding to Adults and Child Victims of Modern Slavery

The Partnership has developed a [Joint Derby and Derbyshire Practice Guidance for responding to Adults and Child Victims of Modern Slavery](#). The guidance provides clear and up-to-date information on the key facts and helps staff to recognise the signs of modern slavery and be able to respond effectively, ensuring that more victims get help and perpetrators are brought to justice.



**Joint Derby and Derbyshire Practice
Guidance for responding to Adults and
Child Victims of Modern Slavery**

Clewer Initiative Safe Car Wash and Farm Work Welfare App



In Derbyshire, we have been supporting the Clewer Initiative to promote the use of the [Safe Car Wash App](#) and the [Farm Work Welfare App](#). Hand car washes are popular all over the UK, many of them are legitimate business, but some of them are hiding a dirty secret: modern slavery. We have been encouraging our communities to use the app to help us end slavery in hand car washes. The app is easily downloaded and prompts the user to answer a short survey about the working conditions of the car wash.

The Farm Work Welfare App (FWWA) was created to provide helpful information and guidance to employers and workers involved in the fresh produce supply chains. It is focused on the welfare and well-being of workers, recruitment best practice and recognising, reporting and preventing modern slavery and labour exploitation.



Modern Slavery and Human Trafficking Intelligence Form

The Partnership introduced a Modern Slavery and Human Trafficking [Intelligence Form](#) for staff and partners. This form offers a multi-agency system of sharing information with Derbyshire Police to aid in keeping potential Adult victims of Modern Slavery and Human Trafficking safe. The form can be used primarily to share information about the person(s) or place(s) that poses a risk of modern slavery but does not require an immediate response from the Police. The information can also include low level soft 'whisperings' and 'gut feelings'.



Derbyshire Police – Adult Exploitation Investigation Unit

Modern Slavery and Human Trafficking matters within Derbyshire Constabulary are dealt with by the Adult Exploitation Investigation Unit (AEIU). The team has been specifically developed to tackle this crime type which targets some of the most vulnerable people in our communities.

Modern slavery steps into many other areas of criminality and for this reason the AEIU have been working hard to provide support and guidance to colleagues both within Derbyshire Police and within our partner agencies who we work closely with. A key change in the remit of AEIU is dealing with exploited drugs lines (county lines) involving vulnerable adults. Exploited drugs lines involving children are dealt with by our sister unit, the Child Exploitation Investigation Unit (CEIU).

AEIU co-ordinate and complete multi-agency engagements in Derbyshire where modern slavery is suspected or identified. These have resulted in police and other agencies engaging with workers and employers to identify any exploitation and modern slavery/human trafficking concerns. AEIU have also identified issues in relation to working conditions and breaches of the minimum wage. During a number of these engagements within Derby and Derbyshire, workers have been safeguarded, suspects arrested / charged with offences, and alternative outcomes have been progressed where criminal outcomes have not been possible. This has included working with other agencies and using their legislation / enforcement powers. AEIU have successfully applied for civil court orders, such as Slavery and Trafficking Risk Orders (STRO's).

Derbyshire Police, for non-emergencies – 101 or 0300 122 8057 and ask for Adult Exploitation Investigation Unit - Mon-Fri, office hours. (999 if an emergency). You can also email the AEIU at: AEIU@derbyshire.police.uk

East Midlands Victim Navigators

The East Midlands now have access to two Victim Navigators who are employed by Justice and Care, the Navigators and are based within regional organised crime units (ROCU). The navigators provide assist Police Forces in the East Midlands and provide the following:

- Specialist care and support: including rescues, access to counselling, legal advice, medical treatment and coordinating International repatriations.
- Tactical advice into investigations: including shaping investigations, reopening filed cases by connecting new evidence, advising on strategy and joining the dots across forces.
- Advocacy: acting as a trusted bridge between police and victim to increase victim engagement and drive higher conviction rates.
- Systemic change: including training for key policing leaders and agencies, lesson sharing to shape national strategy with partners such as the National Crime Agency and Home Office.

Working Together to help combat Modern Slavery

Working together, partners of the Derby and Derbyshire Modern Slavery Partnership have rescued and helped a number of potential victims of modern slavery, the cases studies below provide insight into their work.



Rebuilding Hope • Rebuilding Lives • Rebuilding Communities
For survivors of human trafficking and modern day slavery

Rebuild exists to empower and assist survivors of modern-day slavery and human trafficking to overcome the barriers that they might face in starting a new life, free from slavery.

Supporting individuals to fully access opportunities to embrace a hope filled future.

Case Study - Tony

Shortly after being referred to Rebuild, Tony expressed that he would prefer to manage things independently without support. His caseworker respected his wishes and kept in touch minimally by sending text messages checking-in. Tony would occasionally get in touch for signposting support and over time this consistent approach allowed him to gradually build up a relationship with his caseworker at his pace.

When a significant event occurred in Tony's life, he contacted his caseworker for support. Due to the consistency of contact and relationships that had built over time, Tony at this point was able to share that there were a number of areas of life that he was struggling with and had not wanted to ask for help in the beginning. These included not understanding how his benefits worked, requiring medical and legal advocacy, and experiencing barriers related to appropriate housing.

His caseworker helped him to make a plan to address these different aspects of life and supported him with these. In the process his caseworker also supported him to secure his own tenancy and helped to source essential household furniture and items. He has since been supported to enter into employment and he has now come off benefits entirely. He has told his caseworker he feels happy and safe in his own home and is excited about his future. It is felt without Rebuild support there would have been a significant risk of Tony becoming homeless or destitute and therefore a risk of further exploitation or trafficking.



Change Lives, end slavery.

Hope for Justice exist to bring an end to modern slavery by preventing exploitation, rescuing victims, restoring lives and reforming society. The organisation runs anti-trafficking projects all over the world, working with victims and survivors.

Case Study – Pre NRM Support

Derbyshire commissioned Hope for Justice to provide Pre-NRM support and care for potential victims. This provision is for adults victims who need time to make an informed decision before consenting to the NRM process.

P3 a homeless charity reached out to Hope for Justice (HFJ) and stated that they became aware of a male who was rough sleeping in a park in Derbyshire.

The male was a Turkish/Bulgarian national. He had an injury to his nose and two ID cards on his person and could not speak any English. HFJ staff arrived and spoke to the male who explained he come from Turkey to work in a pizza shop in Newcastle.

Whenever HFJ staff tried to explore further about how he ended up in that situation, the male would get upset.

HFJ made the decision to offer the male access to Derbyshire's Pre NRM support and accommodation. Throughout the next few days, the man opened up to staff about his exploitation and chose to be referred into the NRM for further support.

A number of partners are represented on the Derby and Derbyshire Modern Slavery Partnership these include:

- Ashiana
- Barnardo's
- Border Force
- British Red Cross
- CARES – Children at Risk of Exploitation Service (formerly Catch 22)
- Department for Work and Pensions
- Derby and Derbyshire Childrens Safeguarding Board
- Derby City Council
- Environment Agency
- Gangmasters and Labour Abuse Authority
- Government Agency Intelligence Network
- HM Immigration Enforcement
- HM Revenue and Customs
- Hope for Justice
- Justice and Care
- Migrant Help
- NHS Derby and Derbyshire

- Derby Safeguarding Adults Board
- Derbyshire Adults Safeguarding Board
- Derbyshire Police
- Derbyshire County Council
- Derbyshire Fire and Rescue
- Diocese of Derby/Derbyshire

- Office of the Police and Crime Commissioner for Derbyshire
- Rebuild Project
- Salvation Army
- SV2
- YMCA

For further information about the Derby and Derbyshire Modern Slavery Partnership, please contact:

Derby City Council: purjinder.gill@derby.gov.uk or gary.robinson@derby.gov.uk

Derbyshire County Council: michelle.collins@derbyshire.gov.uk or jamie.dean@derbyshire.gov.uk

Derbyshire Police: Adult Exploitation Investigation Unit: AEIU@derbyshire.police.uk

More information about Modern Slavery is also available at:

- [Safer Derbyshire](#)
- [Derbyshire Police](#)
- [Anti-slavery charity](#)
- [UK Independent Anti-slavery Commissioner](#)
- The [Clewes Initiative](#) (including Car Wash and Farm Work Welfare App)
- National Modern Slavery Helpline on **08000 121 700**