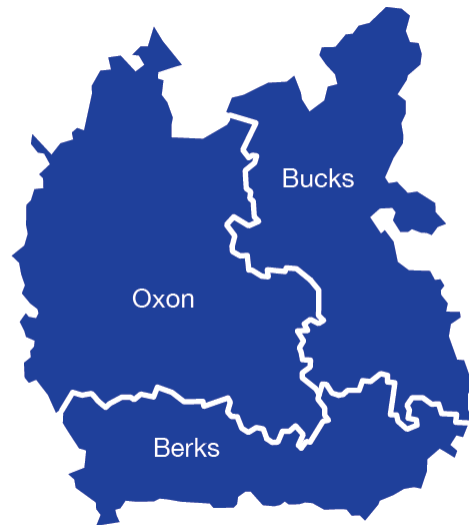


Agenda

Date: Friday, 20 March 2020

Time: 11.00 am

Venue: Oculus Meeting Room,
Aylesbury Vale District Council
Offices, Gatehouse Road,
Aylesbury, Bucks HP19 8FF



Map and Directions

The Briefing Meeting for Members will be held at 10am. There should be sufficient space in the car park at the Council Offices.

<http://www.aylesburyvaledc.gov.uk/finding-us>

Please note that this meeting may be webcast for subsequent broadcast. At the start of the meeting, the Chairman will confirm if all or part of the meeting is being filmed. You should be aware that the Council is a Data Controller under the Data Protection Act. Data collected during this recording will be retained in accordance with the Council's published policy.

Therefore by entering the room, you are consenting to being filmed and to the possible use of those images and sound recordings. If Members of the public do not wish to have their image captured they should highlight this to an Officer. If you have any queries regarding this, please contact the Scrutiny Officer on 07990368048

1. **Apologies for Absence**
2. **Declarations of Interest**
3. **Minutes** (Pages 1 - 18) (11.00am)

To agree the Minutes of the meeting held on 14 February 2020.

4. **Public Question Time** (11.05am)

Anyone who works or lives in the Thames Valley can ask a question

at meetings of the Police and Crime Panel, at which a 20 minute session will be designated for hearing from the public.

If you'd like to participate, please read the Public Question Time Scheme and submit your questions by email to contact@thamesvalleypcp.org.uk at least three working days in advance of the meeting.

5. **Themed Item - Exploitation – preventing Child Sexual Exploitation / Modern Slavery / Forced Marriage / Hidden Harm / Female Genital Mutilation / People Trafficking** (Pages 19 - 156)
11.10am – 11.55am)

To consider reports and background information from the PCC on the Panel's themed item on Exploitation.

Attached are:

Appendix 1 - an infographic ('Overview of Modern Slavery in the Thames Valley – 2019')

Appendix 2 - short presentation by the OPCC to the 'Modern Slavery National Networking Meeting' held on 1 October 2019 which summarises PCC activity in this service area

Appendix 3 - Paper on 'Evaluation of a Model for Identifying and Supporting Victims of Modern Slavery and Exploitation'

Appendix 4 - the 'Unseen Modern Slavery Helpline (national helpline) Annual Assessment 2018' report

Appendix 5 - In 2017, the OPCC ran a FGM workshop attended by a range of professionals and, from this, identified key concerns in the Thames Valley

Appendix 6 - FGM Awareness Training Project Infographic

Appendix 7 - Data Masters Workshop on data for hidden harm - honour-based abuse (January 2020) (presentation attached).

6. **Thames Valley Police and Crime Commissioner - Achievements of his period of office** (11.55am- 12.10pm)

To hear from the Thames Valley PCC.

7. **Chairman, Police and Crime Commissioner and Topical Issues Report** (Pages 157 - 162) (12.10pm- 12.20pm)

To receive updates from the Chairman of the Panel and the Police and Crime Commissioner and to note and ask questions on the topical issues report.

8. **Work Programme** (Pages 163 - 166) (12.20pm-12.25pm)

For Panel Members to put forward items for the Work Programme including ideas for themed meetings.

Date of next meeting: Special Panel meeting at 12.30pm - 20 March 2020

Membership

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Trevor Egleton (South Bucks District Council) (Vice-Chairman), Councillor Bill Bendyshe-Brown (Buckinghamshire County Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Cannon (Royal Borough of Windsor and Maidenhead), Councillor David Carroll (Wycombe District Council), Councillor Nigel Chapman (Oxford City Council), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor John Harrison (Bracknell Forest Council), Councillor Sophia James (Reading Borough Council), Liz Jones (Independent Member), Councillor Norman Macrae (West Oxfordshire District Council), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Mohammed Nazir (Slough Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor David Rouane (South Oxfordshire District Council), Councillor Jonathan Waters (Chiltern District Council), Councillor Mark Winn (Aylesbury Vale District Council) and Councillor Howard Woollaston (West Berkshire Council).

This page is intentionally left blank

Minutes

Minutes of the Thames Valley Police and Crime Panel held on Friday, 14 February 2020 in Paralympic Meeting Room, Aylesbury Vale District Council Offices, Gatehouse Road, Aylesbury, Bucks HP19 8FF, commencing at 11.00 am and concluding at 12.55 pm

Members Present

Councillor Kieron Mallon (Oxfordshire County Council) (Chairman), Councillor Trevor Egleton (South Bucks District Council) (Vice-Chairman), Councillor Bill Bendyshe-Brown (Buckinghamshire County Council), Councillor Robin Bradburn (Milton Keynes Council), Councillor David Carroll (Wycombe District Council), Councillor Neil Fawcett (Vale of White Horse District Council), Councillor Norman MaCrae (West Oxfordshire District Council), Councillor John Harrison (Bracknell Forest Council), Councillor Andrew McHugh (Cherwell District Council), Phillip Morrice (Independent Member), Councillor Mohammed Nazir (Slough Borough Council), Councillor Barrie Patman (Wokingham Borough Council), Councillor David Rouane (South Oxfordshire District Council), Councillor John Tanner (Substitute - Oxford City Council), and Councillor Jonathan Waters (Chiltern District Council).

Officer Present

Khalid Ahmed (Scrutiny Officer).

Others Present

Matthew Barber (Deputy Police and Crime Commissioner), John Campbell (Chief Constable, Thames Valley Police), Paul Hammond (Chief Executive Officer of PCC), Anthony Stansfeld (Police and Crime Commissioner), Ian Thompson (Chief Finance Officer of PCC) and Vicki Waskett (Head of Governance and Compliance, Office of PCC).

1/20 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Nigel Chapman (Oxford City Council) (Councillor John Tanner substituting), Councillor Steve Good (West Oxfordshire District Council) (Councillor Norman MaCrae appointed as replacement representative) and Councillor Howard Woollaston (West Berkshire Council).

2/20 **MINUTES**

The Minutes of the meeting of the Panel held on 22 November 2019 were agreed as a correct record and signed by the Chairman).

[In relation to Minute No. 30 – Report of the Complaints Sub-Committee – it was agreed that Councillor Trevor Egleton, Councillor Andrew McHugh and Mr Phillip Morrice be appointed to the vacancies on the Complaints Sub-Committee.]

REPORT OF THE BUDGET TASK AND FINISH GROUP

As in previous years, the Thames Valley Police & Crime Panel formed a Budget Task & Finish Group to assist in discharging its statutory duty to scrutinise the Police & Crime Commissioner (PCC) for Thames Valley's proposed Council Tax precept for 2020/21.

Councillor Barrie Patman, the Chairman of the Budget Task and Finish Group presented the report. He thanked Ian Thompson and Linda Waters for attending the Group and updating Members on the PCC's draft budget proposals.

The Panel was informed that in normal circumstances the PCC would notify the Thames Valley Police and Crime Panel of his proposed council tax precept by 1st February 2020. However, this had not been possible this year given that the Police Grant Settlement for 2020/21 was not announced until 22 January 2020 making a formal proposal to the Panel before 1st February not possible.

This lateness of the preparation of the draft budget and proposed council tax precept had meant that the Budget Task and Finish Group had only had one meeting to consider and scrutinise the proposals.

The Chairman particularly referred to the following points:-

- The proposed increase to the police element of the Council Tax was by £10 per annum for 2020/21 (for a Band D property).
- Overall the settlement announcement was good news with an additional grant and increased flexibility in council tax precept enabling the addressing of some service and performance issues by increasing resources, both police officers and police staff, alongside the investment in technology to improve productivity.
- Reference was made to the expected increase in demand for services over the next four years, particularly in relation to increases in terror related incidents, County Lines, cybercrime, increased reporting of complex crimes such as general sexual exploitation and Domestic Violence (DV).
- The increase in police officer numbers nationally of 6,000 by the end of March 2021 and a further 14,000 by March 2023 would result in around an additional 183 officers in the Thames Valley in the coming year. It was noted that the impact of this would not be felt immediately.
- The funding settlement allows for the full funding of these officers in the financial year and provides an uplift to allow for additional infrastructure and support costs for the full uplift of officers over the next three years. Estimated infrastructure funding needs for the future years from the current year's settlement needed to be set aside.
- There was a focus on increasing productivity by investing in technology and ensuring the appropriate process and cultural change flows from that investment to improve effectiveness.
- Reference was made to the assumption being made that for 2021/22 and beyond, that there would be full funding for additional officers under the national uplift programme, but there would only be a 1% increase in core grants and a return to the 2% council tax precept rise.

- For the next 4 years in compiling the MTFP the following assumptions were made:
 - General inflation will be applied at 2.0% in each of the next 4 years; specific inflation rates are based on sector led rates, e.g. Premises at 5.7%,
 - Fuel at 7.0% and Utilities at 4% per annum;
 - specific inflation has been applied to the facilities contracts to allow for wage uplifts in relation to the National Minimum Wage (NMW) and recruitment issues (9.1%),
 - pay inflation has been included at 2.5% per annum for both Police Officers and Staff,
 - future increases in Council Tax precept at 2.0% per annum;
 - Council tax billing base to increase by 1.66% in 2020/21; with following increases at 1.5% per annum;
 - General police grants to rise by 7.5% in 2020/21; with following increases at 1.0% per annum over the period.
 - The use of reserves to support the MTFP & MTCP, but these will be significantly committed by the end of the four-year period.
 - The future investment in technology, whether direct capital purchase or revenue service contracts will need to be funded by revenue given the diminishing level of reserves and the very low level of annual capital grant. This final assumption continues to reflect the increasing demand for investment in technology and the expectation that this will continue with the rollout of national programmes to address the Policing Vision 2025, against declining reserves and minimal capital grant. The provision within the MTFP for the direct funding of capital has increased to provide an annual fund of £11m by 2021/22. This is seen as a sensible approach to future financial sustainability.

Details of the necessary items needed to maintain the current levels of service within Thames Valley were reported and were contained in paragraph 25 of the report.

Items of growth to improve performance and meet demands were reported and were detailed in paragraph 26. Particular reference was made to the reduction in capital receipts which would mean the growth areas would have to be funded from revenue accounts and reserves.

There were two areas of significant investment which would increase officer numbers:

- Operation Uplift which gave TVP the allocated 183 additional officers from the first allocation of 6,000 officers nationally. The uplift in officers had come with additional funding in the current years settlement and would cover the full additional costs of salaries and associated on-costs.

The other area was Strategic Investment Funding (£4.2m) - Council tax flexibility which has enabled the identification of several investment opportunities as detailed in paragraph 27 of the report.

In relation to the Force Productivity Strategy, reference was made to cash savings of £106m having been taken out of the base revenue budget over the last nine years

and that it was now becoming difficult to identify further efficiency savings. Those new and changed initiatives were outlined which would bring about further efficiencies.

In relation to reserves and balances, based on assumptions, general revenue balances would stay slightly above the approved 3% target level throughout the next 4 years. Earmarked reserves were forecast to reduce from £24.5m on 1 April 2019 to just £3.5m by 31 March 2024, including £1.4m in the Conditional Funding and SEROCU reserves which are not available to support general operational policing.

The Optimism Bias reserve which was created in 2018/19 with the transfer of £12m from the Improvement and Performance reserve would be fully utilised by the end of 2021/22. This reserve had been used to fund unexpected cost pressures on the Contact Management Platform and the joint ERP solution with Surrey and Sussex (Equip).

Particular reference was made to the Improvement and Performance reserve which was now only £1.7m. This would mean that future growth proposals would have to be funded from either council tax or by offsetting savings elsewhere in the budget.

The Capital Programme consisted of schemes costing £38.401m in 2020/21, which includes £1.062m of projects previously identified in the 2019/20 capital plan but which are now re-phased to allow for planning and tendering procedures, and a total of £84.416m over the 4-year period.

The level of investment resulted in a funding surplus over the 4-year period of £3.948m. However, this included plans to borrow £20.32m for Reading Police Station, the SEROCU western hub and Maidenhead Court in 2019/20 and 2020/21.

A recommendation had been put forward which was debated during the next item as follows:-

That the Panel approve the Police and Crime Commissioner's precept for 2020/21 as set out in the OPCC report 'Revenue Estimates 2020/21 and Medium Term Financial Plan 2020/21 to 2023/24' subject to satisfactory responses to the questions raised and any other supplementary questions asked at the Panel meeting.

4/20

SCRUTINY OF THE PROPOSED PRECEPT - QUESTIONS TO THE POLICE AND CRIME COMMISSIONER

The PCC responded to the following written questions:-

1. Will this budget mean that you are in a better position to deliver the key objectives in your Police and Crime Plan, particularly in relation to the reduction of crime and higher detection and conviction rates?

[Yes, the budget enables the Chief Constable to recruit up to full current establishment. In addition, we have already started to recruit the additional 183 police officers and, provided everything goes to plan, we should have these in place by late summer.

Although it will take a while before these extra officers are ready for operational deployment I am confident that, together with the additional investment included in the budget, I will be able to deliver my Police and Crime Plan objectives and also leave a good legacy for my successor.]

2. What rationale will be used to decide where the extra 183 officers will be deployed across the Thames Valley?

[The PCC reported that the initial 183 officers are being deployed to LPA Incident and Crime Response (ICR) teams as this is the area where changing levels of demand are felt to be impacting most severely and also an area that has previously seen a reduction of officers because of funding challenges. As officers begin their service in ICR, there are clearly also practical reasons which would prevent us from increasing the establishment of other teams – not least, it would leave a very inexperienced group of officers in the ICR teams and make it difficult for us to maintain minimum resource levels as a result of the abstractions that student officers will have as part of the new entry routes.

The distribution of those resources across LPAs has been determined through a refresh of our resource modelling. As the remit of ICR teams is primarily reactive, this modelling was based on:

- The volume and type of crimes and incidents that take place in each LPA;*
- The time spent dealing with those types of crimes and incidents;*
- The travel time involved in attending those crimes and incidents, taking into account the geographical and demand profile of each LPA*
- The time required to investigate these crimes;*
- Travelling time to custody in each LPA;*
- Travelling time to conduct enquiries in each LPA.*

To ensure that we didn't unfairly prejudice any LPA, we also reviewed the level of neighbourhood resourcing based on such factors as population, indices of deprivation, geography and volumes of ASB, and made adjustments to the allocation where an LPA was felt to be under-resourced. It is also important to note that the impact will be felt not only by the direct uplift that each LPA is receiving but also from the reduced need to abstract officers to cover elsewhere in the force. Over time the demand in some areas has increased more than in others, the rapidly expanding Milton Keynes being an example, and as a result it is increasingly common for officers to have to move from their LPA to cover otherwise unsustainable pressure. So, by applying a robust assessment of relative demand, and matching resources in the same relative proportions, we anticipate a significant reduction in LPA to LPA abstraction - communities will always be best served by local officers working locally.

The Chief Constable commented that professional nous and experience, together with logic formed part of the reasoning behind where deployments would be made.]

3. Historically, the recruitment and retention of Police Officers in the Thames Valley has been a challenge. What new initiatives are being considered to ensure TVP are competitive in the market?

[In order to improve our Employer Brand and attract candidates in a very competitive market, both locally and now nationally as a result of “Uplift” we have introduced the following initiatives:

- Invested in an in-house Employer Marketing Lead, which has been more cost effective than outsourcing to expensive advertising agencies.*
- Developed our own TVP Careers Microsite to promote all careers opportunities within TVP, to include a Talent Bank for potential candidates to submit Expressions of Interest.*
- Increased focus on social media to enable a more cost effective targeted approach to advertising.*
- Refresh of our branding/marketing materials to improve our image and be more reflective of our communities.*
- Invested in a Positive Action Engagement Team, who are tasked with directly engaging with members of the communities who are from BAME backgrounds.*
- Providing support to BAME to provide help and coaching through the recruitment process.*
- Aspiring to achieve a 25% BAME recruitment target of all intakes.*
- Streamlined the recruitment process to reduce bureaucracy and eliminate barriers to joining the police.*
- Establishment of the Workforce Board, chaired by the Director of People, who has oversight of Recruitment & Retention.*
- New initiative to address our Detective Resources is to recruit Specialist Entry Detectives as part of our DHEP programme and also a Police Now Detective cohort.*

RETENTION & PROGRESSION

- Established a Retention Project Board which incorporates wellbeing (to identify why people are leaving and what can be done to address issues which impact on retention) and reports into the Workforce Board.*
- Commitment of £500,000 to deliver wellbeing initiatives.*
- £1,000 wellbeing fund for each LPA, OCU and department*
- Approval to establish a career break scheme for police staff*
- Extension to the health surveillance provision for staff and officers*
- Menopause workshops and cafes*
- Provision of flu vouchers for all staff and officers*
- Support to increase the skills around mental health in terms of training of mental health first aiders*
- Review of Operating Model and shift pattern following feedback from officers.*
- Review of the promotion process to provide a more streamlined and less bureaucratic process.*
- Review of the PDR process to reduce bureaucracy.*
- BAME Professional Action Learning Sets to support development and progression.*

The PCC referred to areas such as Devon and Cornwall which were cheaper areas to live with affordable housing. It was frustrating for Thames Valley Police who trained

Officers who then sought jobs elsewhere. Reference was made to a report which had been submitted to the Home Office recommending that training costs should be reimbursed to the Police Service who had trained officers, should the officer leave to join another force.]

5. In view of past delays with the implementation of IT projects such as the Contact Management Platform and the resultant increased costs, what lessons have been learnt which can be applied to other IT projects which are planned?

[The Panel was informed of the actions taken in the last 12 months to address the lessons learnt from previous IT projects:

- A standardised project process and governance has been embedded across TVP, HC and Joint ICT (JICT).*
- This includes formal stage gates at proposal and Business Case stage – tied to the release of capital funding*
- Additional scrutiny at the proposal and business case gateways to ensure all enabling departments have been consulted – built into process and template*
- Change governance boards now routinely challenge project proposals and business case that make assumptions about what can be carried out as part of an existing role vs. what dedicated resource is necessary*
- A number of “big bang” proposed project business cases have been rejected as too high risk (Single Instance Records Management System) or modified to deliver in smaller, lower risk stages (Digital Evidence Management Project)*
- Post business case approval, all projects are required to go through a project initiation gateway and monthly programme reporting once in-flight*
- The Joint ICT Project Management Office conducts regular health-checks and stage gate reviews for all projects providing internal assurance over compliance with the project process for all projects involving JICT*
- A Project Portfolio Management (PPM) tool has been adopted by JICT and TVP Change Delivery team so that all in-flight project data is stored in one shared database*
- Resource modelling is now carried out routinely by JICT against key technical resource types and tracked against the PPM tool to inform decisions on resource allocation, pipeline planning and annual planning*
- The standardised project process has been incorporated into relevant DCC’s governance boards for TVP and Joint Projects – holding Senior Responsible Officer’s to account for the performance of their programmes*
- A Joint Portfolio Meeting (chaired by the two Heads of Change) is now held monthly with programme managers of all joint programmes including those led by JICT*
- Portfolio level risks and issues are tracked via the joint portfolio meeting and escalated to the DCC Collaboration Board as necessary*
- End of project and programme lessons learnt and now formally reviewed at governance boards and routinely shared with all project and programme managers*
- The DCC’s collaboration board now includes a remit to commission external project/programme assurance as and when it is considered necessary (an external health-check carried out during 2019 for the Digital Evidence*

Management System project and external reviews for Equip (new Enterprise Resource Planning (ERP) system) were commissioned via PCCs

- *Change management training has been undertaken by key members of the Change Delivery Team and People Directorate Innovation and Change Team and incorporated into TVP leadership training courses*
- *A joint internal audit on Force Project Lessons Learnt and Benefits Realisation (including ICT projects) was carried out in the first quarter of 2018/19 and identified actions which were progressed and monitored in a follow-up independent audit report in the first quarter of 2019/20.*

[The PCC reported that with IT schemes, expert advice is taken on costings of schemes, however, on a national level, these schemes invariably ended up more expensive. Reference was made to the Contact Management Platform which had gone live with the Hampshire Force and had been well received. It was due to go live in Thames Valley at the end of the month.]

6. Police Community Support Officers are an important resource for local policing throughout the Thames Valley. Why have vacancies been frozen, particularly when they are a useful addition to visible front-line policing?

[The PCC reported that in recent years there has been a steady turnover in PCSOs as many individuals have taken the opportunity to join the force as police officers. This means we have not operated at full capacity for some time. I can reassure you that PCSOs remain an important part of the policing family in Thames Valley. Reviewing vacancies as they arise will enable us to operate at current capacity whilst we take stock and review overall PCSO numbers and deployments in light of the significant increase in police officer numbers. Posts funded with partnership monies will not be affected by this temporary hold on vacancies; that will only apply to 100% funded TVP posts.

The Chief Constable added the Government funding could not be used to fund PCSOs. The freeze would be reviewed.]

7. With efficiencies aimed at back office staff in the Police, what work has taken place on collaborations or sharing such services with other organisations?

[The PCC reported that TVP already shared a number of functions with other forces. For example, ICT, Joint Operations Unit and Information Management are all provided jointly with Hampshire. Our new Contact Management Platform is now live in Hampshire and the Isle of Wight. Provided there are no significant problems with the new system, we will go-live in a few weeks' time.

Fleet management is provided by the Chiltern Transport Consortium which also includes Bedfordshire, Hertfordshire, Cambridge, BTP and the Civil Nuclear Constabulary. We are in the process of implementing a new joint ERP system with Surrey and Sussex Police (called Equip). Counter terrorism policing and organised crime is delivered on a regional basis across the South East. All of these joint units have been tasked with finding efficiency savings and millions have been taken out of the TVP budget in recent years as a result of savings from these collaborated units.]

8. What plans are there for the use of £2.8m which the PCC will receive from the Ministry of Justice to fund victim and witness services?

[The PCC reminded the Panel that Thames Valley PCC had taken victim support in-house. The money provided by the Ministry of Justice was used to ensure that all victims of crime received the support they needed to cope and recover from the impact of their crime. We care about those affected by crime and work continuously to improve services and support for victims.]

Reference was made to the Victims First hub which had been established to act as first point of contact to coordinate the support provided to all victims and witnesses of crime, as well as family members of victims. It was available across Berkshire, Buckinghamshire and Oxfordshire and provided help regardless of whether or not the crime had been reported to the police.

Reference was made to the following services which had been commissioned for victims of crime for 2020/21:

- A new adult specialist service which will begin on 1st April for victims of crime who require longer term or more complex interventions due to the high level of harm experienced. The service will also provide family support in partnership with the young victim service, some operational support to TVP where exploitation is suspected, and restorative justice when this type of intervention is sought by victims. This new service will be called the Victims First Specialist Service and it will be provided by Thames Valley Partnership and a network of specialist providers based in 3 multi-specialist integrated teams – with one team per county.*
- A young victims service provided by SAFE. An emotional support and advocacy service dealing with clients with shorter term or lower level needs.*
- A therapeutic counselling service for all victims.*
- DV medium risk safety planning.*
- DV complex needs service.]*

9. From a recent newspaper article which found that nationally only one in 200 officers was dedicated to investigating fraud, what plans was the PCC making to improve this resource in TVP?

[In terms of dedicated staff investigating fraud as their main role then in TVP, the economic crime unit (ECU) has a Detective Inspector and 45 dedicated staff (plus a Detective Inspector, Sergeant and 6 Detective Constables for cyber investigation).]

The Economic Crime Unit is one of the few in TVP to receive recent growth in recent years and has grown by 6 staff in the last financial year. Four of these were new posts created through additional funding (£208,000) and 2 were posts reinvested from elsewhere in FISO following the Efficiency & Effectiveness (E&E) review.

A restructure has taken place to ensure all areas of Economic Crime are tackled not just fraud. There was a clear strategy to pursue investigations into the frauds that effect the most vulnerable people of Thames Valley and target the money laundering OCGs that sit behind the fraudsters.

There are 2 dedicated ECU investigation teams and a newly formed Criminal Finance Team to cover this area of business and also increase our capability to identify early and safeguard vulnerable victims of frauds and exploitation through increased use of the Suspicious Activity reports (SARS) database. In addition to investigations these teams provide support, advice and training to LPA staff in order to upskill the wider workforce in Fraud and Criminal Finance Investigations.

There was also a strong prevent strategy led by the Action Fraud Team. We have fully embedded Operation Signature force-wide and this ensures all vulnerable victims of fraud receive enhanced safeguarding and support to prevent them becoming repeat victims. This team also has 2 dedicated fraud prevention officers who carry out force-wide proactive prevention campaigns and events (recently Op Radium - raising awareness of courier fraud).

The ECU are also working closely with learning and develop to embed fraud money laundering training into the new Initial Crime Investigators Development Programme (ICIDP) and Initial Police Learning Development Programme (IPLDP) training programmes. ECU will deliver input on each of these courses going forward and fraud investigation master classes will be held later this year. The aim is to seek improvements in fraud investigation across the force.

Strategically there was now published Force Fraud and Criminal Finance Strategies and an 'ECU oversight board', chaired by the Head of Specialist Operations and attended by the Thames Chiltern CPS lead to ensure good governance in this arena.

The PCC commented that the true cost of fraud was bigger than the cost of the NHS. Fraud was not confined to any one area and the Police did not have the capacity to deal with it. Reference was made to the Lloyd's case, whereby after a costly investigation by Thames Valley Police, the fine incurred by Lloyds went to the Treasury and none of it came to Thames Valley Police.]

10. With diminishing capital receipts available to TVP, how confident is the PCC that the use of revenue for future capital schemes is sustainable, particularly when there are no certainties regarding future Police Settlements?

[Annual capital grant has recently been cut from £1.5m to just £0.4m. In the knowledge that capital receipts are also drying up we have increased our annual revenue contribution to capital expenditure (DRF) to £11m. In addition, we have also started to borrow for long-term estate projects such as Reading, SEROCU western hub and Maidenhead, if that bid is accepted by HM Courts, but this requires ongoing revenue funding for debt charges.

We acknowledge that £11m is unlikely to be sufficient, by itself, to fund an acceptable level of capital investment in future years but it is a good start. This is an area of the overall budget that will require close scrutiny by my successor in future years. The PCC commented that with interest rates so low an option could be to borrow money as £11m was not enough.]

The following additional questions were also asked:

- What was the rationale used for the purchase of Maidenhead Magistrates Court?

[The Chief Constable explained that this was a prime site which could be utilised for a number of business uses. There were partnership opportunities with the site having a large footprint. Reference was made to accommodating the expanding CID, or sharing with other emergency services.]

- With the extra 183 officers being allocated to TVP, how short was the Force from full establishment?

[The PCC replied that recruitment was constantly taking place with officers who were leaving being replaced so the number of officers was always changing. Reference was made to the imbalance of Police numbers in the country and that the Force in Merseyside for example, had more officers per head of population than the Thames Valley. Thames Valley was coming from a low base and there was the need for more officers.]

The Chief Constable commented that the 183 extra officers was a good start, however, there needed to be further pushing for more officers.]

- The PCC was asked about fraud, particularly local fraud, such as that committed against charities. With burglaries reducing local criminals were now targeting other crimes such as those against charities where substantial amounts of funds were stolen. What level of resource from the extra 183 Officers will be available to investigate this crime?

[The PCC agreed that this type of local fraud was often overlooked and referred to a Conference he had attended at Portsmouth University where it was reported that around £2.3 billion was lost from charities through fraud and this was a major problem. It was acknowledged that presently Thames Valley did not have enough officers but this would be rectified with additional resource made available for the fraud squad and part of the local CID.]

Reference was made to finance and fraud investigators working with specialist fraud accountants.]

- Reference was made to neighbourhood policing and concerns that neighbourhood police were being taken away and deployed and supplemented into other policing areas. This was causing resentment amongst officers.

[The PCC replied that due to a lack of officer numbers resources had been stretched and officers had to be deployed where the demand was. The Chief Constable commented that 95% of their time was spent as neighbourhood police.]

- Could the PCC provide details of how much of the precept increase is to fund the Police & Crime Commissioner's office? Are there any plans to

increase efficiencies in the office as is being done in TVP's "back office" services?

[The Office of Thames Valley PCC was one of the lowest funded in the country, per head of population. Savings were made and reference was made to all police precept funding being allocated to policing and not to the Office of the PCC.]

- Without a consultation process having taken place on the proposed precept increase, has the PCC received any public reaction to the proposed increase in precept?

[The PCC reported that because of the lateness of the Police Settlement Funding announcement there had been no time for a public consultation exercise on a proposed increase in the Police precept. There had been no negative reaction to his knowledge.]

- With crime levels generally increasing, but the number of prosecutions reducing, will extra funding be provided to improve the outcomes for victims of crime?

[The PCC reported that rising crime and reduced prosecutions was a national issue and if there was a reduction in Police Officers, crime would increase. In relation to a reduction in prosecutions, this was a collective failure of the Crown Prosecution Services, Local Criminal Justice Boards, Prison Service and the Police.]

Reference was made to crime recording which had changed and which did not accurately reflect crime figures. An example was given of recording a burglary where there were five victims who had been traumatised. "Harder" crimes had reduced but there had been an increase in internet-based crimes such as cybercrimes.]

- What significant savings can be achieved from further TVP collaborations?

[The PCC referred to the possibility of looking at sharing facilities with the Fire Service such as a co-terminus but explained collaborations were difficult with the Fire Service in the Thames Valley as there were three Fire Authorities. This would be something for the future.]

The Chairman commented that a future themed item for the Panel could be to look at the possible TVP collaborations with partners, such as the Fire Service with a view to sharing services such as buildings and vehicle maintenance costs, public utilities etc.

- In relation to making TVP an attractive proposition in terms of recruitment, has there be any discussions with housing authorities regarding the provision of affordable or key worker housing?

[The PCC replied that there would be difficulty with this as there were 18 local authorities in the Thames Valley and it would be difficult to get all of them signed up for this. It would be wrong to have only parts of the Thames Valley area agreeing, whilst other parts did not.]

- Reference was made to the recent terrorism attack in Streatham and the problems the Police had in relation to surveillance of terror suspects. The PCC was asked if TVP would have to pick up the surveillance bill if terror suspects were residents of Thames Valley.

[The PCC referred to the poisoning attack in Salisbury which TVP investigated and that counter terrorism was centrally funded. The Chief Constable reported that policing of this nature came out of a national budget which TVP contributed to.]

- The representative of Slough thanked the PCC for the continuing funding of Community Safety Partnerships which had carried out excellent preventative work in Slough. The Chairman echoed the comments made and thanked the PCC for being one of the only PCCs to provide funding to local CSPs.

[The PCC reported that funding would continue for this year and possibly in the future as CSPs provided an important role in the prevention of crime and disorder.]

- How can the PCC improve the public's confidence in the Police to justify this proposed increase in the Police precept?

[The PCC commented that confidence would improve by continuing to carry out the job as effectively and efficiently as possible. The lack of resources and police numbers in certain areas had proved testing but the increase in officers would reinforce the public's confidence in the Police. The Chief Constable commented that a key aim was to improve outcomes for victims of crime. With a 73% increase in "stop and search" aimed at preventing certain crimes, the public can be confident that the Police were increasing their efforts to keep people safe.]

RESOLVED – (1) That the Panel approved the Police and Crime Commissioner's precept for 2020/21 as set out in the OPCC report 'Revenue Estimates 2020/21 and Medium-Term Financial Plan 2020/21 to 2023/24' having received satisfactory responses to the questions raised.

(2) That the Panel noted:

- Subject to final tax base notifications, the Council Tax requirement for 2020/21 be set at £198.84m.
- That any variation in the final amount of Council Tax income be appropriated to or from General Balances.
- That the police element of the Council Tax for 2020/21 be set at £216.28 for properties in Band D. This represented an increase in the Band D precept of £10, or 4.8%.

5/20

ANNUAL ASSURANCE REPORT 2019 FROM THE JOINT INDEPENDENT AUDIT COMMITTEE TO THE PCC FOR THAMES VALLEY AND THE CHIEF CONSTABLE OF THAMES VALLEY POLICE

The Panel was provided with the Annual Assurance Report for 2019 from the Joint Independent Audit Committee which explained how the Committee has complied with each of its specific responsibilities, during the last twelve months covering the period December 2018 to December 2019.

The PCC reported that the report provided an assurance opinion that the risk management and internal control environment in Thames Valley Police and the Office of the Police and Crime Commissioner was operating efficiently and effectively.

Reference was made to the uncertainty around the budget for 2021/22 and the potential £2m shortfall. The PCC commented that the Police funding review was expected later in the year and at this stage the PCC did not know what funding would be received.

RESOLVED

That the report be noted and the Panel offered their congratulations to the PCC and the Force for such a good report from the Joint Independent Audit Committee.

6/20

POLICE AND CRIME PLAN STRATEGIC PRIORITY - VULNERABILITY - PERFORMANCE REPORT

The Police and Crime Commissioner informed the Panel that his Police and Crime Plan set out the following aims for addressing vulnerability:

- Improved recognition across the criminal justice system of mental health distress experienced by both victims and offenders leading to, (a) referral pathways into appropriate support agencies and (b) Improved access to mental health care from those in contact with the criminal justice system
- Better understanding by police and partners of the extent and nature of elder abuse, followed by positive actions taken to address the issues uncovered
- Improved police awareness and robust prosecution of those practising 'more hidden' forms of abuse, including coercive control, stalking, harassment, honour based abuse (HBA) and forced marriage
- Improvements in criminal justice experience and outcomes for victims of domestic and sexual abuse
- Ongoing assessment by police of the benefits arising from Multi-Agency Safeguarding Hubs (MASHs), including the current arrangements of 9 MASHs serving Thames Valley.

Details of the TVP delivery plan action points which support and complements the PCC's Police and Crime Plan were detailed in the report.

Reference was made to the development of operational guidance to ensure officers and staff were aware of how to refer victims into the Victims First service.

An update was requested on the review into MASHs, which included the benefits of having 9 MASHs serving Thames Valley. The PCC reported that a review had taken place and it had found that there was competence across different field areas (omni-competence). They would continue to operate as they were, although it was not entirely satisfactory across the Thames Valley. It was reported that engagement

would continue with Berkshire local authorities regarding the number and effectiveness of their small MASHs.

Reference was made to the plight of armed forces veterans with an estimate of 10% of the prison population consisting of veterans and 20% of the homeless being veterans. The PCC was asked what was being done to support these vulnerable people. The PCC agreed that more should be done to support veterans. The Chief Constable reported that those veterans who had fallen into crime and were taken into custody blocks, were often diverted to charities who supported veterans.

RESOLVED

That the report and update provided by the Police and Crime Commissioner be welcomed and noted.

7/20

POLICE COMPLAINTS REFORMS

Head of Governance and Compliance at the Office of the Police and Crime Commissioner provided the Panel with a presentation on recent reforms made to the Police and Complaints and Discipline process.

The Panel was informed of the options which would be available to the PCC and that Thames Valley PCC would be taking on Model 1 which was to take on reviews of police complaints (previously known as appeals) whilst the Professional Standards Department (PSD) would continue to deal with most incoming complaints.

Members were informed that the new complaint reforms came into operation on 1 February 2020 and Model 1 would ensure that the PCC would be more customer service focused when receiving complaints. Reviews would be sent to Office for the PCC via workflow on Centurion. These would be signed off by the Head of Governance and Compliance with recommendations to Head of PSD. The Office of the PCC would provide data on reviews to the Independent Office for Police Conduct (IOPC).

With the reforms there would be increased focus on learning and improvement (focus on forces – not individuals), local accountability would be enhanced and PCCs would have statutory oversight of complaints system within their force area.

Reference was made to the new way of working which would help tackle some of the issues faced from the old process, ensuring clarity, less bureaucracy and more flexibility to deal with complaints to the public's satisfaction. The reforms also included a move towards a more reflective practice, focusing on learning outcomes for both individual police officers and staff, and the Force.

Improvements with the new system included:

- Forces must be reasonable and proportionate – reducing need for unnecessary investigations.
- Threshold for misconduct increased to promote reflective practice in policing.
- More control for line managers.
- Focus on organisational learning.

- Improvement on investigation timeliness.
- Legally Qualified Chairs (LQC) – greater flexibility for pre-hearing conferences.
- Fair and transparent process.
- PCCs to make recommendations.
- PCC taking on responsibility for appeals.

However, reference was made to the negatives to the reforms:

- There was no power to enforce recommendations, although this would not be an issue in Thames Valley.
- There was variance in 'reasonable and proportionate' terminology.
- Accepting reflective practice.
- Minor complaints recorded with potential to be reviewed.

As the reforms would allow individuals the right to request their complaints were recorded, this would also allow more individuals the right to review. This would increase the number of reviews. Also if the complainant was unhappy with the response of their review from the Office of PCC, it was thought there could be more complaints against the PCC, and potentially more complaints for the PCP Complaints Sub-Committee to hear.

Reference was also made to complaints now being able to be made via social media platforms but that these had to be directed to the Force.

Discussion took place on the implications of the reforms on the Panel's Sub-Committee and its officers and the Chief Constable commented that it could be helpful if the Panel received a presentation from the PSD on the likely impact on the Complaints Sub-Committee's workload.

RESOLVED –

That the Head of Governance and Compliance at the Office of the Police and Crime Commissioner be thanked for the informative presentation and the detail provided be noted.

8/20

CHAIRMAN, POLICE AND CRIME COMMISSIONER UPDATES AND TOPICAL ISSUES REPORT

The Scrutiny Officer for the Panel provided a report which presented details of topical policing issues since the last meeting of the Panel.

In relation to Child Sexual Exploitation offences, the PCC was asked whether the number of these offences had increased in the Thames Valley. The Chief Constable reported that numbers were down in the Thames Valley (-6%).

Reference was made to retention of Police Officers and the Panel was informed that there was a Retention Project Board which looked at proposals to improve retention, however, around 20-25 officers left every month.

The representative from Milton Keynes asked the PCC about the cost of the funding of the community engagements events held by ROC which would be taking place

across the Thames Valley. Subsequent to the meeting, the PCC reported that the cost was £7,000 for each location they were held in. There would be four in locations in Milton Keynes and one each in Reading and Oxford City (£42,000 in total).

Reference was made to the allocation of resources for counter terrorism and whether it was reasonable that Extinction Rebellion was on the counter terrorism police list group as an 'extremist' group. The Chief Constable responded that they should not be on the list group.

The report and comments made were noted.

9/20

WORK PROGRAMME

The Panel agreed that for the November meeting, the themed item should be on Property/Assets – Looking at shared facilities between TVP and other “blue light” emergency services.

The work programme was noted.

..... in the Chair

Date of signing

This page is intentionally left blank



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR THAMES VALLEY

REPORT TO POLICE AND CRIME PANEL 20th March 2020

THEMED ITEM - EXPLOITATION

Report Title:

Exploitation – preventing Child Sexual Exploitation / Modern Slavery / Forced Marriage / Hidden Harm / Female Genital Mutilation / People Trafficking

1 Introduction and background

- 1.1 The Panel's themed item of 'Exploitation' is a wide-ranging topic. The Panel has requested a background report from the PCC which provides statistics and data for the Thames Valley to enable Panel members to receive a Thames Valley perspective on the issues of exploitation and the prevention of child sexual exploitation (CSE), modern slavery, forced marriage, hidden harm, female genital mutilation (FGM) and people trafficking.
- 1.2 From the PCC's perspective, the theme of 'exploitation prevention' primarily relates to two of the strategic priorities as set out in his Police and Crime Plan 2017-2021, being:
 - Strategic Priority 1, 'Vulnerability' (which includes the response by police and partners to human trafficking, forced marriages, FGM, CSE and other hidden harm such as honour-based violence, coercive control, stalking and harassment)
 - Strategic Priority 2, 'Prevention and Early Intervention' (which includes the prevention of CSE and FGM).
- 1.3 This report aims to provide the relevant background information requested by the Panel.

2 Information

Child Sexual Exploitation (CSE)

- 2.1 PCC activity in relation to CSE has largely been around ensuring support for victims. The OPCC would probably be able to obtain victims data from SAFE (a PCC-commissioned service provider) regarding numbers supported, etc. but crime data is obviously held by TVP.

- 2.2 The OPCC has also invested in counselling services (unlike many other PCC areas) and a large number of those individuals entering counselling are historical CSE/Child Sexual Abuse (CSA) victims.

Modern Slavery / People Trafficking

- 2.3 Attached at Appendix 1 is an infographic ('Overview of Modern Slavery in the Thames Valley – 2019') which provides a picture of activity for all of 2019 (ignore the fact that it states 'This data covers the period 01 July to 30 September' above the table – this is a typo error). The Infographic includes data from police, NRM (National Referral Mechanism) referrals, and data from Willow (the PCC funded service supporting victims of exploitation of all types).
- 2.4 Attached at Appendix 2 is a short presentation by the OPCC to the 'Modern Slavery National Networking Meeting' held on 1 October 2019. This summarises PCC activity in this service area and how our thinking has evolved since 2014, to result in the Independent Trauma Advisors (ITA) pilot services to begin with followed by the Victims First 'Willow Project'. In turn, this will be followed by the new Victims First Specialist Service launching in April 2020.
- 2.5 Attached at Appendix 3 is a paper produced by Dr. Shona Morrison of the OPCC ('Evaluation of a Model for Identifying and Supporting Victims of Modern Slavery and Exploitation') which summarises the various (5) research and evaluation reports commissioned by the OPCC over this initial period, being:
- 1) Investigating Modern Slavery: A Literature Review
 - 2) Estimating the Extent of Modern Slavery in Thames Valley
 - 3) Cost Benefit Analysis of the ITA Pilots in Thames Valley
 - 4) Interim Evaluation Report on the Thames Valley ITA Project
 - 5) Final Evaluation Report on the Thames Valley ITA Project
- (The first 3 above reports can be found on the OPCC website using the: 'Search - Thames Valley Police & Crime Commissioner' facility but are rather long...).
- 2.6 Thames Valley Police continues to have a strong Thames Valley Anti-Slavery Partnership, sharing national best practice regarding Modern Slavery. Coercive control, stalking and harassment have been a focus this past quarter and, as such, SaVE3 training has been delivered across the Force. This includes improved crime recording for stalking and harassment offences.
- 2.7 Finally, attached at Appendix 4 is the 'Unseen Modern Slavery Helpline (national helpline) Annual Assessment 2018' report. This document provides a national assessment of the Modern Slavery Helpline's operations in 2018 (however, the very last 2 pages (77 & 78) are the only ones that provide activity data broken down to police force areas).

Forced Marriage, Hidden Harm and Female Genital Mutilation (FGM)

- 2.8 In 2017, the OPCC ran a FGM workshop attended by a range of professionals and, from this, identified key concerns in the Thames Valley. Based on that we ran a grant funded competition that year (see Appendix 5) to fund projects for:

- (a) Training or other initiatives for key professionals (e.g. teachers, lawyers, health visitors, safeguarding leads) to encourage reporting and improve knowledge and the use of appropriate referral pathways.
- (b) Engagement and/or education in key communities where there are cultures known to be at risk of FGM.

2.9 The OPCC has funded a number of FGM projects, including an FGM awareness project – some descriptive data on delivery of this contained in the ‘FGM Awareness Training Project Infographic’ (Appendix 6). We have also strongly supported ‘Oxford Against Cutting’ in the past, and encouraged the development of a Thames Valley FGM strategy. We also grant funded some work by ‘Jeena International’ specifically around supporting FGM and Forced Marriage victims.

2.10 Of course, all victims of these types of crime are supported through OPCC commissioned services – past, current and future – and the ‘Black, Asian, Minority Ethnic and Refugee’ (BAMER) project was particularly focussed on engaging and raising awareness around such crime types/victims.

BAMER Project

2.11 In 2018, the Thames Valley PCC was awarded funds by the Home Office ‘Violence Against Women and Girls’ (VAWG) Transformation Fund to support a two-year project focusing on Black, Asian, Minority Ethnic and Refugee (BAMER) women across the Thames valley region covering Berkshire, Buckinghamshire and Oxfordshire. This BAMER Project was developed in response to low take-up of some VAWG specialist services by BAMER women, and aims to make such services across the Thames Valley more inclusive of the needs of, and considerate of the barriers faced by, the BAMER population. Within the scope of this project is Forced Marriage, Hidden Harm and FGM.

- 2.12 The **aims** of the BAMER Project were to:
- Assess, improve and better coordinate the multi-agency response to VAWG in BAMER communities across the region.
 - Map localised knowledge and networks to facilitate systemic change, and to provide a robust evidence base to inform future commissioning and support third sector grant applications.
 - Improve awareness of VAWG issues in Thames Valley’s BAMER communities; engaging and empowering these communities to identify and challenge these abuses, and to ensure they know where and how to access timely and appropriate support.
 - Ensure the needs of Thames Valley’s BAMER communities experiencing VAWG are met through improved and better informed service provision and pathways.

This work was driven by the belief that early intervention and awareness-raising work will also increase the number of individuals from BAMER communities identified as being affected by VAWG.

2.13 The **activities** of the Project can be summarised as follows and, where appropriate, are explained in full in the final project report:

- a) **VAWG Strategic Lead and BAMER Support Worker appointments**

- b) **Data collection and population mapping in Thames Valley**, with data collection representing a baseline from VAWG services and mapping based on 2011 census data designed to identify the distribution of BAMER communities across the region.
- c) **Establishing a Performance Framework**, with a set of indicators against which the BAMER support work is recorded and measured. This was developed within a Task and Finish Group (during January 2019), setting out a framework for reporting and measuring progress. [*It should be noted that collection of data in relation to the volume or work has proven difficult throughout the project*]
- d) **BAMER Support Worker community engagement** - as part of this, BAMER support workers facilitated a series of activities to develop better understanding of the experiences of BAMER women and the internal/external barriers they face in terms of accessing services. These involved research-oriented activities such as focus groups and interviews, plus collecting and developing individual case studies along with other types of engagement such as art and craft workshops or cooking sessions. Much of this work can be categorised as qualitative ‘research’ activity, whereby, for example in the period between January and August 2019, the support workers conducted 10 focus groups and 21 face-to-face interviews. The resultant learning and case studies and recommendations are included in detail in the final project report.
- e) **BAMER Support Worker outreach**, i.e. peer support groups and drop-in support.
- f) **BAMER Support Worker case work** - in addition to the drop-in support, five of the BAMER workers ^[1] also worked with clients on a one-to-one basis.
- g) **Mapping of services**, i.e., statutory agencies, voluntary agencies and community groups, carried out by participating organisations with support from the VAWG Strategic Lead.
- h) **Peer Review activities** (June 2019 to date), which incorporated design and development of a Peer Review Framework completed by the agencies and site visits for BAMER workers.
- i) **New Bridges** (October 2018 – March 2019) - A partnership of Oxford Against Cutting (OAC) and The Sunrise Multicultural Project, with a specialist focus on issues of sexual violence in BAMER communities.
- j) **Data Masters Workshop** on data for hidden harm - honour-based abuse (HBA) (January 2020) – a half-day workshop with a range of domestic abuse (DA) and VAWG agencies (presentation attached at Appendix 7).

2.14 Thames Valley Police (TVP) continues to maintain a focus on coercive control, stalking and harassment. As such, the ‘Safeguarding, Vulnerability and Exploitation’ (SaVE3) programme training has been delivered across the Force, including improved crime recording for stalking and harassment

^[1] The Berkshire East BAMER Support Worker does not have a caseload.

offences. TVP has also commissioned Domestic Abuse Matters training from January to June 2020 which has a specific focus on coercive control.

- 2.15 TVP has recently been preparing guidance, correct processes and communications for the introduction of Stalking Protection Orders. The implementation of these initiatives and increased awareness around the Force will improve the service to victims of stalking and harassment.
- 2.16 The College of Policing has also provided a number of training tools to be delivered at a local level to educate police officers around stalking and harassment and the Stalking Protection Orders.

Office of the Police and Crime Commissioner for Thames Valley
March 2020

This page is intentionally left blank

Overview of Modern Slavery in the Thames Valley – 2019

This data covers the period 01 July – 30 September 2019



Government Security Classification: Official-Sensitive

Number of referrals into the NRM for each exploitation type across the Thames Valley

	69
	47
	213
	17
Unknown	17

Gender of victims across the Thames Valley

264 Males
100 Females

Nationality of victims across the Thames Valley

Nepalese	Romanian	Albanian	Polish	British
Gambian	Ethiopian	Zimbabwean	Nigerian	Chinese
Tunisian	Afghan	Ghanaian	Indian	Kenyan
			Thai	Pakistani
			Vietnamese	Eritrean

Number of NRM referrals across the Thames Valley	384
Number of MS1/Duty to Notify submissions across the Thames Valley	17
Number of intelligence reports submitted across the Thames Valley	684

Over 18 NRM Referrals	51	
Under 18 NRM Referrals	48	

Victim's First: Willow Project data

In 2019 there were **415 referrals** made to Victim's First Willow Project. This includes potential victims and family members.

Referrals for the potential victims can be broken down as follows:

Oxfordshire	Buckinghamshire	Berkshire
Oxford City x 40	Aylesbury x 27	Slough x 52
South and Vale x 26	Milton Keynes x 47	Reading x 85
Cherwell x 40	Chiltern and South Bucks x 17	Bracknell Forest x 16
West Oxon x 21	Wycombe x 22	Wokingham x 5
		West Berkshire x 10
		Windsor and Maidenhead x 7

There were 175 x referrals for Forced Criminality, 61 x Sexual Exploitation, 51 x Forced Labour, 4 x Domestic Servitude, 26 x Financial Exploitation and 96 x Complex Needs.

There were 206 referrals for females and 209 for males and the age range was 6-89.

This page is intentionally left blank



Modern Slavery National Network Meeting

1st October 2019

The Challenge for PCCs



Around 20% of victims want support (Crime Survey England and Wales, Apr 2019).

Around 60% of those who want support require a short-term, supportive intervention which can be provided by many non-specialists (i.e. someone with basic training).

Around 40% (or 8% of all those needing support) access 'specialist support' (i.e. services involving highly skilled and experienced staff).

Around 60% of those needing 'specialist support' require Domestic and Sexual Violence Services – specialist services which already exist.

However, many victims have crime types or complex/multiple needs which do not fit the present arrangements and are not being well met, including Victims of Exploitation/Modern Slavery.

Timeline

- Following the Bullfinch Enquiry into CSE in Oxford in 2014, Oxford's Community Safety Manager brought to our attention the risk of a large undiscovered problem of adult exploitation in Oxford – no understanding of the problem, no services, no joined up working.
- In November 2014, the first MoJ Victims Grant was received by PCCs – Home Office released figures on suspected Modern Slavery problem.
- In March 2015, two grants seed-funded 2 providers in Oxford and Reading to deliver 'independent trauma advisors' (ITA) services.
- In November 2015, a successful bid to the Police Innovation Fund brought a more structured approach to develop the approach (including operational support) and funded an independent evaluation.

Timeline (cont'd)

- Five reports were produced during the life of the project a) an literature review on Modern Slavery b) Report to develop methodology to estimate the extent of modern slavery c) Cost-benefit analysis of the intervention d) An interim report e) A final report containing key learning and recommendations from across the project.
- On the basis of the findings, the PCC decided to commission a service to support victims of Exploitation (and other Complex Needs) from Nov 2018 which would expand the service across Thames Valley over the next 18 months – The Victims First Willow Project.
- The concept of the Willow Project informed recent round of commissioning and will underpin the new adult specialist service in Thames Valley supporting all victims with complex needs from Apr 2020.

Tangible Benefits

- Cost-benefit analysis found that for every £1 spent on ITA services around £3.35 could be saved from the public purse.
- The rate of referrals to the NRM increased in Thames Valley by 122% compared to national average of 63% increase over the same period (2016-2017).
- Myths Busted e.g. the greatest proportion of referrals involved UK citizens and less than half of clients had experienced any form of trafficking, debunking the myth that modern day slavery and trafficking are one and the same.
- Increase in police intelligence through 3rd party reporting due to local modern slavery campaigns, training and promotion of the services across Thames Valley.
- The learning gained can be transferred to help support other types of victims who have developed complex and traumatic responses to long-term abuse.



Thank you

VICTIMSFIRST

Supporting victims across Berkshire, Buckinghamshire and Oxfordshire

www.victims-first.org.uk
<https://www.facebook.com/victimsfirstTV>

EVALUATION OF A NEW MODEL FOR IDENTIFYING AND SUPPORTING VICTIMS OF MODERN SLAVERY AND EXPLOITATION

The UK has witnessed year on year increases in the number of identified victims of modern day slavery. This does not necessarily mean this crime is increasing, but it is more likely to reflect advances in our response to this crime through identifying victims and recognizing exploitation more readily. One contributing factor in the most recent rise could be attributed to the development and introduction of the Modern Slavery Bill (2015) which recognises human slavery as a crime in itself.

It is widely acknowledged that the increased ability to identify victims has necessitated the careful consideration of the support and service needs of these victims. In response to this Thames Valley have piloted the role of 'Independent Trauma Advisors' (ITAs) to work with this group of victims to facilitate their access to services with a view to both ensuring their safety and enhancing their long-term well-being. The HMICFRS report released in October 2017, *Stolen Freedom: The police response to modern slavery and human trafficking*, encouraged police forces to give greater consideration to the vulnerability of victims, to recognise their victim-status and to adopt a more proactive approach towards these crimes.

The Thames Valley ITA pilot project was initially seed-funded by Thames Valley's Police and Crime Commissioner (PCC). Based on encouraging findings and a positive response to the trial from partner agencies, the Thames Valley PCC placed a successful bid to the Police Innovation Fund which provided Home Office funding for further development and evaluation of the model from early April 2015 to end March 2017. The evaluation was undertaken by Dr Nadia Wager and Angel Wager from the University of Bedfordshire (now at University of Huddersfield). This summary provides an overview of five reports produced by the researchers.

The first report provided an overview of existing literature on forms of Modern Slavery, which was a relatively new offence when this project began. The next two empirical reports were undertaken to develop estimates of the extent of the problem of Modern Slavery in Thames Valley and to determine a methodology and estimate of the cost-benefits of the emerging Thames Valley model using case studies from the early phase of the ITA pilots. Finally key learning and recommendations from the interim and final reports, which have been redacted due to the sensitive material they contain, are presented. To conclude, the summary outlines next steps for the Thames Valley PCC are outlined. The first three reports are published in full on the website of the PCC for Thames Valley at xxxx.

For further information about the reports, contact Shona Morrison at shona.morrison@thamesvalley.pnn.police.uk.

1. Investigating Modern Slavery: A Literature review

This document provides a summary of recent literature on Modern Slavery, covering topics such as policing in relation to trafficking, including child sex trafficking, forced labour, and some of the difficulties in engaging victims in the criminal justice process.

Key points identified from the literature include:-

- Law enforcers can find it difficult to identify victims of human trafficking as a result of some laws being relatively new and untested, and uncertainty about the evidential standards required to support the decision to prosecute or obtain a successful prosecution.
- Victims often do not recognise their own victim status, can sometimes be involved in illegal behaviour themselves, or fear reprisal from perpetrators, all of which may contribute to a lack of willingness to report concerns.
- The majority of victims who come to police attention do so as a result of tip-offs from community members, service providers or other professionals.
- Child sex trafficking can be described through an exploitative cycle involving a number of stages of grooming. Understanding this cycle can help generate several possible intervention points prior to the commission of the abuse.
- Initial police contact and treatment of victims is a significant factor in determining the success of the investigation; balancing victims immediate needs and concerns with the needs of the investigation.
- When contact with the police is mediated by other organisations or services, or a victims are not pressured into providing too much information too quickly, victim engagement in the criminal justice process is more likely.

2. Estimating the Extent of Modern Slavery in Thames Valley

Existing estimates of the extent of modern slavery have not been based on primary research in the UK. Rather the figures that are currently used are extrapolated from a survey of outward international trafficking conducted in five Eastern European countries to provide a figure for the UK. The consequence of this is that the figures currently in use may not be representative of the true extent of the problem.

A new model and formula is presented in this report that will allow for the annual assessment of the extent of, and official response to, modern slavery. The model is a development of one proposed by Aronowitz (2010). The first estimate is based on data drawn from criminal justice figures and the second estimate is based on the number of victims seeking/ being referred to/ or identified by, specialist services.

The most conservative estimate based on criminal justice figures suggests that in the year 2016 there were likely to be 533 victims of modern slavery in the Thames Valley region. Using data from service providers the estimated number of victims in Thames

Valley in 2016 was 2,462 victims. Overall, using 2016 NRM referral figures, it appears that 3 per 10,000 population, or xxx people, are recognised as being victims of modern slavery in the Thames Valley region.

Recommendations of this report are that data that was not available at the time this research was undertaken (e.g. Duty to Notify figures) may be useful for refining future calculations. It is also recommended that a regional randomised community survey is conducted in order to establish an empirical basis for the calculation of the hidden figure of victimisation. A suggested methodology and questions are provided.

3. Cost benefit analysis of the ITA pilots in Thames Valley

The estimated proximate costs to society arising from the 26 clients supported by the ITA service between March 2015 and January 2016 (10 months of operation) totalled £3,047,283.76. The conservative, total estimated projected savings for these clients as a result of intervention by the ITA service was £443,201.95. In comparison, the total cost of running the ITA services for this 10-month period was £132,274.01.

Overall and taking a very conservative estimate, if all the other activities of the ITA service (e.g. promotion, tracking the movement of those who are being sexually exploited, awareness raising, training of partner organisations, assisting on brothel raids etc.) are left out of the calculations and the whole cost of the ITA service is divided by the 26 clients who received a substantive service it is estimated that for every pound spent on the service £3.35 could be saved from the public purse.

4. Interim Evaluation Report on the Thames Valley ITA Project

This report provided an initial process evaluation of the two pilot ITA pilots in Oxford and Reading based on a review 26 victims' cases. The findings were used to inform further development of the project.

Early key findings were:-

1. Early on in the ITA pilots, there were three distinct service pathways identified for victims (self-referrals, referrals via the Probation Service and referrals from other projects within the two provider organisations) which have implications for service provision and the outcomes that might be expected.
2. The group of people recognised as potential victims through police raids are those who are least likely to engage in services or are able to extricate themselves from the exploitative situation. Indeed, some go on to become exploiters themselves.

3. Referral patterns in the two pilot areas reflected their patterns of training delivery to other organisations. Referrals were notably made for organisations who had often just recently undertaken training.

5. Final Evaluation Report on the Thames Valley ITA Project

Across the two years of the project, 145 identified or potential victims were referred to and/or assessed by the ITA services, some of whom also received crisis support during police raids. This figure is in close proximity to the key deliverable pledged in the Police Innovation Fund bid, which was that 150 victims should receive support. A total of 59 victims of modern slavery engaged with and received significantly longer-term support from the ITA workers.

Overall, across the two years there has been a significant increase in the number of victims identified and referred to the services.

In the second year of operation, the ITA services had a greater number of referrals for men, which is partly related to the growth in the number of victims of forced labour who had been identified. This has led to increasing gender equivalence in relation to the clients supported by the ITAs.

The greatest proportion of referrals were in relation to UK citizens. The second largest country of origin is Romania and this relates both to victims of sexual exploitation (females) and forced commercial labour (men).

Overall there were fewer cases of sexual exploitation in the second year, even though this remains the leading form of exploitation.

There was a significant increase in the number of cases of forced labour in year 2 compared to the first year of the pilots, which included both commercial labour and forced criminality. This might be related to the rise in the number of identified cases of cuckooing, particularly in the context of forced criminality.

Less than 50% of the engaged clients had experienced any form of trafficking. This fact is important as it highlights how erroneous it is to conflate modern day slavery with trafficking. Trafficking is one process that might be used by the perpetrators of modern day slavery, rather than defining the experience of all victims.

Most victims experience more than one form of exploitation and this does not include other crimes that might be committed against them during their period of enslavement.

The duration of support provided to individual clients across the two services ranged from 1 day to 18 months, with averages of 3.5 months for Project B's clients and 9 months for Project A's clients.

Many of the perpetrators were lone individuals or couples (e.g. 'friends', private landlords and family members). Although there have also been cases where the perpetrators are gangs involved in drug-dealing and violence.

The number and range of referral pathways into the ITA service also significantly increased in the second year in comparison to the first year. The police remain the overall most common source of referrals.

There was an incremental increase in the number of referrals from Thames Valley to the National Referral Mechanism over the three years in which this project was first initiated through PCC seed-funding. In 2013 there were 12 NRM referrals, which increased to 23 in 2014, 36 in 2015 and 80 in 2016.

The mean percentage change in the number of referrals to the National Referral Mechanism across all UK police force areas in 2016 compared with 2015 was a 63.53% increase (95% CI [24.46 – 102.60], SD =123.79). The range of scores spanned from a 61.5% decline in referrals from Wiltshire to a 633% increase in referrals from Dorset.

The rate of referrals in the Thames Valley region rose by 122.2% in 2016 in comparison to the previous year. Since this is higher than the upper limit of the 95% Confidence Interval for the mean score for the rest of England and Wales this suggests that the increase in the rate of referral for Thames Valley is considerably higher.

A 'Barriers Meeting', which was attended by a range of partner agencies was held after the first year of operation once a variety of persistent barriers to meeting the clients' needs had been identified. This meeting helped to clarify expectations regarding the nature and the time scales in which service providers could realistically operate. This was helpful for the ITAs in being able to relay a greater level of certainty to the clients about processes and what they can expect to happen to them, particularly for those who enter in to the NRM.

Next Steps

This summary of the ITA projects and their evaluation highlights a number of issues for consideration by the OPCC and other partner agencies:-

1. Better estimates of the extent of Modern Slavery within the Thames Valley are required in order to build a proportionate response. A regular community

survey in Thames Valley could improve the intelligence picture as well as estimates of the rate of Modern Slavery in the region.

2. In-depth police knowledge and understanding of Modern Slavery is required to increase the rate of successful prosecution for this crime.
3. Third party reporting is an important route for bringing potential Modern Slavery victims to police attention. Public awareness and understanding of the signs of Modern Slavery, as well as opportunities to make 3rd party reports, should be enhanced.
4. Improved training and awareness across public, third and private sector will also improve opportunities for 3rd Party Reporting and early intervention.
5. Early involvement of appropriate support agencies, preferably alongside police during the initial contact with victims, is likely to increase victim engagement.
6. Improved understanding across all statutory agencies of the potential savings from early intervention in cases of suspected Modern Slavery may improve partnership working and investment in support and prevention services.
7. Targeted communications campaigns should be used to encourage reporting among key groups known to disproportionately fall victim to trafficking (e.g. the Romanian community).
8. Young people, their carers and teachers should receive targeted messages to assist with earlier recognition of potential child grooming for sex trafficking and strategies for intervention.
9. Communications campaigns should address the erroneous perception that victims of Modern Slavery are usually trafficked from outside the UK and are of non-British origin.
10. As well as to continue to make best use of the National Referral Mechanism (NRM) for victims of trafficking, a corresponding local response should be developed for those not meeting the criteria or not wishing to undergo NRM referral.

UNSEEN MODERN SLAVERY HELPLINE ANNUAL ASSESSMENT 2018



Contents

02	Foreword
03	Executive Summary
06	Chapter 1 - Introduction
09	Chapter 2 - Comparisson of 2017 and 2018 Helpline Data
14	Chapter 3 - 2018 Summary of Helpline Data
22	Chapter 4 - Victim Demographics
27	Chapter 5 – What We Know About Potential Exploiters
31	Chapter 6 - Sexual Exploitation
39	Chapter 7 – Labour Exploitation
47	Chapter 8 – Domestic Servitude
51	Chapter 9 – Criminal Exploitation
57	Chapter 10 – Referrals and Signposts
60	Chapter 11 – International Cases
65	Chapter 12 – Non Modern Slavery
68	Chapter 13 – General Information
70	Chapter 14 – The Role of Business
73	Chapter 15 – Challenges and Opportunities
75	Chapter 16 – Emerging Trends
77	Annex A – 2018 Aggregate Helpline Data

We are extremely proud of the achievements of the UK-wide Modern Slavery Helpline since its establishment in October 2016. As the single point of contact for all issues related to modern slavery in the UK, the Helpline is now seen as a trusted and valued partner in the fight against this terrible crime.

Our approach remains based on the principles of partnership and collaboration. No one organisation or agency can ever hope to rid our society of this evil. That is why we continue to put our Helpline energies into informing and supporting others through shared promotional activity, contributions to external events and engagement in research projects and communications campaigns. This, coupled with our strategic influence, helps us to maximise the potential the Helpline affords to UK partners and beyond.

Working with police forces across the UK, the National Crime Agency, Border Force, the GLAA, NGOs and the business community, we are building a better understanding of how modern slavery is affecting our diverse communities and our people. We want to reach those who are unable or unwilling to come forward and that is why we expanded our communication channels into the Helpline through the introduction of the Unseen App in July 2018, developed in partnership with BT.

There is nothing more rewarding than a call that supports someone out of an exploitative situation, and the information aiding a police investigation, prosecution and conviction. The only way we are ever going to stamp out this horrendous abuse is by using what we know to prevent it from happening in the first place - our data. That is why we are leading the way in developing partnerships that will help us build a consistent basis to gather and share data in a way that protects the individuals involved and seeks out the exploiters and helps us truly understand the nature of modern slavery.

As a fully self-funded project the Helpline retains its independence and confidential nature, which is paramount, however, this does offer a few key challenges in securing funding and maintaining the levels of service required to operate a specialist 24/7 Helpline. We are grateful to those partners who have financially and operationally supported the Helpline since it was established in October 2016 and we would like to work with more partners to ensure this vital service remains a strong facet of the UK's response to abuse and exploitation.

We know the Helpline will continue to contribute significantly to the UK's response by ensuring that those facing exploitation day in and day out know they have someone to turn to, who will listen to them without judgement, provide options and choices and offer them safety and hope.



Andrew Wallis, OBE
CEO, Unseen



Justine Currell
Director, Unseen

Executive Summary

7,121
potential victims



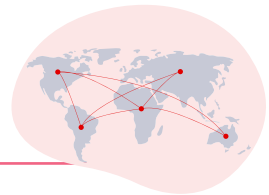
6,012
helpline calls



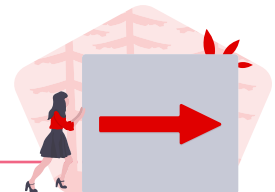
1,393
webforms and App



94
different nationalities



3,382
referrals and signposts



1,849
modern slavery cases



■ Introduction

This report provides an assessment of the UK-wide Modern Slavery Helpline's operations in 2018. The assessment details the number, type and nature of calls, webforms and App submissions received between 1 January 2018 and 31 December 2018 and the potential victims (PVs) indicated as a result. The assessment builds on the 2017 assessment and highlights the increase in contacts to the Helpline and the trends that are being identified.

■ Comparison of 2017 and 2018 Data

The Helpline continues to see a rise in contacts through calls and webforms and, since July 2018, App submissions too. With a 62% increase in calls and 86% increase in webforms in 2018 from 2017, the Helpline is clearly demonstrating its value as a single point of contact for all modern slavery-related issues and situations.

■ 2018 Summary of Helpline Data

During 2018, the Helpline received 6,012 calls and 1,393 webform and App submissions regarding cases involving all UK police force regions. From these contacts, 7121 potential victims were indicated, 1849 modern slavery cases raised, and 2281 referrals sent to law enforcement, support services or safeguarding teams. This highlights the fact that modern slavery as a crime is prevalent across the UK. The Helpline data can often be affected by media and partner activity shining a light on a particular exploitation type or sector where abuse and exploitation is understood to occur.

■ Victim Demographics

The number of potential victims indicated by the Helpline in 2018 rose by 46% from 4,886 to 7,121. Approximately 46% of potential victims indicated are male, 21% are female, 33% are unknown and 0.04% are transgender. 94 different nationalities were recorded by the Helpline on potential victims indicated, demonstrating the complexity and breadth of the issue faced.

■ What we know about potential exploiters

For the first time, the Helpline is reporting on the information it has received from callers and contacts relating to potential exploiters (PEs), their nationality, methods of recruitment and the relationship to those they exploit. Such information is vital to build a picture of the individuals who may be involved in targeting, recruiting and exploiting vulnerable people.

■ Sexual exploitation

Although sexual exploitation is still seen as one of the most prevalent types of modern slavery across the world, the Helpline has seen less of an increase in sexual exploitation than in other exploitation types. In 2018, 262 sexual exploitation cases indicating 517 potential victims were recorded by the Helpline as opposed to 774 potential victims being indicated in 2017.

■ Labour Exploitation

As an exploitation type, labour exploitation is the most prevalent form of modern slavery indicated through the Helpline with 990 cases reported in 2018. The Helpline has seen a significant increase in cases involving car washes which is likely to be related to the focus placed on car washes through the media in 2018.

■ Domestic Servitude

As one of the most hidden forms of modern slavery the Helpline still receives a significant amount of information involving domestic servitude situations. In 2018, 177 cases were recorded by the Helpline indicating 217 potential victims. The percentage of cases where a potential victim calls the Helpline themselves is higher than average, 17% of domestic servitude cases versus 11% across for all exploitation types.

■ Criminal Exploitation

Criminal exploitation can take many forms, from cannabis cultivation, forced shoplifting or begging to child criminal exploitation such as the county lines phenomena. Of the potential victims indicated in criminal exploitation and reported to the Helpline, 9% were minors. This is almost double the number of minors for all exploitation types (5%).

■ Referrals and Signposts

In 2018, 3,382 referrals and signposts were made by the Helpline to other agencies and organisations for law enforcement intervention, support services or safeguarding. A total of 1659 referrals were made on modern slavery cases in 2018. Referrals and signposts also include access to other support services that are not directly related to modern slavery such as immigration support, domestic abuse, or female genital mutilation.

■ International Cases

Although the Helpline is UK focused, calls are received from many other countries indicating a range of situations involving UK and other nationals. Where appropriate, information will be passed to the National Crime Agency for consideration and action. This may be dependent on the situation being reported, the individuals involved and assessment of support needs.

■ Non-modern slavery cases

A large proportion of contacts to the Helpline may indicate situations that are akin to, but not classed as modern slavery. Many cases may be assessed as describing labour abuse, which may be unlawful but not fall within the definition of modern slavery. All labour abuse cases where appropriate, are forwarded to the Gangmasters and Labour Abuse Authority for consideration.

■ General information cases

Many of the callers and contacts to the Helpline relate to requests for general information. In 2018, the Helpline received 517 calls and contacts related to general information requests. Many of these are from individuals or organisations requesting Helpline promotional materials or general information about what modern slavery is.

■ Role of Business

Businesses play a key part in tackling modern slavery and ensuring that individuals are not placed into forced labour. The Helpline seeks to work collaboratively with a range of businesses, offering support and guidance on modern slavery risks, the signs to spot and how to report.

■ Challenges and opportunities

A range of challenges and opportunities continue to present themselves in dealing with vulnerable people through the Helpline. The Helpline continues to provide support, advice and guidance to those on the front line in dealing with individuals who are suspected to be potential victims of modern slavery. Lack of awareness and training continues to hamper efforts to quickly identify potential victims and get them the help and support they need quickly.

■ Emerging Trends

In receiving lots of information about situations the Helpline can assess any emerging trends that may be highlighted through the data collected. In 2018, the Helpline increasingly recorded cases related to churches or religious sites as areas for recruitment of potential victims or where exploitation may have taken place. A slow increase in cases involving waste and/or recycling sites are also being monitored to establish whether this is an area requiring further consideration and action.

■ Conclusion

The Helpline continues to provide a single point of contact for anyone wanting help, advice, information or support on any aspect of modern slavery. Maintaining the Helpline's confidentiality and independence is vital in ensuring that vulnerable people can seek the help and support they need and want and members of the public feel confident in reporting concerning situations.

“It is my firm belief that the importance of the Helpline’s role in combatting modern slavery cannot be overstated.”

– Helpline Advisor

A Note of Thanks

This assessment reflects the dedication and commitment of the full Helpline team.

Helpline Advisors and Supervisors put survivors and other callers first, listening, advising, assessing risk, consulting and advocating passionately for potential victims in need. The Helpline Data Officer aggregates information gathered from contacts, and the Helpline Communications Officer works to ensure the helpline number is visible to those who need it. The Helpline Administrator ensures the team is connected and operational, 24/7.

A special thank you is also offered to BT and Phil Bennett, Paula Falco, Alubba Fenix and other volunteers from Salesforce who have given tirelessly of their time, lending their expertise in support of the Helpline and this assessment.

With such a team, the Helpline looks forward towards another productive year - working towards a world without slavery.

Rachel Harper
Helpline Manager

Following its second full year of operation, the UK-wide Modern Slavery Helpline is continuing to support, advise and guide a diverse range of callers relating to all aspects of modern slavery.

Due to its independent, confidential nature, and specialist staff the Helpline can support, advocate and signpost PVs in a way that statutory agencies are unable to, ensuring PVs get the support they need.

“It is certainly my view that the Modern Slavery Helpline has made a significant impact on the national response to modern slavery and human trafficking, since its launch in October 2016. The collaborative approach of the Helpline has led to the identification and safeguarding of many vulnerable victims and provided an effective means to identify the perpetrators to bring them to justice.”

- Mark Burns-Williamson, Police and Crime Commissioner West Yorkshire



Helpline poster and brochures at the UK Border

Who we are

Unseen is a national UK-wide modern slavery charity with one mission: to end slavery.

We seek to do this by supporting survivors, equipping stakeholders and influencing systemic change.

- We provide direct survivor support services to men, women and children through accommodation and outreach services.
- We equip stakeholders through the provision of training, advice and resources, training around 2,000 front-line personnel per year.
- We influence systemic change working closely with the UK and overseas Governments.

Unseen set up the UK-wide Modern Slavery Helpline in October 2016 recognising that such a Helpline is vital in providing support, guidance and advice to vulnerable individuals in situations of modern slavery. As a resource available to all 24/7, 365 days a year the Helpline, staffed by trained specialists, provides real-time support to statutory agencies, businesses, the public and Potential Victims (PV).

individuals in their first language ensuring that they get advice and information they can understand.

Since its launch, the Helpline has consistently received an increasing number of contacts by phone and webform. On 30 July, Unseen launched the Unseen App to provide an alternative channel to report situations to the Helpline. To ensure that the Helpline maintains pace with technological advances and the varying ways in which people want to interact, other channels will be considered, such as App based platforms, to maximise the methods of contact for individuals.

The nature and scale of modern slavery in the UK and beyond is still largely unknown. However, initiatives such as the Helpline, offer an opportunity to genuinely better understand the scale of the issue and how it manifests across the range of exploitation types. Linking with other key partners in the field and sector, Unseen is leading efforts to understand and align diverse data sets to inform prevention activities. This includes the valuable Helpline data and the new Victim Case Management System being developed by Unseen to better capture victim experiences and inform understanding.

Offering translation services, the Helpline can engage with

Across the spectrum of modern slavery, which includes labour exploitation, sexual exploitation, criminal exploitation, domestic servitude and organ harvesting the Helpline offers confidential and independent advice. This is crucial for those who are scared or worried about engaging with the authorities. Helpline Advisors will work at the pace of the caller providing options and explaining potential outcomes so that the caller is informed of their choices.

As a complex crime, modern slavery cannot be tackled by one organisation or agency. Partnership and collaboration are key elements in addressing the root causes of modern slavery. Our premise is to work collaboratively so that we can genuinely improve the lives of those who are in situations of modern slavery and prevent others from becoming exploited.

“The Modern Slavery Helpline ran two workshops at the National Alliance of Women’s Organisation’s ‘Gender Action Learning Conference’ held for 6 form students in collaboration with Northampton University. The realities of modern slavery were both revelatory and shocking to the students, who were extremely grateful for having experienced the excellent workshops so they could share their new knowledge amongst their peers and help raise awareness of this terrible contemporary issue.”

**- Lou Armitt, Co-Director,
The Gathering Ground C.I.C**

Unseen places a lot of emphasis on the importance of partnership working – many of our partner agencies develop campaigns which carry the Helpline number and help connect individuals to the information, advice and support they need.

Working collaboratively with all statutory agencies the Helpline provides vital support to those on the frontline, offering advice, ensuring that the Government process for accessing support through the National Referral Mechanism is understood and referrals are appropriately made to enable safeguarding of potential victims.

The Helpline produces monthly, quarterly, thematic and ad-hoc statistical reports to share knowledge and understanding with law enforcement partners and the Government from the calls and contacts received to help inform policy, procedures and prevention activities.

“Modern Slavery Helpline? We absolutely love you guys – you’ve been a real lifeline.”

**- Head of Adult Safeguarding
at John Radcliffe Hospital, Oxford**



During its second year of operation, the UK-wide Modern Slavery Helpline has seen a significant increase in the number of calls and contacts received from members of the public, statutory agencies, businesses and PVs themselves.

“The Modern Slavery Helpline is a lynchpin in our national effort to safeguard and support the victims of exploitation and in helping to detect where and how this form of abuse presents itself. Raising wider awareness of the need for public action on the sexual, labour and criminal exploitation of men, women and children that takes place in our society every day is another crucial role the team supports, alongside a range of partners including the police. We also continue to work with the Helpline team to ensure that daily working relationships with police forces are as efficient as they can be in collecting the information needed to support a rapid, effective and appropriate policing response.”

- Andy Munday,
Commander of Modern Slavery Police
Transformation Unit

Building on year one

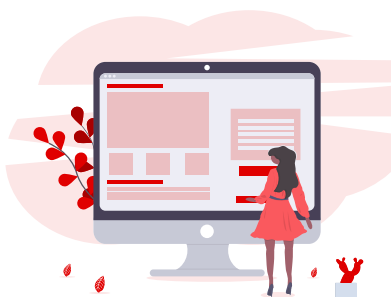
From the outset, the Helpline has consistently received a good level of contacts per week rising from approximately 40 contacts per week in October 2016 to over 150 contacts per week in December 2018.

Comparing the number of contacts received in 2017 to 2018, there has been an increase of 62% in calls and 86% in webforms. This rise in contacts is likely to be down to the awareness of the Helpline and the issue more generally rather than an increase in incidences. We have seen media interest pick up around the plight of those in exploitation and some significant cases brought to court.

In addition, on 30 July 2018, Unseen launched the Unseen App providing an additional confidential channel to report concerning situations of modern slavery directly to the Helpline. Between 30 July 2018 and 31 December 2018 the Helpline received 70 App submissions. This additional channel offers users a simple and easy way of spotting the signs of different types of modern slavery whilst providing a direct route to report into the Helpline.



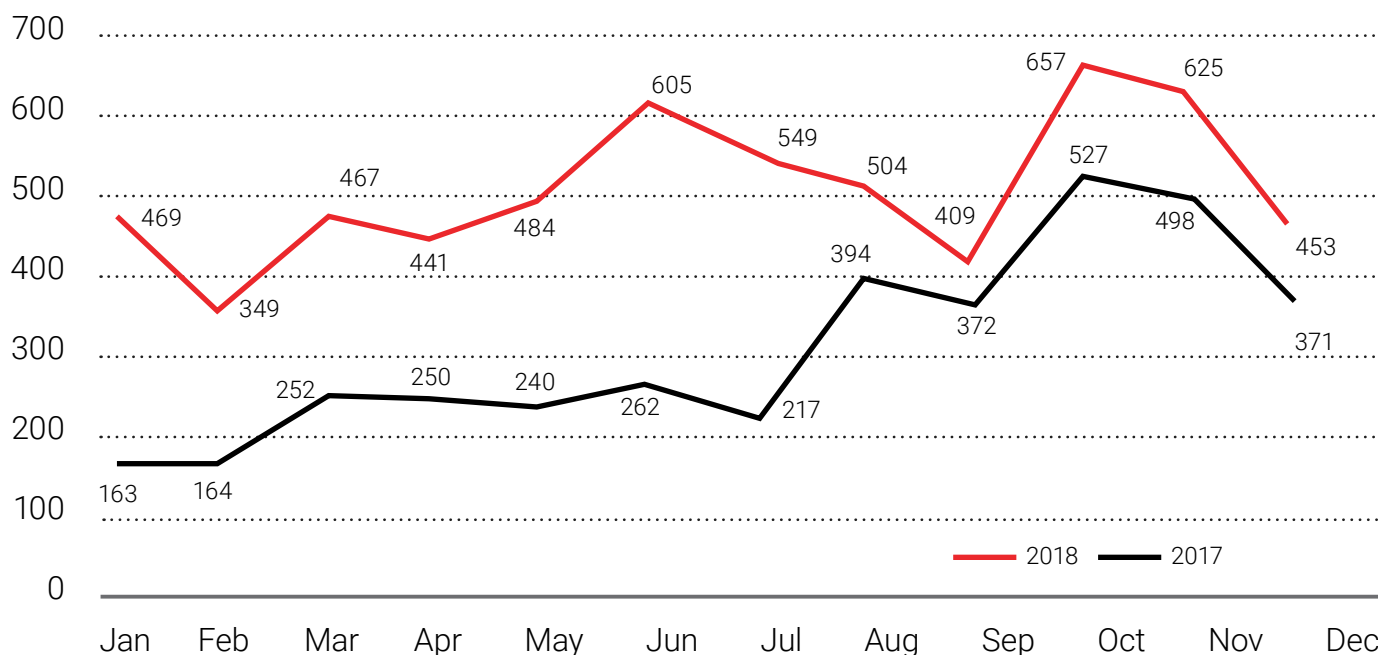
62%
increase
in calls



86%
increase
in webforms

The chart below shows the number of Helpline calls by month for the first two full years of operation, 2017 and 2018.

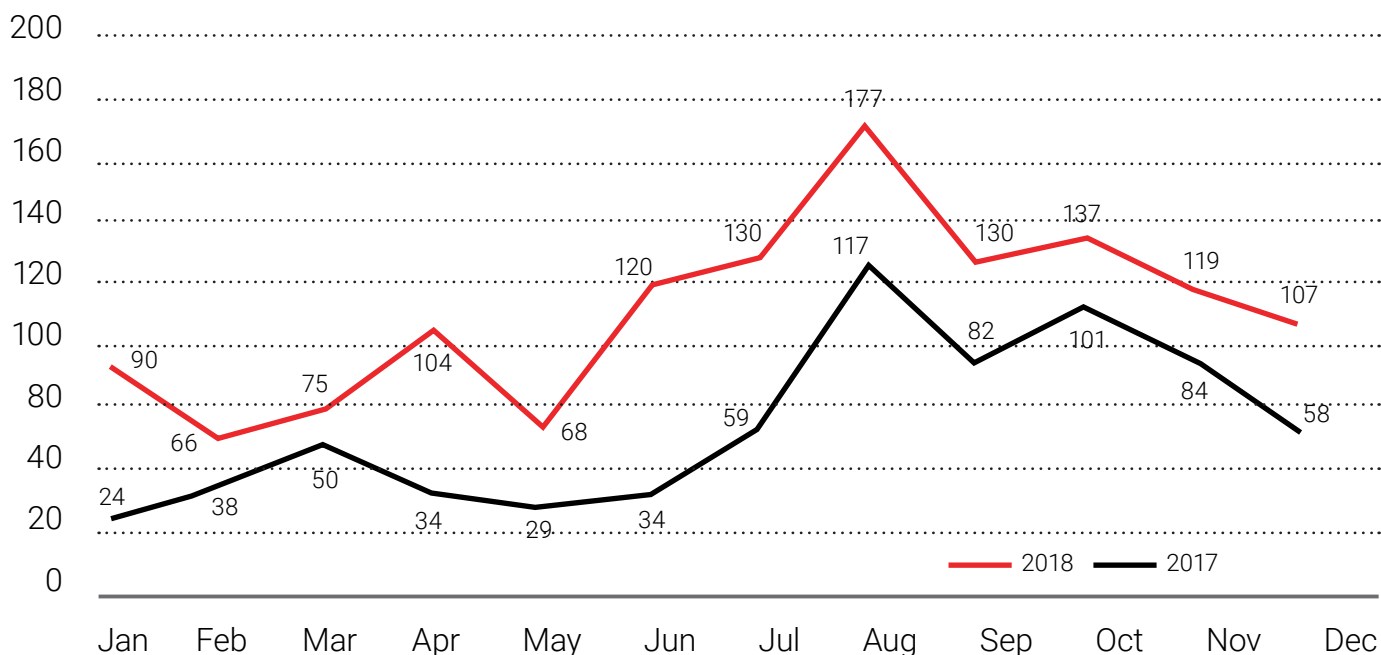
Chart 1: Number of Helpline Calls by Month



Although the Helpline has received a significantly higher proportion of calls in 2018 compared to 2017, volumes have followed a similar pattern with calls steadily increasing throughout the year, peaking around Anti-Slavery Day in October and tailing off towards the end of the year.

Interestingly, the same pattern can be seen for the number of webforms received throughout the year, shown in the chart below.

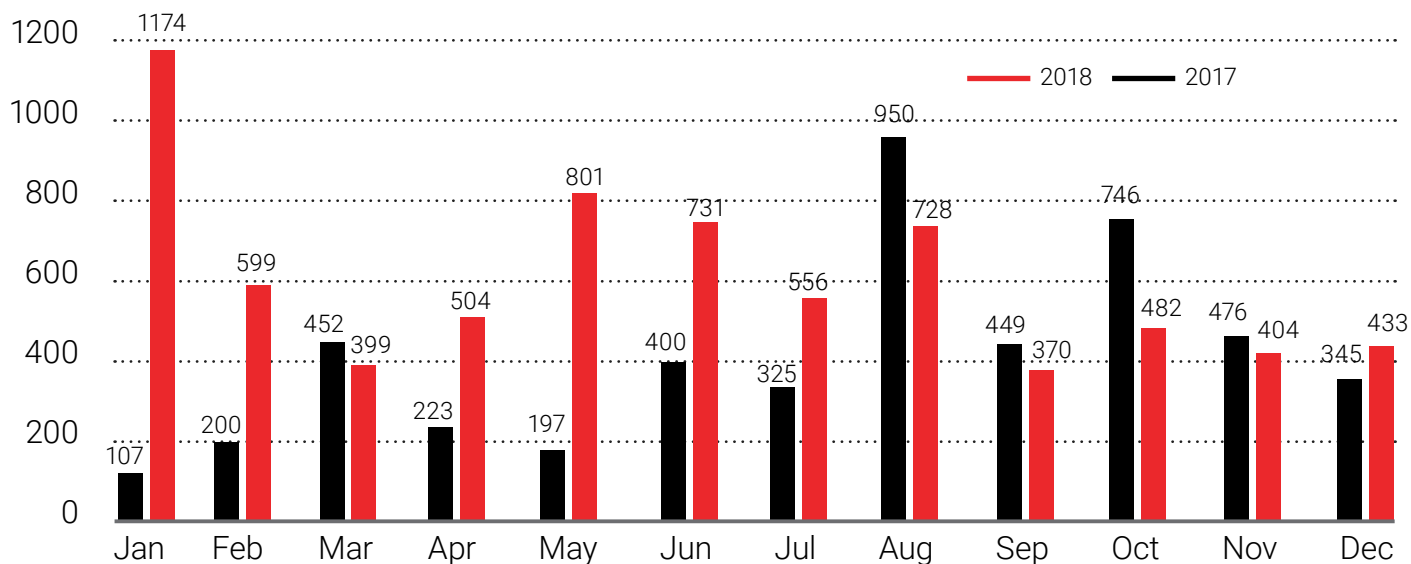
Chart 2: Number of Webforms by Month



In addition to the rise in the number of calls and webforms the Helpline has seen an increase in the number of PVs rising from 4,886 to 7,121, an increase of 46%. The Helpline saw an increase of 45% in instances of exploitation reported, as modern slavery cases rose from 1271 to 1849. As the number of calls and

contacts to the Helpline increases, so does the number of PVs, however this is not always directly relatable. The chart below shows the number of PVs per month related to modern slavery cases for 2017 and 2018.

Chart 3: Number of Potential Victims (PVs) per Month



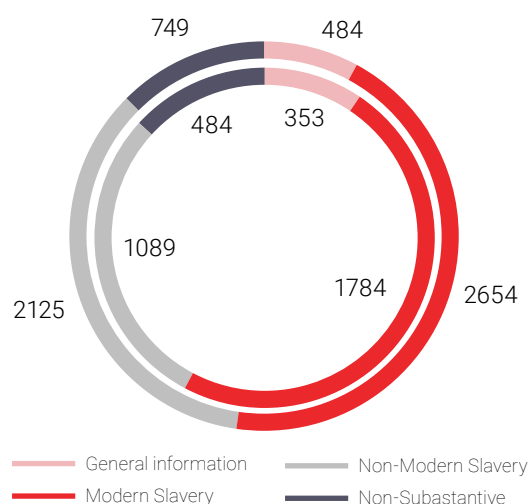
Interestingly, despite the increase in the number of PVs indicated by the Helpline, the average number of PVs per case has remained almost the same at 3.9 in 2018, compared to 3.8 in 2017 for all exploitation types.

3.9
potential victims
per modern slavery case



Chart 4: Number of Cases by Type

Inner circle 2017
Outer circle 2018



In both 2017 and 2018, the most prevalent point of contact type was a member of the public with 854 and 1,276 individuals recorded respectively. The table opposite shows the number and type of points of contact who have either called or submitted a webform or App submission to the Helpline in 2017 and 2018. The most notable increases are from survivors/PV (71%) and the public (49%).

Table 1: Comparison of number and type of contact

Type of Contact	2017	2018	% increase
Public	854	1276	49%
Survivor/PV	136	232	71%
Local Authority	106	127	20%
Law Enforcement	101	138	37%
NGO Officer	99	131	32%
NHS Professional	74	98	32%
Employee	27	20	-26%
Formal/official	-	72	

Total	1397	2094
--------------	-------------	-------------

The tables below show a comparison of 2017 and 2018 Helpline data based on the different types of exploitation broken down by UK country. For England, instances of modern slavery increased across all exploitation types. Sexual exploitation increased in all countries except Scotland where there was a 27% decrease (although the numbers are relatively low).

Table 2: Comparison of cases by exploitation type broken down by UK Country

Type	England			Scotland			Wales			Northern Ireland		
	2017	2018	% inc/dec	2017	2018	% inc/dec	2017	2018	% inc/dec	2017	2018	% inc/dec
Sexual	119	184	55%	11	8	-27%	2	12	500%	2	3	50%
Labour	613	862	41%	39	43	10%	28	43	54%	11	7	-36%
Domestic	115	141	23%	3	3	0%	2	1	-50%	0	2	-
Criminal	44	98	123%	3	3	0%	1	1	0%	0	2	-

Across both 2017 and 2018, the Helpline dealt with PVs indicated from 94 different nationalities. Many of these nationalities are consistent across year 1 and year 2 with the Helpline, in total, indicating victims from 118 nationalities since 1 January 2017.

Table 3: Comparison of potential victim (PV) nationalities reported in 2017, versus 2018

2017		2018		2017		2018	
Top Nationalities	# of PVs	Top Nationalities	# of PVs	Top Nationalities	# of PVs	Top Nationalities	# of PVs
Romania	756	Romania	1231	Hungary	75	India	87
Poland	233	Vietnam	293	China	74	Philippines	77
England	212	England	164	Nigeria	64	Thailand	62
Thailand	211	Poland	154	Pakistan	55	Nigeria	47
Bulgaria	98	Bulgaria	143	Philippines	44	Lithuania	42
India	95	Pakistan	113	Lithuania	43	Bangladesh	26
Vietnam	84	China	112	Ghana	32	Brazil	19
Albania	80	Albania	93	Bangladesh	30	Spain	18

Table 4: Percent increase or decrease
in most prevalent reported nationalities
between 2017 and 2018

Nationality	% in/dec
Vietnam	249%
Pakistan	105%
Philippines	75%
Romania	63%
China	51%
Bulgaria	46%
Albania	16%
Lithuania	-2%
India	-9%
Bangladesh	-13%
England	-23%
Nigeria	-27%
Poland	-34%
Thailand	-71%
Hungary	-77%

*“Your service has been nothing less
than superb on this issue ”*

- Staff member,
Department for Work and Pensions

In 2018 the Helpline received 6,012 calls 1323 webforms and 70 App submissions from across the UK and internationally. As a result of the contacts into the Modern Slavery Helpline in 2018, a total of 7121 victims have been indicated. This is 46% more than those indicated in 2017.

“Tackling modern slavery is one of the greatest challenges of our generation, and reports of modern slavery and human trafficking continue to rise. The Modern Slavery Helpline is an increasingly indispensable service in the fight to deal with this issue, enabling everyone to play a role in the response. As an Ambassador of the Helpline, it has been good to see the Unseen App released as a further way to report concerns and spot the signs of modern slavery, while the Helpline staff have continued to raise awareness through their expert knowledge. We are working to see the services of the Helpline continue to influence the fight against modern slavery, and lead to a decline in cases as this crime is eradicated. ”

- Baroness Philippa Stroud,
Ambassador for the Modern Slavery Helpline

During 2018, the Helpline received 7405 calls or contacts from across the UK and contacts made from 38 other countries. These contacts reported modern slavery instances across England, Scotland, NI and Wales, and in 57 countries outside of the UK. Again, this highlights the fact that the issue of modern

slavery is a complex one that touches all parts of the UK and beyond. The busiest period for calls was typically in October (during the time of Anti-Slavery Day) where call volumes rose to over 650 in one month for the first time.

Chart 5: Number of calls by month for 2018

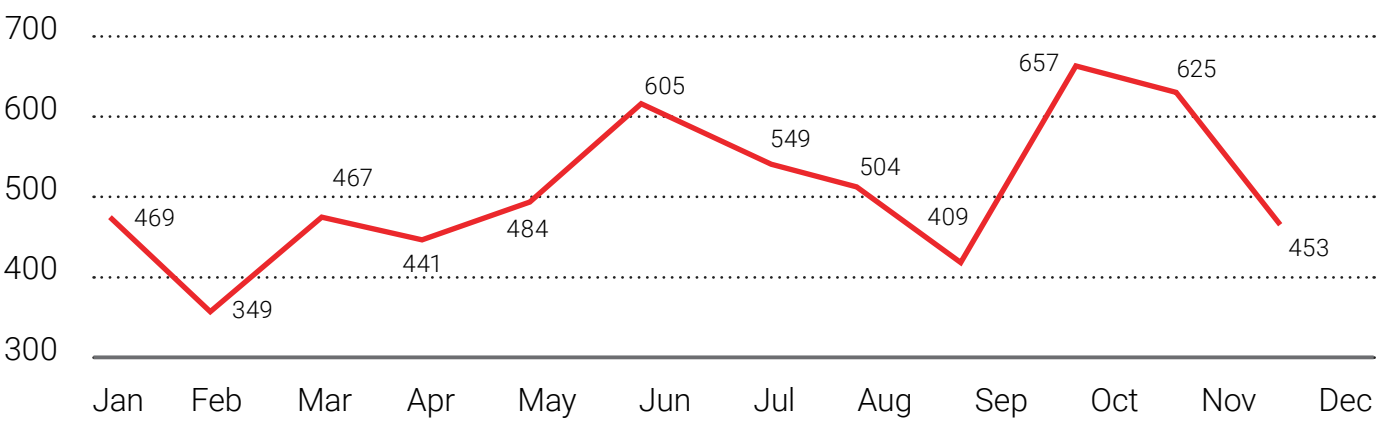


Table 5: Breakdown of calls per case type in 2018

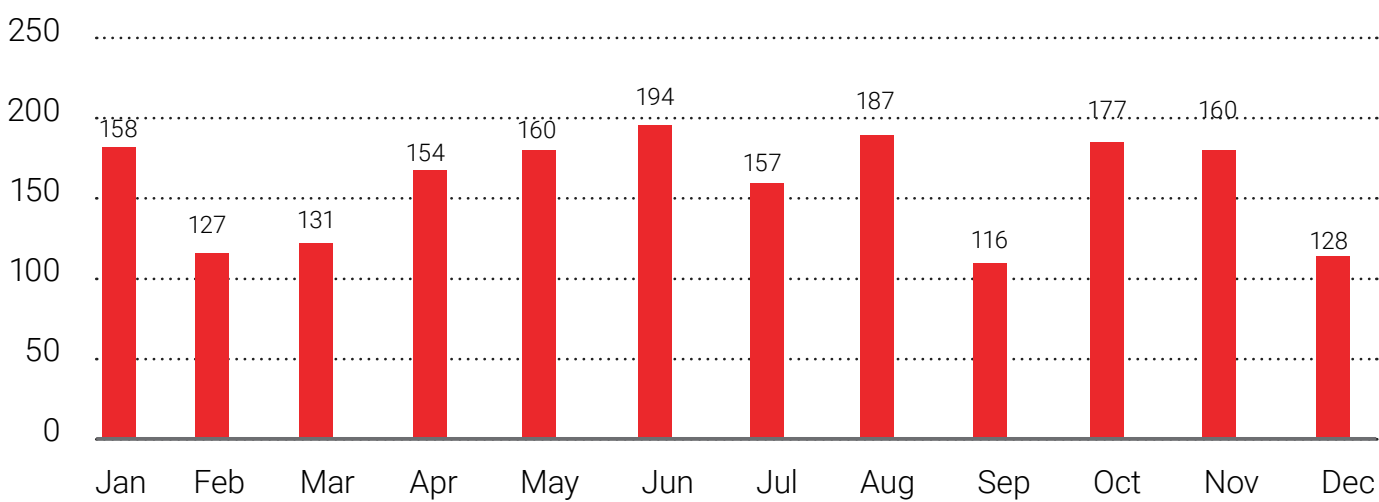
Case Type	Calls
General Information	484
Modern Slavery	2654
Non-Modern Slavery	2125
Non-Substantive	749

As with the fluctuation in the volume of contacts made to the Helpline each month, there is also a fluctuation in the number of modern slavery cases. The number of contacts and cases recorded do not necessarily correlate as some cases receive multiple contacts (calls and webforms).

Of those modern slavery cases opened in 2018, the number of different nationalities of PVs recorded by the Helpline remained the same as in 2017, at 94.

In relation to the number of PVs indicated through contacts to the

Chart 6: Number of modern slavery cases recorded in 2018



Helpline, there is no real correlation between the number of cases recorded as modern slavery and the number of victims indicated. This is because many situations involving modern slavery will indicate more than one PV. Often, one case with many PVs will skew the figures and give the impression that there may be an increase in incidences. Therefore, the data cannot be taken at

face value and requires further analysis. The Helpline continues to record the most conservative estimate for PVs that callers report in potential situations of modern slavery.

Table 6: Total Number and type of cases

Type	ENG	SCT	WAL	NIR
General info	265	17	17	6
Modern Slavery	1486	58	63	16
Non-Modern Slavery	1304	39	49	20
Non Sub	131	5	1	0
Total	3186	119	130	42
% of total cases opened in 2018	(62%)	(2%)	(3%)	(.8%)



Table 7: Type of modern slavery cases by UK Country

Type	England		Scotland		Wales		Northern Ireland		% of total
	No of cases	No of PVs	No of cases	No of PVs	No of cases	No of PVs	No of cases	No of PVs	
Labour	862	4809	43	202	43	208	7	39	59%
Sexual	184	334	8	41	12	17	3	7	13%
Domestic	141	170	3	4	1	2	2	2	9%
Criminal	98	250	3	6	1	1	2	4	6%
Various	31	213	-	0	2	3	1	2	2%
Unknown	170	382	1	1	4	25	1	2	11%
TOTAL	1486	6158	58	254	63	256	16	56	100%

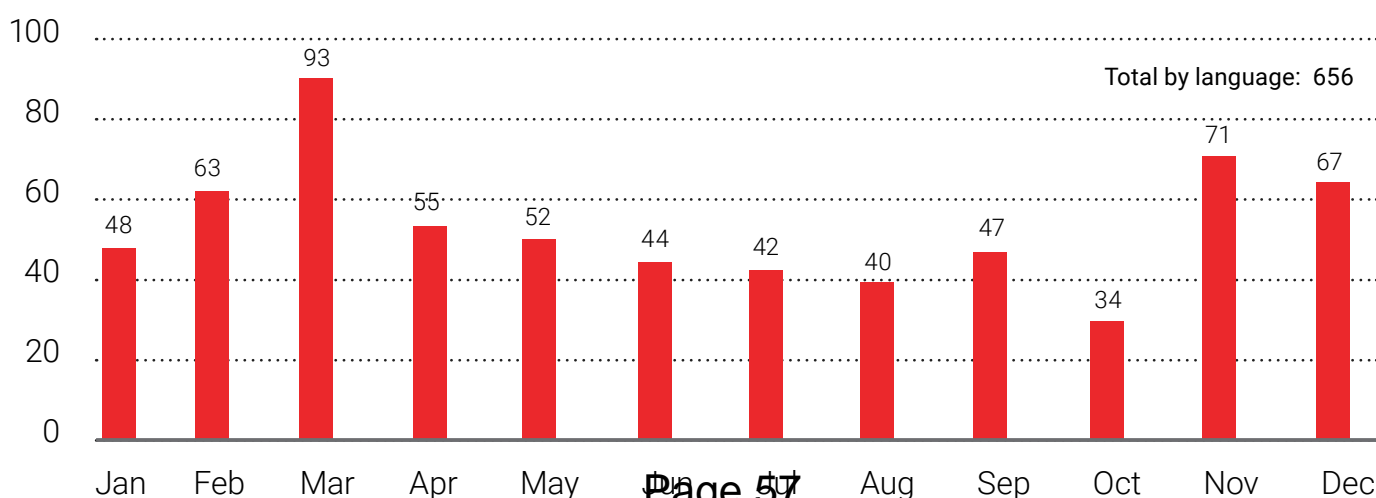
Translation Calls

Recognising the diversity of languages spoken by PVs, the Helpline utilises translation services from Clear Voice, run by Migrant Help. In 2018, the Helpline utilised translators on 656 calls into the Helpline. This is a crucial element of the service as it offers those whose first language is not English the ability to seek advice, get help and understand their rights.



19:11 minutes
average translation
call length

Chart 7: Number of translation calls



A wide number of languages are used on translation calls, the most prevalent being Romanian, followed by Polish, Chinese Mandarin and Albanian. The table below provides a breakdown of the languages used on the 656 translation calls made in 2018.

Table 8: Languages used on Helpline translation calls

Language	# of calls
Romanian	119
Polish	84
Chinese Mandarin	73
Albanian	59
Arabic	42
Vietnamese	37
Bengali	34
Portuguese	33
Bulgarian	29
Urdu	23
Lithuanian	19
Chinese Cantonese	19
Russian	14
Punjabi	9
Tagalog	9
Creole	5
Greek	5
Thai	4
Hindi	4
Spanish	4
Turkish	4
Fulani	3
Czech	3
Somali	3
Amharic	3
Indonesian	3
French	2
Latvian	2
Tamil	2

There was also one call made for each of the following languages: Gujarati, Akan, Italian, Chin, Farsi and Slovak.

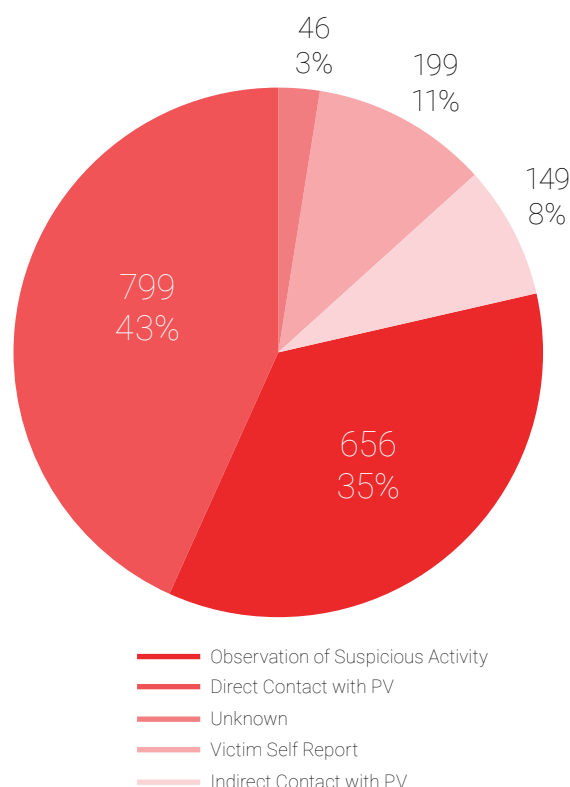
Often the proximity of a caller to a situation is important as it can help to corroborate what is happening and to whom. Interestingly, the Helpline is still receiving a fairly high proportion of calls from Potential Victims (PVs) themselves (11%) or someone in direct contact with a PV (43%). This ensures that the best information is gleaned from the call as the information is first hand. This supports the Helpline to establish the facts and situation and make appropriate and well informed referrals to law enforcement agencies, safeguarding teams, NGOs and wider support services.

“Clear Voice is so proud to support the work of the Modern Slavery Helpline. Ensuring vulnerable people have access to someone to contact at any time of the day or night, in any language they speak, is vitally important in tackling this hidden issue that affects so many communities across the UK. The impact of the Helpline is evident from the people they support, as well as the awareness raising and training they provide.

We believe that an ability to communicate is an essential human necessity, especially for those in need, and the Modern Slavery Helpline gives these victims a voice. It is a privilege to be a key partner and contribute to the work that they do.”

- Anna Ware,
Clear Voice
(Interpretation and Translation Service)

Chart 8: Proximity of caller to situation 2018 – MS Cases



How people find out about the Helpline

Although the Helpline seeks to understand how a caller found out about the Helpline this information is not always forthcoming and it is also not always relevant to ask a caller, particularly if they are in a complex situation or are scared.

In 2018, the Helpline recorded over 5400 points of contact (POC) or individuals who contacted the Helpline either by calling or submitting a webform or report via the Unseen App.



ce

We speak your language

one interpreter service:

PIN, then enter the language code

062	LINGALA	026	SLOVAK	018
080	LITHUANIAN	020	SOMALI	063
003	MACEDONIAN	031	SPANISH	038
027	MALAYAM	123	SWAHILI	041
084	MANDINGO	053	SYLHETI	111
121	MIRPURI	101	SWEDISH	042
032	NEPALESE	030	TAIWANESE	102
019	OROMO	090	TAMIL	051
049	PASHTO	015	TELUGU	125
008	POLISH	075	THAI	128
122	PORTUGUESE	077	TIGRE	036
086	PULAR	091	TIGRINYA	022
071	PUNJABI	033	TURKISH	061
011	ROMANIAN	029	UKRAINIAN	011
021	RUSSIAN	074	URDU	034
059	SANSKRIT	092	VIETNAMESE	057
025	SERBO-CROAT	081	WOLOF	028
079	SINHALESE	016	ZULU	

DIFFERENT LANGUAGE?

www.clearvoice.org

Top ways callers reported learning of the Helpline:

1. modernslaveryhelpline.org
2. Internet Search
3. Police
4. Other NGO
5. Local Authority
6. Colleague
7. Government
8. External App
9. NHS
10. Prior Knowledge
11. Leaflet/Pamphlet
12. Unseen
13. Newspaper
14. Training
15. TV
16. Radio
17. Social Media
18. Event
19. Can't remember
20. Billboard
21. Vehicle Sticker


Detention Centre/Prison Cases

In some instances the Helpline will be contacted by someone who is in a detention centre or a prison. This may be the PV themselves or someone acting on their behalf such as a solicitor or lawyer.

In total, the Helpline dealt with 45 cases where the individual was either detained (23), had been released (8) or the situation of the individual was recorded as unknown (14). Of those, 16 were recorded as involving a prison, 26 involving detention and 3 cases were recorded as unknown.

“When we started to plan and think about our campaign to raise public awareness of modern slavery, we knew that we needed a single point of contact for people to report their concerns. The Modern Slavery Helpline provides this and, because it is independent, it is less intimidating than asking people to contact the police, especially if they are not entirely sure about what they have seen. Knowing that the Helpline can take calls from people who do not speak English as a first language meant that we could assuredly print the posters in Polish and Romanian. The Helpline were fantastic in supporting the local campaign through social media, giving it an even wider reach. We have now seen the local data on calls to the Helpline, and it is clear that there has been a positive impact.”

- Helen Buckland,
Slough Borough Council



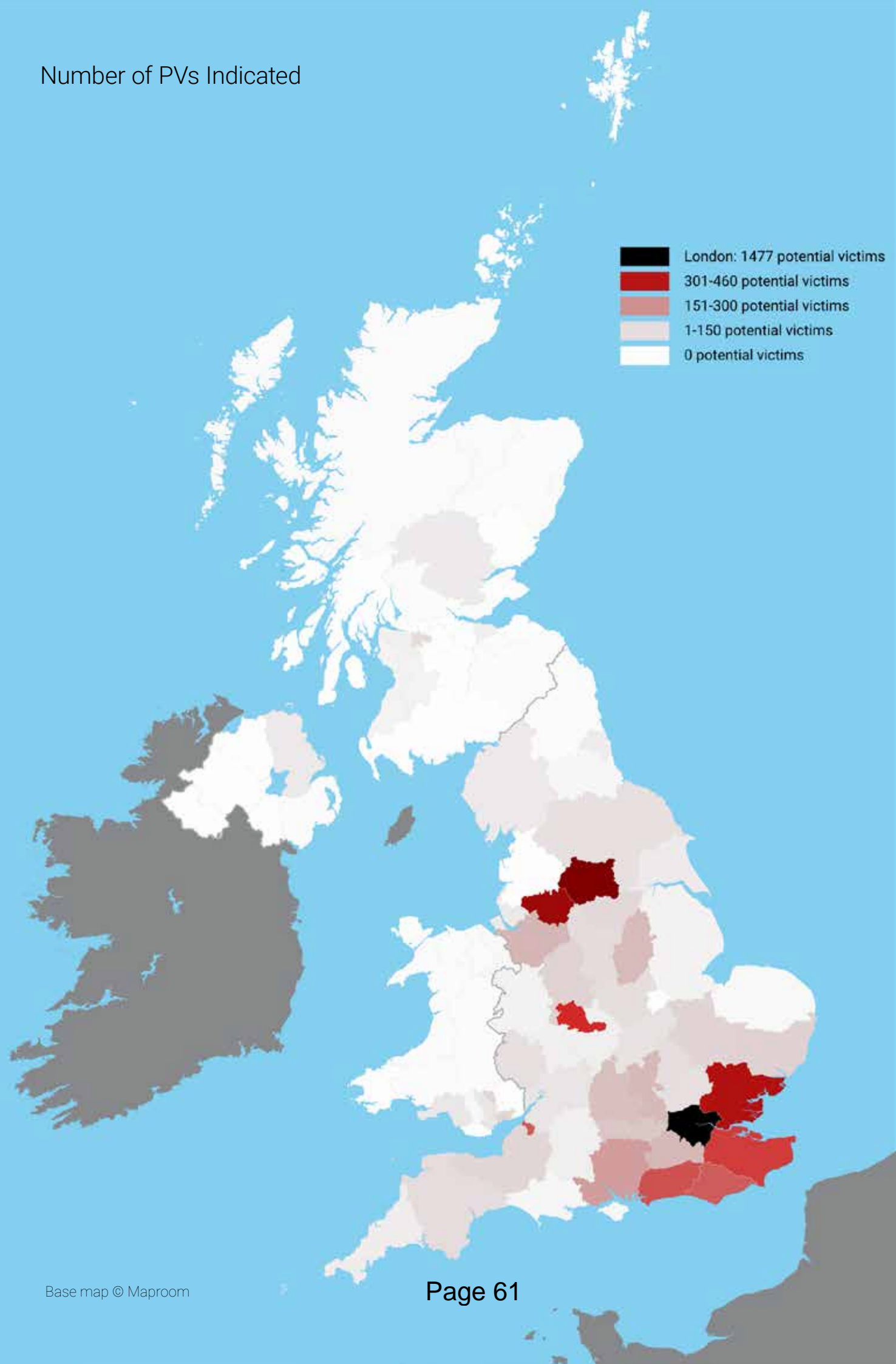
Did you know?

Between October and December 2018, **37% of calls happened outside 9-5pm office hours**, showing the importance of the 24/7 nature of the Helpline.

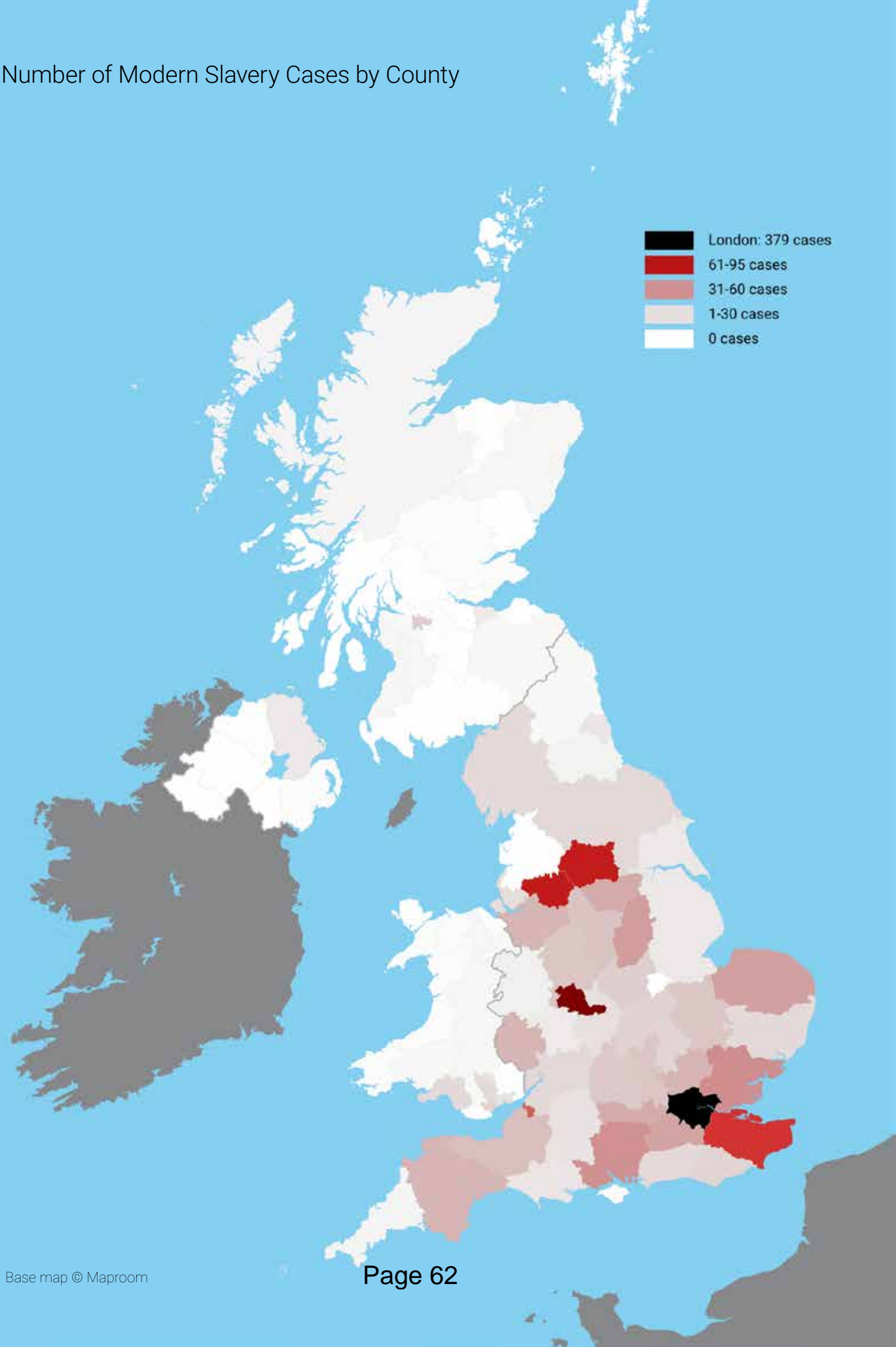
“On numerous occasions, a potential victim has informed me that I am the first person they have ever told about their exploitation and have expressed great relief when they realise that the Helpline is a place where they will be believed and taken seriously.”

- Helpline Advisor

Number of PVs Indicated



Number of Modern Slavery Cases by County



The Helpline indicated 7121 PVs from 94 different nationalities through contacts made in 2018 relating to instances of modern slavery.

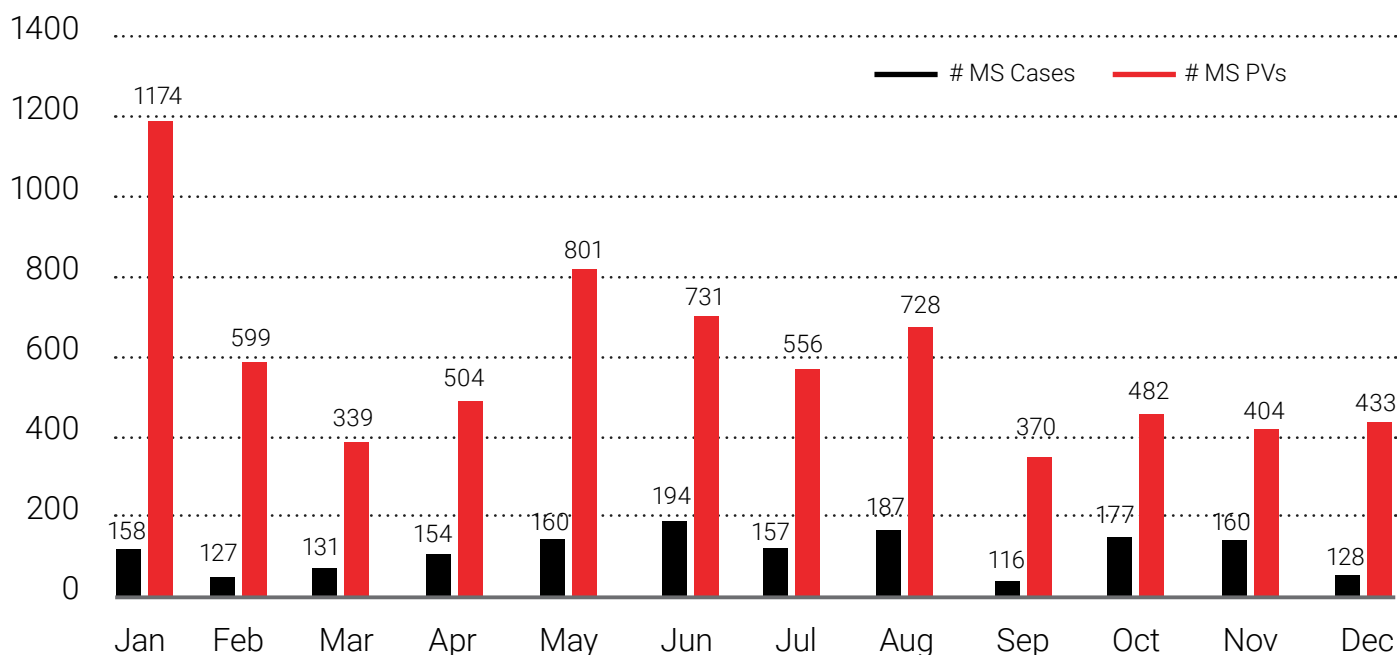
“As Anti-Slavery Coordinator for Wales, it’s clear to me how vital it is to have an independent and confidential helpline as a central point to report concerns of modern slavery and to receive advice and guidance. In addition, the Helpline plays a crucial role in partnership engagement across Wales and raises awareness of modern slavery with law enforcement, healthcare workers, local authorities, businesses and the public. The data and knowledge shared by the Helpline is essential for shaping how the issue of modern slavery is tackled here.”

- Stephen Chapman,
Wales Anti-Slavery Coordinator

The number of PVs indicated by the Helpline does not necessarily correlate with the number of contacts made into the Helpline by individuals. As the chart below shows, one case with many PVs

(such as in January) can give the appearance of a significant rise in instances, which may not be the case.

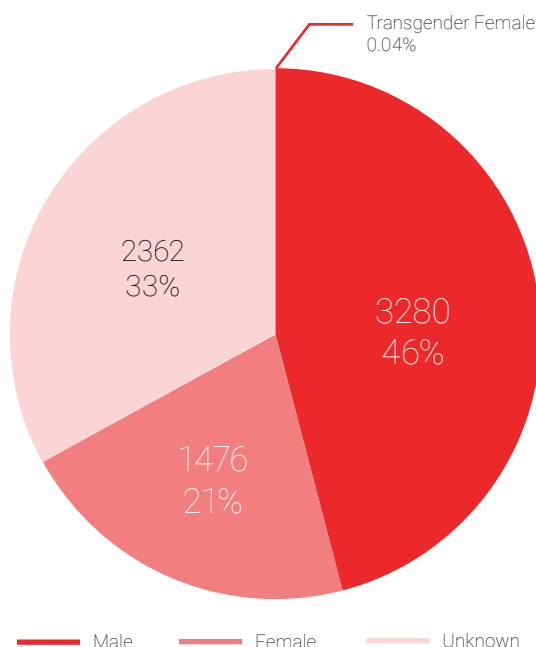
Chart 9: Number of PVs indicated per month during 2018 as compared to number of MS cases per month



The gender of PVs indicated in contacts to the Helpline show that the largest proportion are male. This is interesting as historically human trafficking and modern slavery have often been seen as an issue predominantly affecting women in sexual exploitation. Although this may still be the case globally, the Helpline is seeing an increase in reporting of forced labour involving men. This may be down to the media interest in such cases.

Approximately 46% of PVs indicated are male, 21% are female, 33% are unknown and 0.04% are transgender. This is the first year in which transgender PVs have been indicated through the Helpline. It is expected this figure will increase as the Helpline seeks to engage with the LGBTQ+ community, recognising that many who identify as LGBTQ+ are particularly vulnerable to exploitation. (Chart 10)

Chart 10: Breakdown of PVs indicated by gender



“Having a confidential, 24/7 helpline is vital in increasing access to independent advice and support for those affected by trafficking and exploitation. Something that I particularly value about Unseen’s approach is their commitment to supporting individuals on a case-by-case basis, at the same time striving to generate more nuanced, detailed and robust data that allow broader trends and patterns to be identified.”

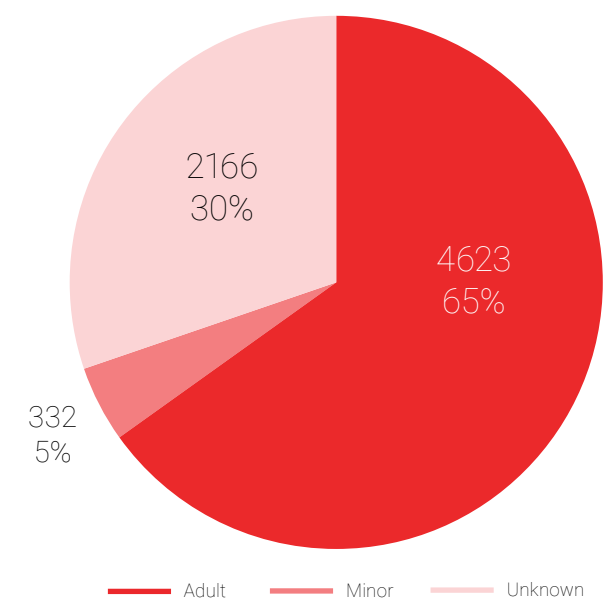
- Dr Ella Cockbain,
Lecturer at UCL
Crime Science Department

Breakdown of adult/minors

The majority of PVs indicated through contacts to the Helpline in 2018 were either recorded as adult or unknown. The high percentage of unknowns is based on the fact that many of the incidences reported are from members of the public who do not have the information to ascertain whether a PV is an adult or

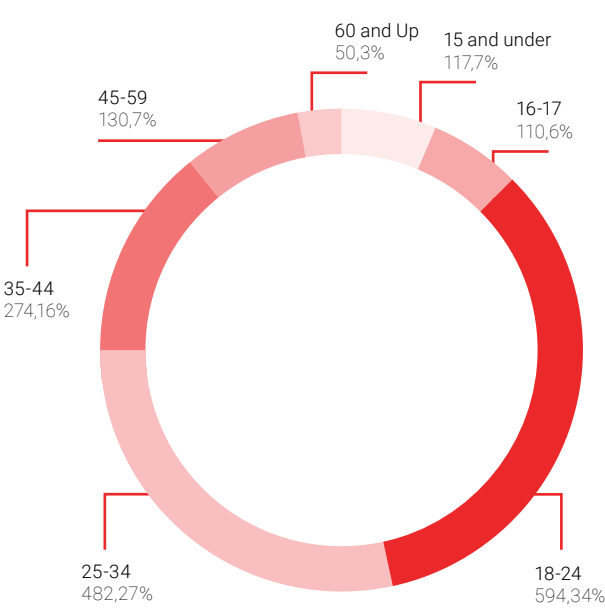
minor. In these situations, the Helpline will not assume that the individuals are either adults or minors and so unknown will be recorded to avoid inflating or misrepresenting the data.

Chart 11: Breakdown of adult/minor



Of those PVs recorded where an age is known, the most prevalent age group is 18-24 years old. Interestingly, all age categories showed an increase in volumes except the 15 and under age category which showed a decrease of 23% from 2017.

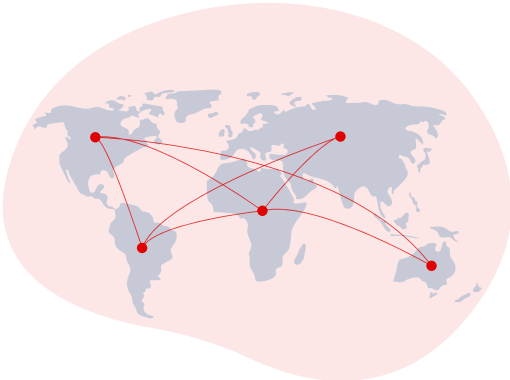
Chart 12: Breakdown of PVs by age range



The Helpline deals with a diverse range of people from all nationalities, ethnicities and backgrounds. The Helpline recorded a total of 94 different nationalities of PVs indicated through Helpline contacts. This demonstrates the complexity of dealing with PVs, and ensuring that they can effectively report concerns or seek help. The top 20 most common nationalities reported are set out in Table 9.

Table 9: Top 20 most common nationalities

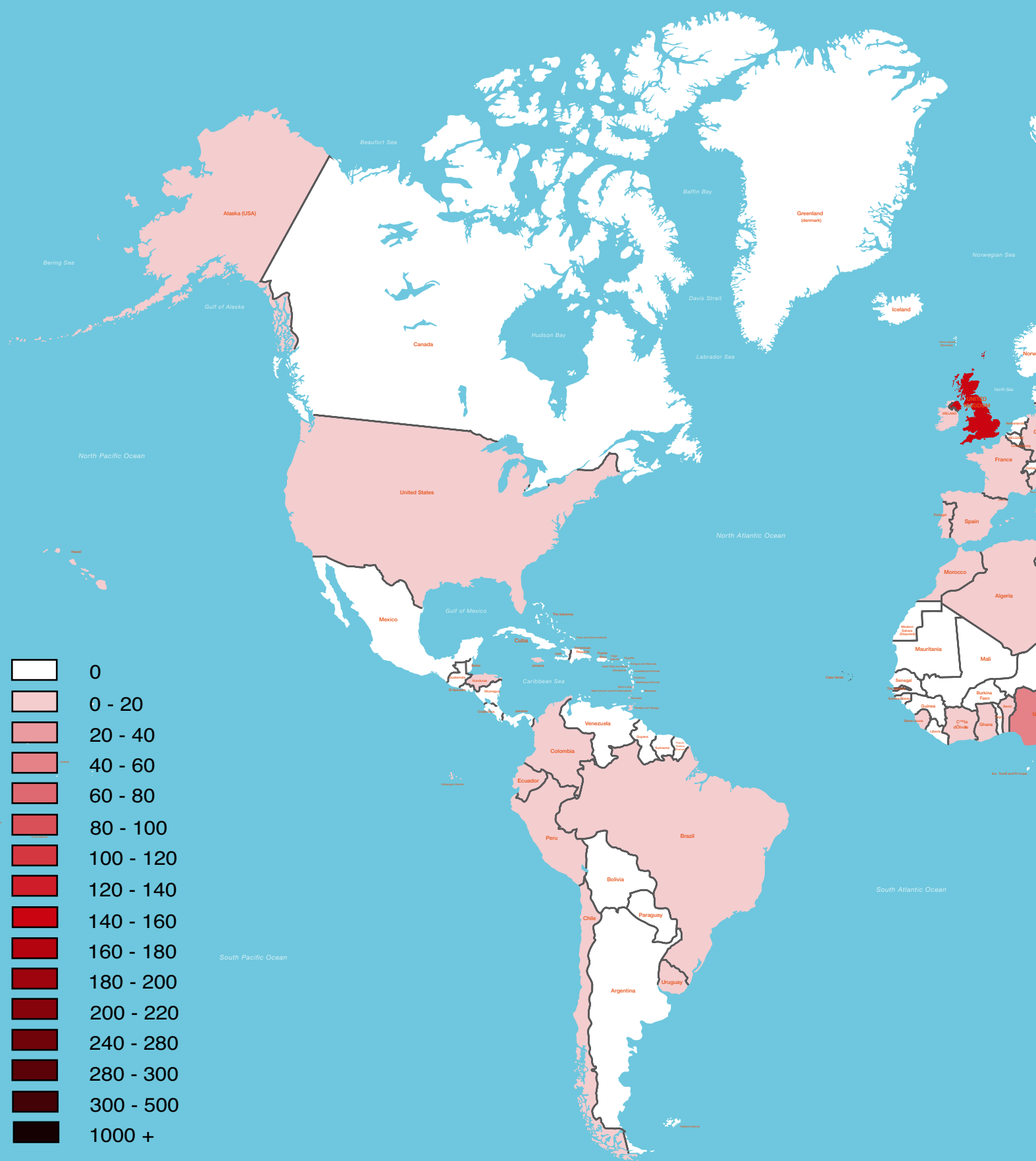
Nationality	Number	Percentage
Romania	1231	17%
Vietnam	293	4%
England	164	2%
Poland	154	2%
Bulgaria	143	2%
Pakistan	113	1.6%
China	112	1.6%
Albania	93	1.3%
India	87	1.2%
Philippines	77	1.1%
Thailand	62	>1%
Nigeria	47	>1%
Lithuania	42	>1%
Bangladesh	26	>1%
Brazil	19	>1%
Spain	18	>1%
Czech Republic	18	>1%
Hungary	17	>1%
Turkey	12	>1%
Malaysia	10	>1%

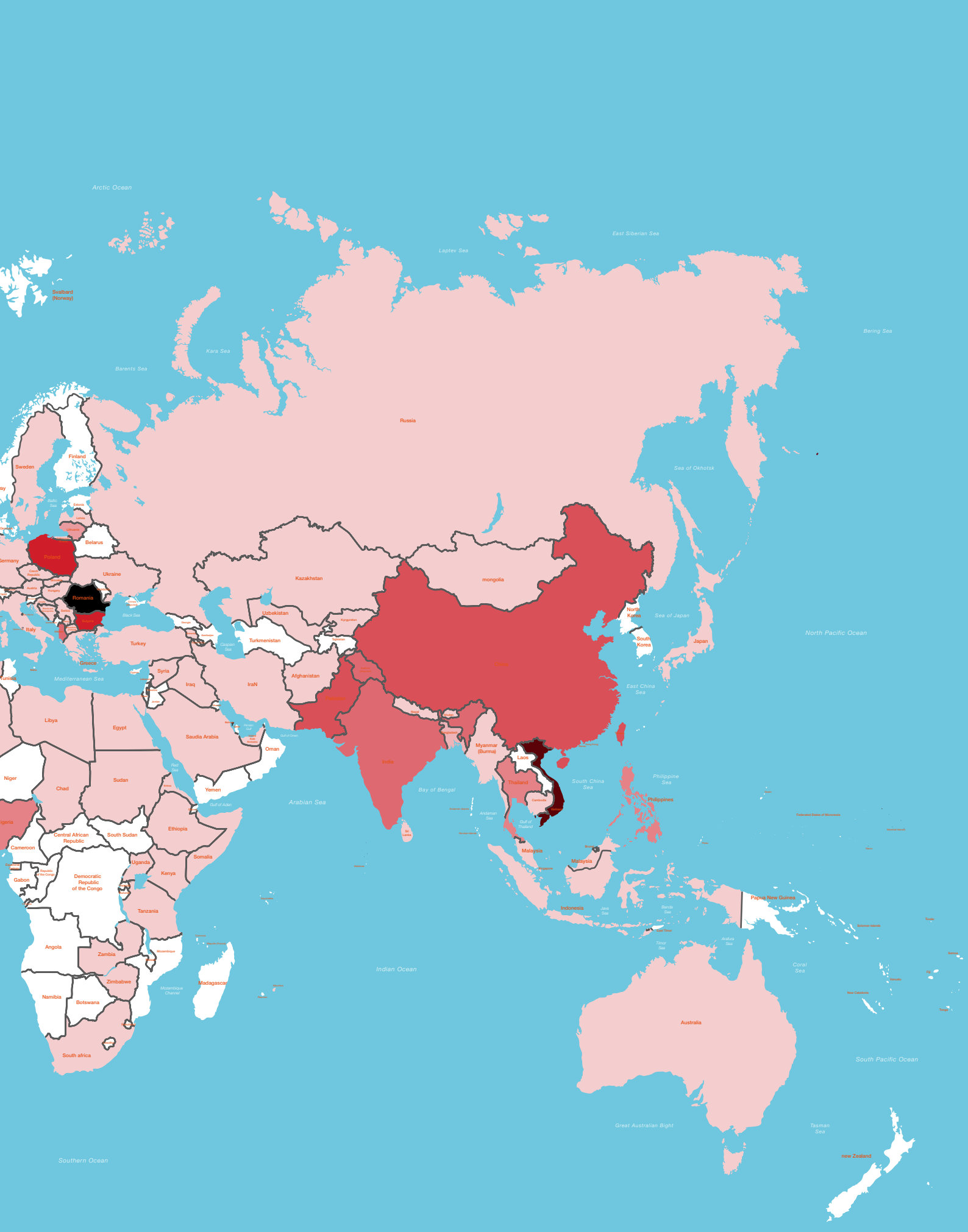


Romania
Most prevalent
nationality indicated

“One of the most astonishing aspects of the job is talking directly to potential victims of modern slavery, who really do come from all walks of life and can be any age, gender, nationality, and ethnicity. What is particularly striking to me is the courage and resilience that potential victims possess, even in the midst of enduring the most appalling abuses and injustices.”

Prevalence of PV Nationalities





Often less is known about those who offend. The Helpline seeks to establish the circumstances of a situation and the individuals involved to ascertain the best course of action.

“ This second Annual Modern Slavery Helpline 2018 Report tells us again of the invaluable resource created by the Helpline and Unseen. Such a facility is evidence of a wider UK commitment to eradicating slavery. It would be challenging to argue that without this independent capability the UK was truly seeking to identify victims of modern slavery and human trafficking in its fullest sense. Alongside the individual support given to victims, the invaluable advice given to frontline staff and partners as well as working closely with the wider NGO community, the information obtained through the helpline is truly shaping operational decisions and strategic thinking with forces and wider law enforcement. ”

- Shaun Sawyer,
National Police Chiefs Lead
for Modern Slavery and Human Trafficking

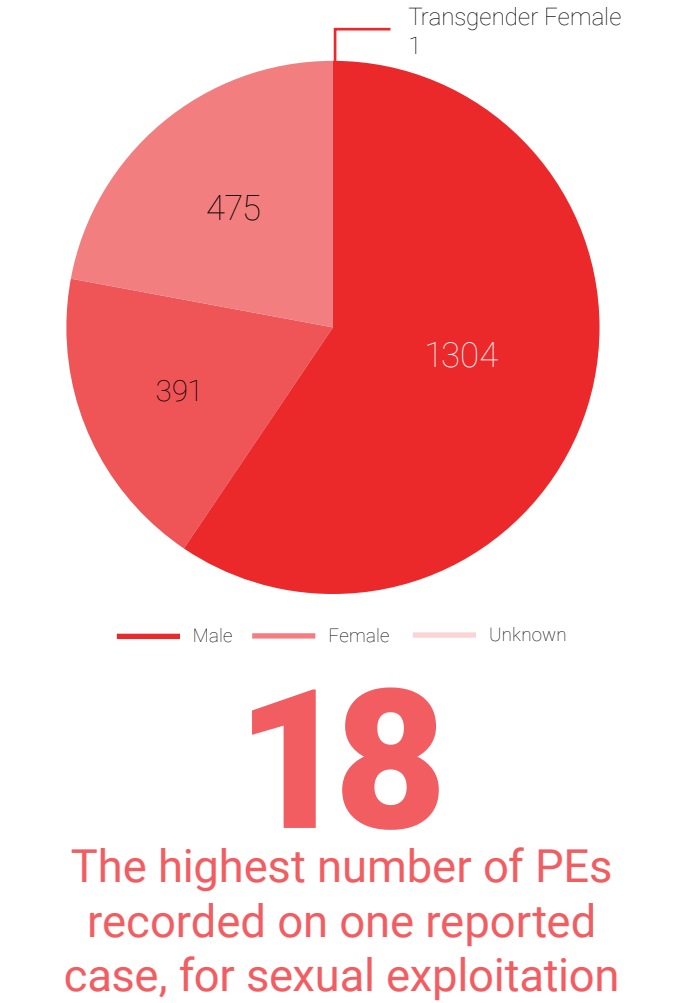
Potential exploiters (PEs), like potential victims (PVs) come from all nationalities and all walks of life. Obtaining accurate information on PEs is often difficult for the Helpline as many individuals who contact the Helpline will have only observed suspicious behaviour or a concerning situation. Even PVs often do not know details such as nationality or even the identity of their PE. As with PVs, if a report indicates a region such as Asia or Eastern European as a nationality, the Helpline will record unknown.

In the majority of situations reported, the age of the potential exploiter is unknown. Information specific to an age bracket for a PE has only been recorded in seven instances out of a total of 2171 PEs. Of the seven individuals two were in the age category 25-34 and five were reported to be in the age category 35-44. Regarding gender, 1304 male PEs were reported and 391 female PEs, 1 transgender PE and 475 were unknown.

Table 10: Number of PEs recorded against the number of cases by exploitation type

Type of Exploitation	# of cases	# of PEs	% of PEs	Highest # of PEs reported on one case
Labour	990	1161	53%	8
Sexual	262	373	17%	18
Domestic	178	315	15%	15
Criminal	113	120	6%	5
Various	40	54	2%	7
Unknown	266	148	7%	6
Totals	1849	2171	100%	

Chart 13: Breakdown of reported gender of PE



The two tables below set out the PE nationalities recorded by the Helpline in 2018 by UK country. In total, there are seventy different nationalities of PEs reported to the Helpline, showing the diversity and complexity of the individuals involved.

Table 11: Reported nationality of PE in all MS situations reported - England

England											
Country	#	Country	#	Country	#	Country	#	Country	#	Country	#
Romania	77	Nigeria	14	France	4	Iran	3	Spain	1	Chile	1
England	64	Lithuania	9	Kuwait	4	Zimbabwe	2	South Africa	1	Chad	1
Vietnam	54	Bangladesh	9	Kenya	4	UAE	2	Sierra Leone	1	Canada	1
Poland	51	Iraq	8	Hungary	4	Somalia	2	Scotland	1		
India	39	Portugal	8	Ghana	4	Nepal	2	Moldova	1	Unknown	1245
China	34	Sri Lanka	6	Gambia	4	Mauritius	2	Japan	1		
Pakistan	25	Latvia	6	Azerbaijan	4	Malaysia	2	Syria	1		
Albania	24	Greece	5	Sudan	3	Lebanon	2	Jamaica	1		
Ireland	20	Czech Republic	5	Russia	3	Egypt	2	Cyprus	1		
Saudi Arabia	16	Bulgaria	5	Qatar	3	Brazil	2	Cote d'Ivoire	1		
Turkey	14	Thailand	4	Italy	3	Venezuela	1	Colombia	1		
										Total	1818*

*Totals here and on following chart may include individuals with dual nationality.

Table 12: Reported Nationality of PEs for Scotland/Wales/Northern Ireland

Scotland		Wales		Northern Ireland	
Country	#	Country	#	Country	#
India	4	Vietnam	5	Northern Ireland	3
China	3	Wales	3	Zimbabwe	2
Gambia	3	Pakistan	3	Poland	1
Philippines	3	England	3	Bulgaria	1
Romania	2	Turkey	2	Unknown	13
Turkey	2	Poland	2		
Vietnam	2	India	2		
Albania	1	Romania	1		
North Korea	1	Libya	1		
South Korea	1	Ireland	1		
England	1	Iraq	1		
Netherlands	1	Unknown	43		
Pakistan	1				
Poland	1				
Russia	1				
Scotland	1				
Unknown	48				
Total		76	67	20	

Relationship of PE to PV

In 51% of all types of exploitation the most prevalent reported relationship between the PE and PV is employer. The employer relationship has been reported as relevant in all types of exploitation reported to the Helpline.

As we receive more contacts to the Helpline our understanding of the issues being faced by PVs and the demographics and tactics of exploiters grows. This increases our ability to work collaboratively with our international, national, regional and local partners to develop prevention tactics and activities to prevent vulnerable people from being targeted for exploitation.

Comparison between PE and PV nationality on modern slavery cases:

In total, in 63% of modern slavery cases where the nationality of PVs and PEs have been reported, at least one PV and one PE share the same nationality. The below chart shows the most frequent commonalities between the nationality of PVs and PEs. The following percentage of PVs of each nationality were reportedly exploited by at least one PE of their same nationality. Interestingly, over 92% of Vietnamese PVs were reported to be exploited by at least one Vietnamese PE.

• Vietnam	92.11%
• Nigeria	84.62%
• China	81.82%
• India	80.00%
• Poland	71.43%
• Romania	63.08%
• England	53.57%
• Bangladesh	50%

Recruitment tactics

The most prevalent recruitment tactic used in labour exploitation by exploiters is typically the placement of a job advert offering work. This tactic has been reported to the Helpline in all instances of exploitation as seen below in the table. Often these job adverts will be placed on-line however, adverts may also be placed in newspapers or on notice boards.

Table 13: Recruitment tactic deployed by exploitation type

Tactic	Labour	Sexual	Domestic	Criminal	Various	Unknown	Total
Abduction	3	7	0	6	0	4	20
Posing as benefactor	20	20	9	3	6	8	66
False promises	71	63	26	8	7	8	183
Intimate partner/ marriage	13	33	24	0	3	6	79
Job Offer	420	49	84	16	20	8	597
Familial	30	18	86	1	2	13	150
Coercion	38	66	14	39	3	10	170
Smuggling	4	2	0	1	0	6	13
Other	53	34	15	0	4	7	113
Unknown	615	165	90	55	18	88	1031
Total	1267	457	348	129	63	158	2422

Table 14: Reported relationship of PE to PV

Relationship	Labour	Sexual	Domestic	Criminal	Various	Unknown	Total
Employer	868	68	143	44	21	23	1167
Not specified	132	77	28	33	8	52	330
Recruiter	86	82	19	19	17	17	240
No clear relationship	47	97	10	26	4	24	208
Other	35	21	21	5	1	12	95
Familial	34	18	89	0	2	14	157
Intimate partner	18	47	24	3	5	11	108
Foster parent	0	0	4	0	0	0	4
Total	1220	410	338	130	58	153	2309

Chapter 6 – Sexual Exploitation

Globally sexual exploitation is one of the most prevalent forms of modern slavery. Interestingly, the Helpline has not seen an increase in the number of potential victims of sexual exploitation indicated, as with all other types of exploitation. cases being indicated as for other types of exploitation.

“ Vivastreet is proud to have partnered with Unseen. Our partnership means that our adverts now include a notice encouraging visitors to refer any concerns they may have about trafficking to the UK-wide, confidential, 24/7 Modern Slavery Helpline. We hope this will encourage other online marketplace operators to engage with organisations like Unseen and help tackle the evil of modern slavery. ”

- Neelam Patankar,
Viva Street UK

Sexual exploitation is a type of modern slavery that the Helpline continues to see across the UK. However, during 2018 the Helpline saw a slow-down in the number of cases of potential sexual exploitation reported and PVs indicated, unlike law enforcement agencies who still see a higher proportion of cases linked to sexual exploitation. This may be as a result of greater emphasis on labour exploitation in the media and through partner agencies driving up calls from the public.

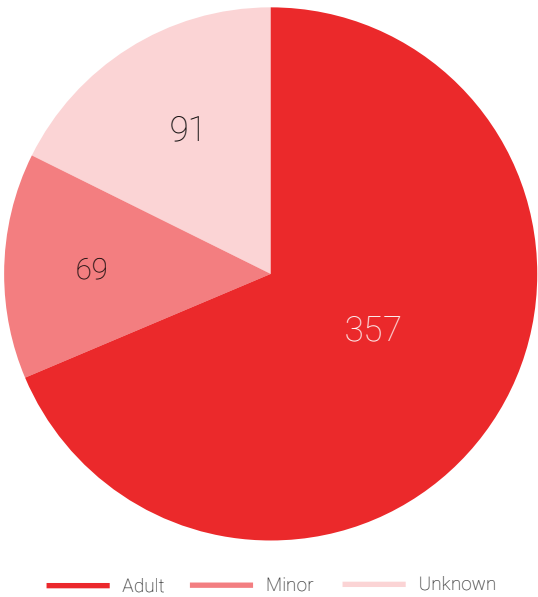
In determining cases of sexual exploitation, the Helpline will classify based on the following categories to align with the Modern Slavery Act:

- Human Trafficking (HT) Sex - Commercial sex;
- Slavery/servitude - Sexual slavery;
- Forced Labour- Forced Prostitution.

Type of sexual exploitation	# of cases	% of sex exploitation cases	# of PVs
HT Sex - commercial	194	74%	370
Sexual Slavery	9	3%	30
Forced Prostitution	59	23%	117
Totals	262	100%	517

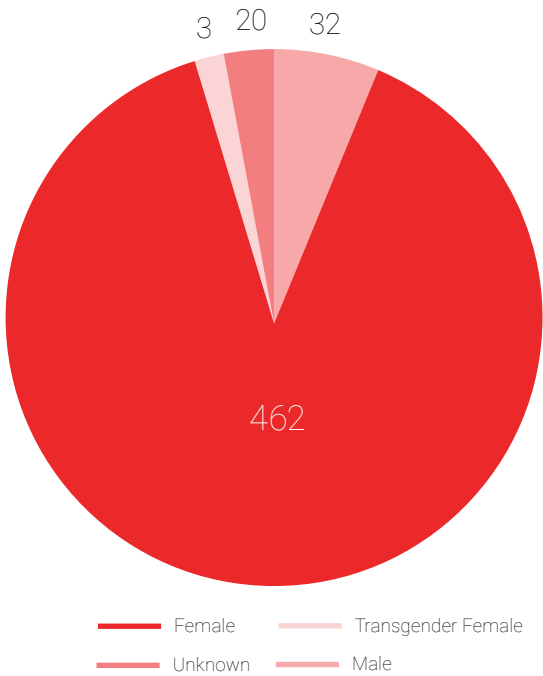
The greatest number of potential victims indicated in situations of sexual exploitation reported to the Helpline are adults (69%). 13% of potential victims indicated are minors and in a further 18% the age status of the individual is unknown.

Chart 14: Breakdown of age status



The overwhelming majority of potential victims indicated in situations of sexual exploitation are female, with 462. The chart below shows the breakdown of gender for all potential victims indicated in situations of sexual exploitation.

Chart 15: Breakdown of gender of PV in sexual exploitation



Sexual exploitation cases were indicated to the Helpline from all four UK countries, with the most prevalent 'type' recorded as human trafficking for sexual exploitation. The Table overleaf shows the breakdown for each of the UK countries.

The second table overleaf shows the number of adult and minor potential victims indicated across the four UK countries in 2018. As expected, out of the cases in the UK, England with 84% of potential victims is the most prevalent, followed by Scotland 10%, Wales 4% and Northern Ireland 2%.

20%
of potential victim nationalities reported as Romanian (excluding unknown cases)

Table 15: Breakdown of sexual exploitation cases by UK Country

Type of sex exploitation	England		Scotland		Wales		Northern Ireland	
	# of cases	# of PVs	# of cases	# of PVs	# of cases	# of PVs	# of cases	# of PVs
HT Sex	139	231	3	25	6	8	3	7
Slavery	6	23	1	4	0	0	0	0
Forced Labour	39	80	4	12	6	9	0	0
Total	184	334	8	41	12	17	3	7

Table 16: Breakdown of Gender and Age status by UK Country

	England						Scotland				
	Total	% of PVs	Adult	Minor	Unknown		Total	% of PVs	Adult	Minor	Unknown
Male	22	7%	11	5	6	Male	1	2%	1	0	0
Female	297	89%	216	32	49	Female	36	88%	31	1	4
Transgender	2	1%	2	0	0	Transgender	0	0%	0	0	0
Unknown	13	4%	2	3	8	Unknown	4	10%	2	1	1
Total	334	100%	231	40	63	Total	41	100%	34	2	5

	Wales						Northern Ireland				
	Total	% of PVs	Adult	Minor	Unknown		Total	% of PVs	Adult	Minor	Unknown
Male	0	0%	0	0	0	Male	5	71%	1	4	0
Female	16	94%	12	0	4	Female	2	29%	2	0	0
Transgender	0	0%	0	0	0	Transgender	0	0%	0	0	0
Unknown	1	6%	0	0	1	Unknown	0	0%	0	0	0
Total	17	100%	12	0	5	Total	7	100%	3	4	0

The most prevalent nationality reported in situations of sexual exploitation is Romanian with Romanian PVs being indicated in England, Wales and Scotland. In total, the Helpline received information relating to PVs of sexual exploitation indicated from 50 different nationalities. The majority of nationalities indicated through contacts to the Helpline on sexual exploitation cases relate to those cases in England (45 different nationalities). See table below for most commonly reported nationalities of potential victims of sexual exploitation.

Serbia, Sierra Leone, Slovakia, Somalia, South Africa, Sri Lanka, Sudan, Trinidad and Tobago, Turkey, Ukraine, United Arab Emirates, Uruguay, Zimbabwe.

Additionally, in England cases, a single PV of each of the following nationalities were indicated: Afghanistan, Cote d'Ivoire, Czech Republic, Egypt, Germany, Hong Kong, Indonesia, Italy, Jamaica, Kazakhstan, Morocco, Myanmar, Russia, Scotland,

Chart 16: Nationality of potential sexual exploitation victims in England

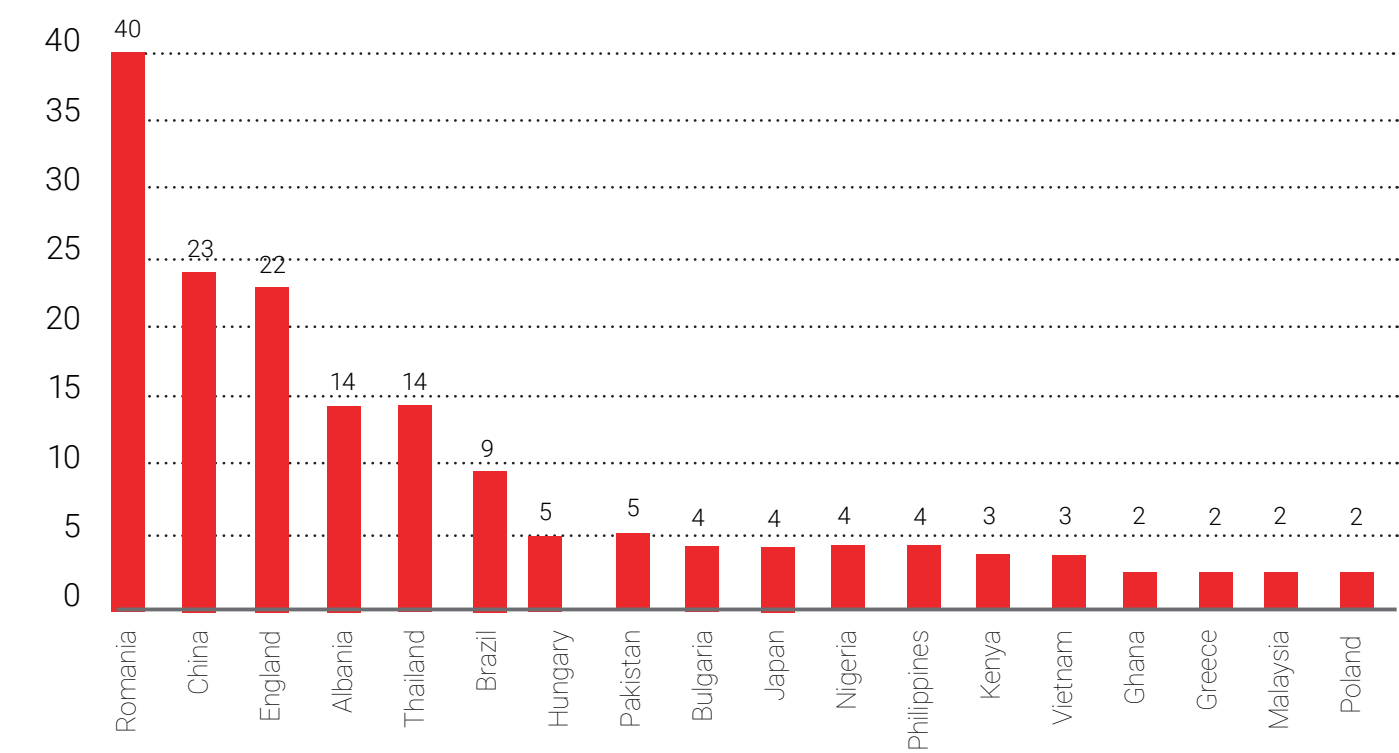
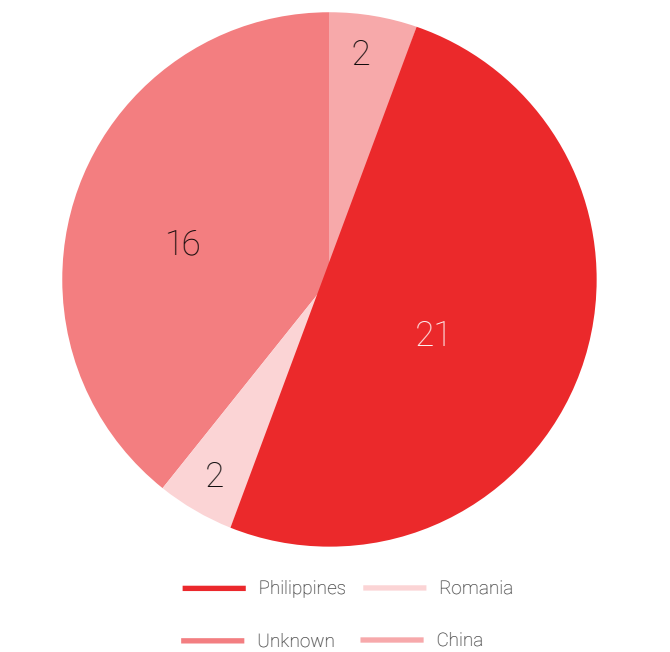
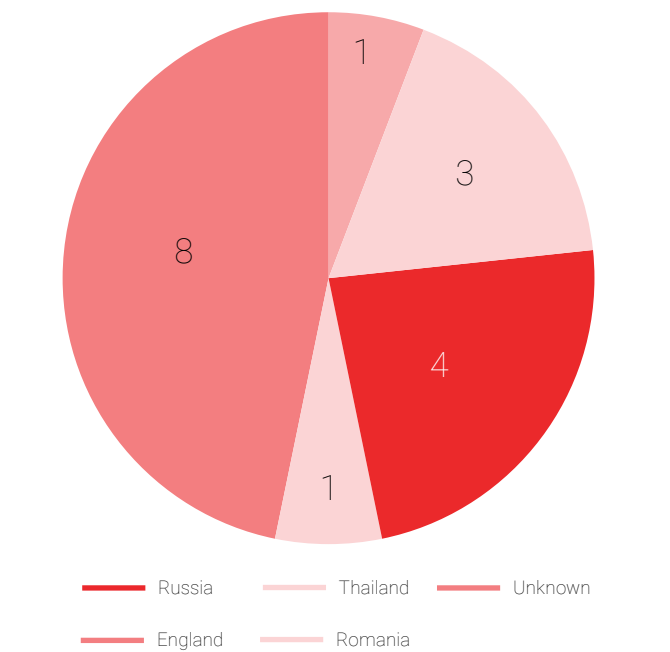


Chart 17: Nationality of potential sexual exploitation victims in Scotland



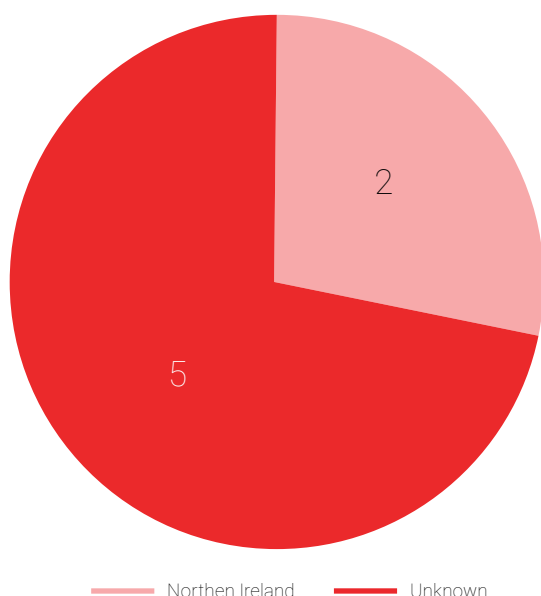
Although Scotland also saw PVs of sexual exploitation from Romania the most prevalent nationality indicated was Filipino.

Chart 18: Nationality of potential sexual exploitation victims in Wales



For potential victims of sexual exploitation indicated in Wales the most prevalent nationality is Russian, followed by Romania. The nationality of eight potential victims was unknown.

Chart 19: Nationality of potential sexual exploitation victims in Northern Ireland



Although the Helpline received information about seven potential victims of sexual exploitation in Northern Ireland, only the nationality of two was known.

Often those contacting the Helpline with concerns about a person or situation will not be able to state the ethnicity of PVs due to their limited knowledge of the situation. Nevertheless, the table below provides an understanding of the race/ethnicity breakdown as reported and where recorded by the Helpline.

Table 17: Number and Race/Ethnicity of PVs

Race/Ethnicity of PVs	# of PVs	% of PVs
Asian	116	22.4%
White Caucasian	95	18.4%
African	28	5.4%
Latino	10	1.9%
Caribbean	2	0.4%
Middle Eastern	1	0.2%
Multi-racial/ethnic	1	0.2%
Other	1	0.2%
Unknown	124	23.9%
Blank	139	26.8%
Total	517	100%

A range of control methods are used in sexual exploitation, the most obvious being sexual abuse. Isolation, physical abuse and emotional abuse also feature prominently as ways of maintaining control over PVs who are in situations of sexual exploitation. Some victims report being subjected to multiple forms of control.

Table 18: Methods of Control in sexual exploitation

Methods of Control	#
Sexual Abuse	249
Other	162
Isolation	149
Physical Abuse	128
Emotional Abuse-Verbal/manipulation	104
Financial Control	93
Monitoring	84
Withheld/destroyed documents	83
Threat-other	70
Threat to harm subject or family	66
Induced Substance Abuse	47
Threat to expose or shame subject	18
Isolation-controls in public	17
Isolation-moves subject frequently	13
Isolation-creates distrust of others	11
Isolation - keeps confined	11
Emotional Abuse – Intimacy related	6
Economic abuse – limits finances	5
Economic Abuse - Debt	5
Intimidation-other	5
Threat to report to police/immigration	5
Economic abuse-takes wages	4
Threat to abandon subject/make homeless	4
Minor in commercial sex	4
Economic Abuse-limits allowance	2
Intimidation- Harm others/animals	1
Isolation-limits access to healthcare	1
Isolation – denies access to support	1
Emotional Abuse - familial	1

As with PVs, the most prevalent nationality for PEs indicated in sexual exploitation is Romanian, followed by English, Chinese and Italian. Again, a large proportion of nationalities are recorded as unknown, which is to be expected given the limited information the Helpline often receives about individuals involved in exploitation.

One PE was also recorded to be from each of the following countries: Sri Lanka, Spain, Russia, Morocco, Lithuania, Ireland, India, Hungary, Czech Republic, Cyprus, Cote d'Ivoire, Canada, Brazil.

***“You listened to me when there was
no one there who would believe
I was a victim ”***

- Quote from PV

Table 19: Most prevalent nationalities of PEs related to sexual exploitation

Nationality	# of PEs
Romanian	21
English	11
Chinese	11
Italian	9
Nigerian	5
Albanian	5
Greek	4
South African	3
Polish	3
Filipino	3
Pakistani	3
Kenyan	3
Bulgarian	3
United States	2
United Arab Emirates	2
Turkish	2
Thai	2
Northern Irish	2
Iraqi	2
Unknown	264

“Modern Slavery is a hidden crime and so as a key part of the work of the Pan Lancashire Anti-Slavery Partnership, we are committed to raising awareness and helping to spot the signs. Over the past year we have held a number of events in towns across Lancashire, engaging with the public around this important issue. By working in partnership with Unseen, we have been able to promote the 24/7 confidential Modern Slavery Helpline. This offers a safe and credible way for people to seek advice and report concerns. As a result of the awareness raising and the use of the Helpline, we have seen a real increase in the numbers of victims being identified and supported. One of our most eye-catching tools we use is the Freedom Bus which displays the Helpline number and other key messages as it drives around the streets of Lancashire.”

- Lancashire
Anti-Slavery Partnership



Case Study

Calls and reports to the Modern Slavery Helpline do not always concern ongoing situations, but sometimes relate to historic cases of modern slavery.

For example, the Helpline received a call from a woman named Hannah* who was seeking help to recover from her historic exploitation as a child.

Hannah explained that she had met her boyfriend when she was a teenager and he had encouraged her into prostitution, threatening her if she wasn't willing to cooperate. She had not understood until later this constituted trafficking and exploitation.

Hannah told the Helpline Advisor that although she had managed to escape to another part of the UK she wasn't receiving the help she needed as a victim. The Helpline Advisor recognised the signs of modern slavery and told Hannah about the National Referral Mechanism (NRM), the government's system for identifying and supporting potential victims of slavery, and the support associated with it, importantly including free access to help with trauma.

The Helpline Advisor referred the case to The Salvation Army, who completed the NRM referral with Hannah, opening access to this crucial support.



In total, in 2018 the Helpline recorded 990 cases involving labour exploitation indicating 5362 potential victims with an average of 5.42 potential victims per case and 1.17 potential exploiters.

“ Without the information through the Modern Slavery Helpline, this abuse would still be happening. When we found this man, he appeared underfed and was suffering from sores on his feet. No one should be treated in this way. ”

- PC Roger Ibrahim,
Avon and Somerset Police

Labour exploitation

Cases of labour exploitation are recorded by the Helpline in one of three ways and do not include cases deemed as labour abuse rather than labour exploitation:

- Human Trafficking Non-Sex, Labour
- Slavery/Servitude – labour slavery
- Forced Labour

In 2018, the Helpline recorded a total of 990 labour exploitation cases. This is 54% of all modern slavery cases for the year and the highest type of exploitation recorded by the Helpline. Due to its nature, the average number of PVs per case is higher than other types of exploitation at 5.42 potential victims per case making up 75% of all indicated potential victims reported to the Helpline.

This makes these cases tricky to deal with as it is not always clear who is involved, their role, and whether all other indicated potential victims would want the same action. The Helpline deals with the information it is given and attempts to establish the needs and wants of those involved where possible. This is often not possible where a third party tip-off is the basis for the call.

Table 20: Labour Exploitation cases and Potential Victims (PVs) indicated

Type of labour exploitation	# of cases	% of labour cases	# of PVs	% of labour PVs
HT Non Sex Labour	312	32%	2295	43%
Labour slavery	8	1%	11	>1%
Forced Labour	670	68%	3056	57%
Total	990	100%	5362	100%

Gender of potential victims

The gender of PVs indicated in situations of labour exploitation highlights the fact that labour exploitation is prevalent among men. Excluding those recorded as unknown gender, only 16% of PVs of labour exploitation were recorded as being female. However, there is a large proportion of cases where the gender of the PV is unknown. This is likely to be as a result of the person reporting not knowing how many male or female potential victims are in a situation where there is more than one potential victim indicated. In these circumstances, the Helpline will not make assumptions about the genders of any additional PVs and will record one male PV, one female PV and any remaining potential victims as unknown.

The Helpline received no reports of labour exploitation involving transgender individuals.

54% Labour exploitation cases

Table 21: Gender of Potential Victims in Labour Exploitation Cases

Gender	H/T Non Sex	Labour Slavery	Forced Labour	Total	% of Total
Male	1128	9	1729	2866	53%
Female	119	2	441	562	11%
Unknown	1048	0	886	1934	36%
Total	2295	11	3056	5362	100%

In total, 990 cases were recorded with 955 cases in one of the UK countries. Of those 96% of cases, the largest proportion of labour exploitation cases recorded by the Helpline across the UK were from England, with 87%, 4.5% in Scotland, 4.5% in Wales and 1% in Northern Ireland. This is to be expected, given the significantly higher population in England.

This table is a breakdown of labour exploitation cases based on where the exploitation was reported to occur, within the UK.

Table 22: Breakdown of labour exploitation by UK Country

Sub Type of MS	England		Scotland	
	# MS cases	# of PVs	# MS cases	# of PVs
HT Non Sex	275	2126	10	74
Labour Slavery	7	9	0	0
Forced Labour	580	2674	33	128
Total	862	4809	43	202
Sub Type of MS	Wales		Northern Ireland	
	# MS cases	# of PVs	# MS cases	# of PVs
HT Non Sex	12	43	0	0
Labour Slavery	0	0	0	0
Forced Labour	31	165	7	39
Total	43	208	7	39

Case Study

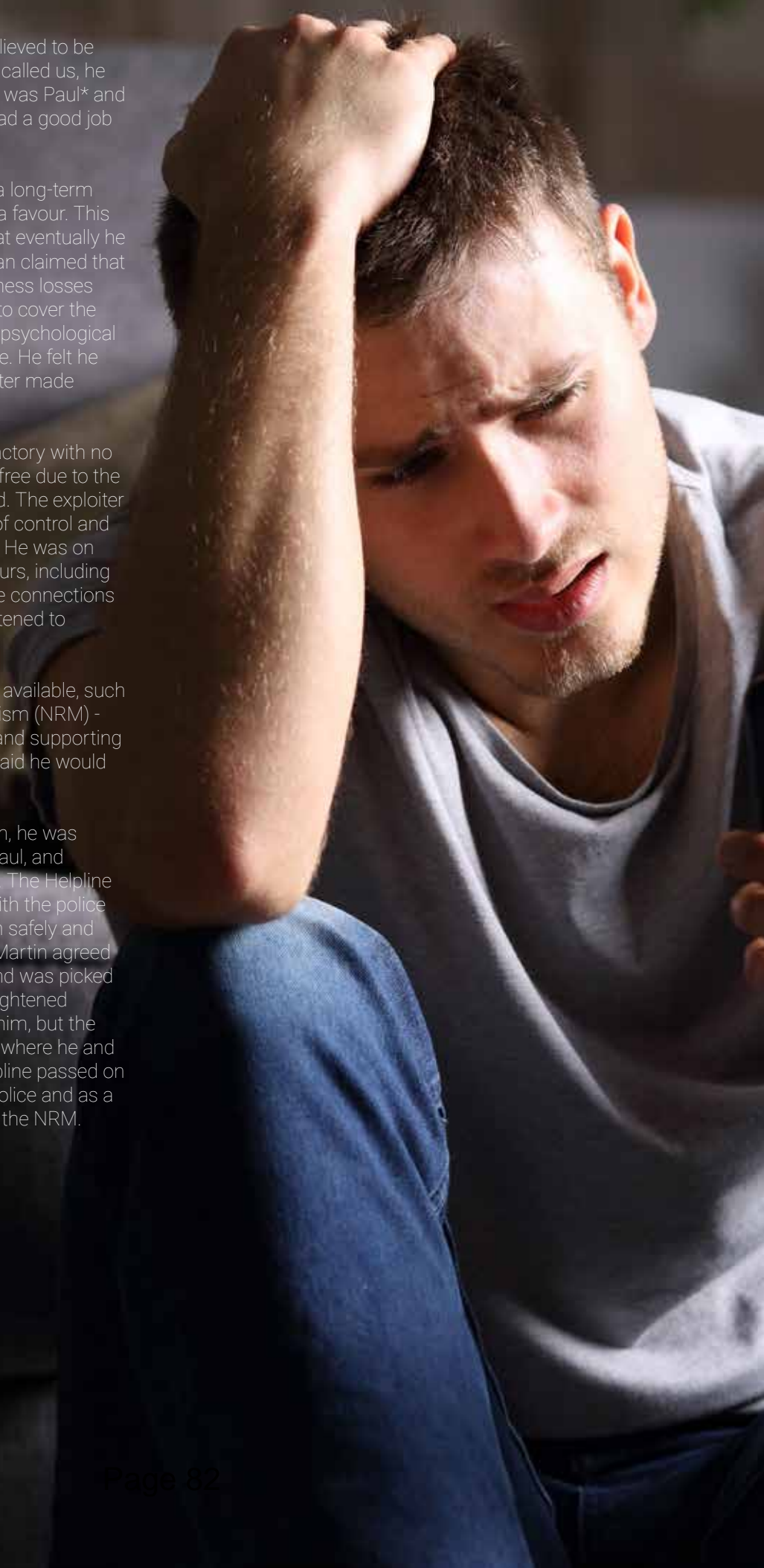
Martin* had met somebody whom he believed to be a victim of modern slavery. When Martin called us, he told the Helpline Advisor the man's name was Paul* and he was a British citizen, who previously had a good job as an engineer.

Martin explained that Paul had met with a long-term friend, who hired him as a handyman as a favour. This man began giving Paul so much work that eventually he fell behind and could not keep up. The man claimed that Paul had cost them money through business losses and he took his property away from him to cover the debt. Paul was subjected to physical and psychological abuse which caused him to fear for his life. He felt he could not leave the situation as his exploiter made regular threats against his family.

Paul was forced to live on-site in an old factory with no washing or toilet facilities. He worked for free due to the 'debt' and was only given room and board. The exploiter used basic needs like food as a method of control and Paul was not given any breaks or holiday. He was on call seven days a week and worked all hours, including overnight. Paul's exploiter claimed to have connections within the police, causing Paul to be frightened to involve them.

The Helpline Advisor outlined the options available, such as entering the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - and Martin said he would try to pass the information on to Paul.

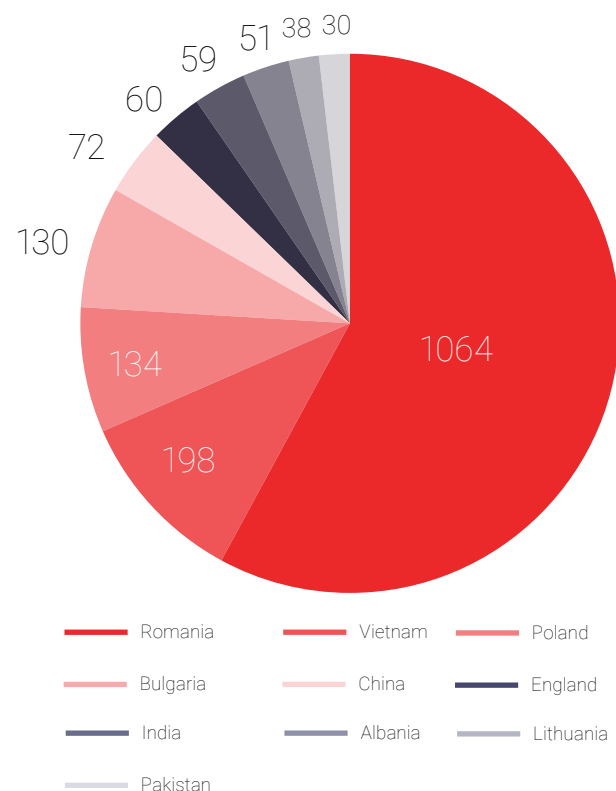
When Martin contacted the Helpline again, he was confident enough to reveal that he was Paul, and wished to leave his situation the next day. The Helpline Advisor explained that we work closely with the police and to help extract him from the situation safely and quickly he may have to work with them. Martin agreed and the next day escaped his situation and was picked up by a friend. He was understandably frightened and worried that his exploiter would find him, but the Helpline reassured him and co-ordinated where he and his friend could meet the police. The Helpline passed on Martin's description and location to the police and as a result he was rescued safely and entered the NRM.



Nationality of Labour Exploitation cases

In line with all reported cases to the Helpline, Romania is the most prevalent nationality with nearly 20% of all PVs, where the nationality indicated in potential labour exploitation is known, being indicated from Romania. Vietnam, Poland, Bulgaria and China also feature prominently. England was recorded as the sixth most prevalent nationality for labour exploitation in contrast to the third highest for all types of modern slavery cases. In just under 62% of cases the nationality of PVs was recorded as unknown. Again, this is often because the caller will not be able to indicate accurately the PV's nationality, often citing Eastern European or Asian, and so the nationality will be recorded as unknown rather than assuming a nationality.

Chart 20: Top ten most prevalent nationalities for labour exploitation



The table on the right shows the nationality of potential victims broken down by where they were exploited in the UK.

Sectors and Industries

Labour exploitation occurs in many sectors and industries. In 2018, the Helpline received information relating to potential labour exploitation in 21 sectors or industries. Many of these sectors and industries involve manual labour.

As expected, the most prevalent sector reported to the Helpline in relation to potential labour exploitation is car washes followed by beauty, which includes nail bars. This correlates with the continued level of media attention during 2018 on car washes and nail bars. Of note is the number of construction cases and the

Table 23: Nationality of potential victims (PVs) by UK Country

	ENG	SCT	WAL	NIR
Nationality of PV	#	#	#	#
Unknown	3011	95	155	8
Romania	995	47	15	4
Vietnam	172	20	6	-
Bulgaria	123	1	-	5
Poland	103	7	11	10
China	62	2	1	1
England	48	-	10	-
Albania	39	1	1	10
India	39	2	-	-
Lithuania	37	-	1	-
Thailand	26	-	-	-
Pakistan	24	4	1	-
Iran	10	-	-	-
Turkey	10	1	-	-
Czech Republic	9	-	-	-
Philippines	9	-	1	-
Kosovo	8	-	-	-
Latvia	8	-	-	-
Bangladesh	7	-	1	-
Brazil	6	-	-	-
Malaysia	6	-	-	-
Hungary	5	1	2	-
Kazakhstan	5	-	-	-
Nigeria	5	-	-	-
Greece	4	-	-	-
Afghani	3	-	-	-
Morocco	3	-	-	-
Russia	3	-	-	-
Syria	3	-	-	-
Ghana	2	-	-	-
Ireland	2	-	-	-
Portugal	2	-	-	-
Slovakia	2	-	-	-
Sudan	2	-	-	-
Macedonia	2	-	-	-
Algeria	1	-	-	-
Armenia	1	-	-	-
Australia	1	-	-	-
Bhutan	1	-	-	-
Cambodia	1	-	-	-
Croatia	1	-	-	-
Ecuador	1	-	-	-
Egypt	1	-	-	-
France	1	-	-	-
India; Unknown	1	-	-	-
Italy	1	-	-	-
Mauritius	1	-	-	-
Northern Ireland	1	-	-	-
St.Vincent and the Grenadines	1	-	-	-
Somalia	1	-	-	-
South Africa	1	-	-	-
Sri Lanka	1	-	-	-
Spain	-	12	-	-
Scotland	-	6	-	-
Colombia	-	2	-	-
Ukraine	-	1	-	-
Afghanistan	-	-	2	-
Grenada	-	-	1	-
Malawi	-	-	-	1
TOTAL	4809	202	208	39

Notes: Total reflects total of PVs not total of nationalities. Some PVs were reported to have dual nationalities.

associated number of PVs indicated, which equates to an average of 7.22 PVs for each case. This average is only surpassed by manufacturing cases which have an average number of 14.9 PVs per case and agriculture with an average of 9.57 PVs per cases.

Table 24: Breakdown of labour exploitation by sector

Sector/Industry	# of cases	# of PVs
Car Wash	362	1897
Beauty/Spa	136	477
Construction	132	954
Hospitality*	95	609
Blank/Unknown	47	120
Agriculture/Farm	38	364
Retail	31	54
Manufacturing**	26	388
Various	19	54
Care Sector	18	69
Transportation/Logistics	13	81
Other***	12	69
Entertainment	11	22
Cleaning/Janitorial	11	37
Domestic Work/Au Pair/Nanny	8	11
Repairs/Maintenance	8	13
Recycling/Waste Management	7	26
Maritime Industry/Boat/Shipping	6	47
Religion	4	7
Services (Other/Blank)****	4	61
Tech	2	2
Total	990	5362

*Hospitality includes 50 restaurants, 29 takeaways, 1 catering company, 8 businesses and 17 Hotel/motels (there may be more than one location recorded for some cases)

**Manufacturing includes 5 clothing/accessories cases involving 229 potential victims.

***Other includes charity bag distribution and security (also clinical research, nursery, language school, law firm and ministry of defence)

****Services (other/blank) includes removal business

In addition to sectors, the Helpline takes information about the location or venue associated with labour exploitation. The venues and locations are diverse and demonstrate the breadth and complexity of labour cases and the potential signs to spot.

Table 25 totals to more than the number of cases of PVs or labour exploitation, as some situations involved exploitation across multiple sites or types of location.

Table 25: Location of exploitation

Location of exploitation	# of cases	# of PVs
Business	498	2682
Nail Bar	125	449
Private House	95	292
Other	51	489
Restaurant	50	196
Farm	33	356
Factory	31	371
Take Away	28	274
Shop	22	52
Street	18	42
Hotel/Motel	17	143
Blank	13	32
Not specified	12	35
Park/recreational facility	9	22
Residential facility	7	33
Hair Salon	6	11
Traveller/caravan site	5	10
Ship/Boat	5	40
Marina/Port	1	7
TOTAL	1026	5536

Table 26: Breakdown of England cases by sector

Industry	# of cases	# of PVs
Car Wash	318	1665
Construction	123	924
Beauty/Spa	116	415
Hospitality	80	547
Unknown/Blank	35	106
Agriculture/Farm	28	349
Services (other/blank)	23	99
Manufacturing	21	360
Care Sector	17	68
Retail/Big Issue	17	33
Various	15	39
Transportation	14	82
Entertainment	11	22
Janitorial/cleaning	9	31
Domestic Work/Au Pair/Nanny	8	11
Repairs/Maintenance	8	13
Other	7	13
Recycling/Waste Management	6	23
Religion	4	7
Maritime Industry/Boat/Shipping	1	1
Tech	1	1
TOTAL	4809	

Table 27: Breakdown of Scotland cases by sector

Industry	# of cases	# of PVs
Blank/Unknown	3	5
Agriculture/Farm	2	3
Construction	2	10
Various	1	3
Hospitality	4	45
Car Wash	19	95
Beauty/Spa	10	37
Retail	1	2
Janitorial	1	2
TOTAL	43	202

Table 28: Breakdown of Wales cases by sector

Industry	# of cases	# of PVs
Car Wash	17	90
Beauty/Spa	7	21
Agriculture/Farm	4	4
Construction	4	16
Hospitality	3	5
Retail	3	5
Unknown/Blank	2	6
Manufacturing	1	1
Various	1	10
Other	1	50
TOTAL	43	208

Table 29: Breakdown of Northern Ireland cases by sector

Industry	# of cases	# of PVs
Car Wash	5	37
Hospitality	2	2
TOTAL	7	39

Potential Exploiters indicated in labour exploitation

Of the total number of PEs indicated in situations of labour exploitation, 63% are reported to be male. In just over 21% of instances the age status and/or gender of the PE is unknown. The table below provides the breakdown of PEs indicated in situations of labour exploitation by gender and age status.

Age Status	# of PEs	Male	Female	Unknown
Adult	886	644	155	87
Unknown	275	92	18	165
TOTAL	1161	736	173	252

Interestingly, when assessing the nationalities of potential victims against potential exploiters we see some correlation. The table below provides information on the top Ten PV and PE nationalities related to labour exploitation.

Table 31: Top Ten PV and PE nationalities

#	Top Ten PV nationalities	Top ten PE nationalities
1	Romania	Romania
2	Vietnam	Vietnam
3	Poland	England
4	Bulgaria	Poland
5	China	India
6	England	Ireland
7	India	Albania
8	Albania	Turkey
9	Lithuania	Pakistan
10	Pakistan	China

In the top ten PV nationalities indicated, the nationalities of PEs largely correlate (in eight out of the ten, the nationalities are the same). Romanian is the most prevalent nationality for PEs and correlates with the highest proportion of PVs who are also indicated to be from Romania.

Control methods indicated in cases involving labour exploitation

In many instances of labour exploitation the primary method of control is financial. In 2018 the Helpline identified financial control as a key factor in how PVs are manipulated and coerced into remaining in a situation of exploitation. Other prevalent control methods include isolating the victim and monitoring

them to prevent them from engaging with others and potentially seeking help. Emotional abuse and verbal manipulation are also techniques used to elicit compliance from a PV. The table below sets out the control methods indicated to the Helpline in relation to situations of labour exploitation.

Table 32: Prevalence of control methods indicated

Methods of Control	#
Financial Control	2303
Other	2185
Isolation	1676
Monitoring	1341
Emotional Abuse-Verbal/manipulation	1244
Threat-other	685
Withheld/destroyed documents	604
Physical Abuse	602
Threat to harm subject or family	473
Threat to abandon subject/make homeless	125
Isolation-controls in public	74
Threat to report to police/immigration	62
Threat to expose or shame subject	51
Induced Substance Abuse	42
Isolation - keeps confined	39
Economic abuse – limits finances	29
Isolation-moves subject frequently	26
Economic Abuse-Other	23
Intimidation – destroys property	22
Intimidation	19
Economic abuse-takes wages	15
Economic Abuse-limits allowance	13
Isolation-limits access to healthcare	9
Isolation-creates distrust of others	8
Sexual Abuse	6
Isolation-other	2



Financial control is the most prevalent control method indicated to the Helpline in situations of labour exploitation.

Recruitment methods and tactics

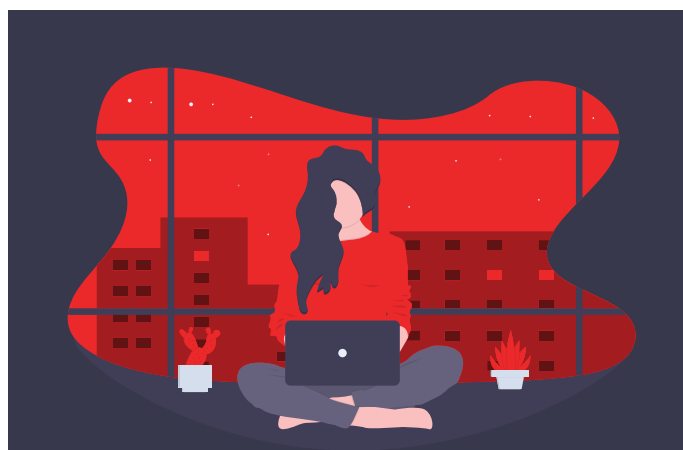
A range of recruitment methods are utilised by potential exploiters seeking to recruit vulnerable individuals into labour exploitation situations. Again, as to be expected in a large proportion of cases the recruitment method is unknown. This aligns with the fact that a large proportion of situations relating to labour exploitation are reported by third parties or members of the public who would not have such information.

The most prevalent recruitment method recorded by the Helpline is through a work or business venture followed by the internet. Public areas such as the street or a park and shelters are also indicated by those reporting situations.

The offer of a job continues to be a prevalent recruitment tactic adopted by potential exploiters. This can often appear to be a genuine job opportunity and individuals are lured by the prospects of securing employment and earning a good wage.

All too often the promises are simply nothing more than lies and a way of engaging with the person. False promises or statements are also a core tactic deployed by exploiters seeking to coerce or encourage individuals into exploitative situations.

A range of locations are used to recruit individuals. As well as the internet, the Helpline has seen churches or places of worship being indicated as locations where PVs have been recruited. This is more prevalent in PVs whose nationality is indicated as Indian or Romania. Coercion, threats and blackmail are also tactic used by exploiters.



Did you know?

For over 47% of labour exploitation potential victims, a bogus job advert was used as a way of recruiting the potential victim.

**Table 33: Number and type of Contacts
on labour exploitation cases**

Contact type	# of contacts	% of contacts
Community member	687	62%
Potential victim	94	8%
Local Authority/Regional Govt	48	4%
Police	40	4%
NGO/Other	34	3%
Medical professional	32	3%
Unknown	31	3%
Friend of PV	29	3%
Business	25	2%
Government	16	1%
Family member of PV	15	1%
NGO-Immigrant/refugee	7	1%

Additionally contacts have been received from faith based organisations, mental health professionals, legal professionals, education establishments, media and the GLAA.

Chapter 8 – Domestic Servitude

Domestic servitude is often the most hidden form of modern slavery as it takes place behind closed doors in private households.

“The service was brilliant. It was a complicated situation, with family members involved – the Helpline Advisor was fantastic, the voice of reason and really helped guide us. I haven’t had to deal with a situation like this in safeguarding before. It wasn’t straight forward where you can just refer, we really needed to get to the bottom of the situation.”

- Safeguarding Lead
at Central London Community
Healthcare NHS Trust

As an exploitation type, domestic servitude is one of the most hidden and complex. Facilitated behind closed doors, victims are often hidden from the public. However, the Helpline received the highest percentage of calls from PVs calling directly on situations involving domestic servitude cases with 17% compared to 11% for all modern slavery cases. Additionally, the Helpline also recorded a higher percentage of those reporting who were in direct contact with a PV at 55% compared to 43% for all modern slavery cases. This means that, in 72% of cases recorded as domestic servitude, the Helpline has been in direct contact with the PV or someone who is in direct contact with the PV.

In 2018, the Helpline recorded 178 cases as domestic slavery or servitude indicating 217 PVs.

Interestingly, there are more potential exploiters recorded on domestic servitude cases than potential victims, at 315. This may be down to the household dynamic where more than one householder will be involved in the situation and exploiting the PV.

The Helpline also recorded more potential exploiters in domestic servitude cases as female with 41%. This is much higher than the 18% recorded for females involved in all types of modern slavery cases.

Table 34: Domestic Servitude cases for UK countries

Type of MS	England		Scotland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex - Domestic	39	59	1	1
Slavery/ Servitude	102	111	2	3
Total	141	170	3	4

Type of MS	Wales		Northern Ireland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex - Domestic	0	0	1	1
Slavery/ Servitude	1	2	1	1
Total	1	2	2	2

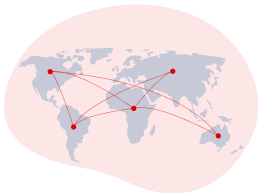
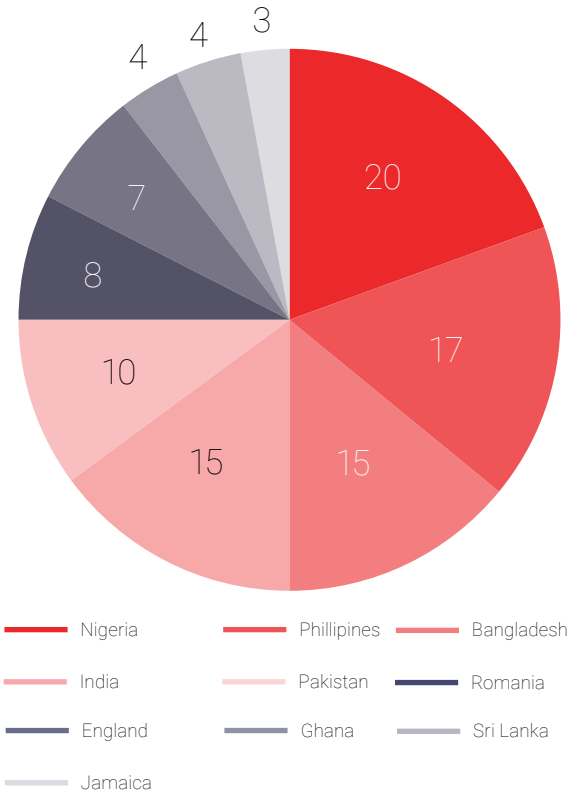
In addition, the top ten nationalities for those recorded in situations of domestic servitude varies significantly from the overall nationalities recorded for all modern slavery cases. Of nationalities specified, the most prevalent nationalities are Nigeria (13%), Philippines (11%), Bangladesh (10%) and India (10%). in total, 45 different nationalities of PVs have been recorded by the



76%
of potential victims
reported to be female

Helpline on domestic servitude cases alone. Interestingly, English (5%) and Scottish (1%) nationals also feature in the nationalities of PVs indicated.

Chart 21: Top ten most prevalent nationalities for domestic servitude



45
Different victim
nationalities

When analysing the nationalities of PEs involved in domestic servitude there is some correlation between the nationalities of PVs and those who are exploiting them. Nigeria, Bangladesh, India, England, and Pakistan all feature in the top ten nationalities for both PVs and PEs. The table below sets out the top twenty nationalities for PEs. A total of 34 different PE nationalities were recorded by the Helpline in 2018 on domestic servitude cases. What is of note, is the prevalence of Saudi Arabia as a top nationality for PEs, with only one PV recorded with the same nationality.

Table 35: Most prevalent nationalities of PEs

Nationality	# of PEs
Saudi Arabia	19
India	19
England	17
Poland	16
Nigeria	12
Pakistan	6
Bangladesh	6
Sri Lanka	5
Zimbabwe	4
Romania	4
Qatar	4
Ghana	4
Portugal	4
Gambia	3
China	3
France	3
Spain	2
Oman	2
Lebanon	2
Kuwait	2
Czech Republic	2
Columbia	2

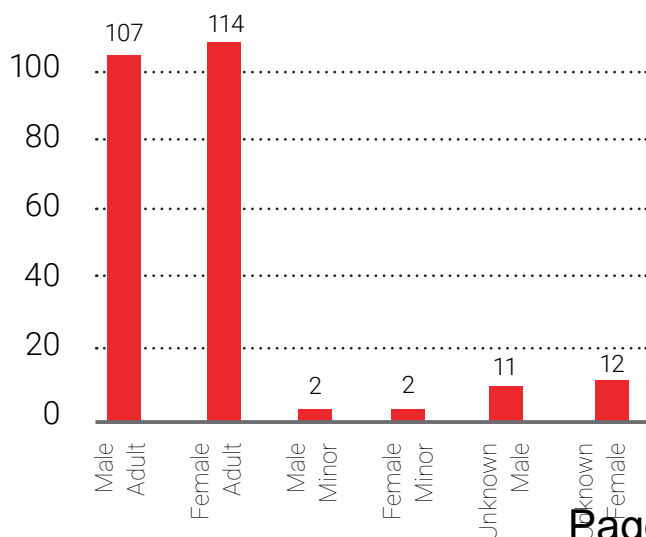
As with other exploitation types there are a wide range of methods of control used to maintain power over PVs. The most common is emotional abuse or verbal manipulation.

Table 36: Prevalence of control methods indicated

Methods of Control	# of PVs
Emotional Abuse - Verbal/Manipulation	91
Isolation	89
Financial control	74
Physical Abuse	72
Withheld/Destroyed Important Documents	67
Other	65
Threat - Other	50
Monitoring	39
Threat to harm subject, family or other	35
Threat to report to police or immigration	28
Threat to Abandon subject/make homeless	15
Sexual Abuse	12
Threat to expose or shame subject	8
Intimidation - Other	3
Isolation - Creates distrust of others	3
Isolation - Keeps confined	3
Isolation - Limits access to medical	3
Economic Abuse - Takes money earned	3
Isolation - Controls in public	3
Economic Abuse - Limits/small allowance	2
Economic Abuse - Other	2
Emotional Abuse - Other	1
Induced Substance Abuse	1
Isolation - Denies access to support	1

The most prevalent reported recruitment tactic was a false job advert/offer with 28% of PVs. Interestingly, the second most common way to target individuals for domestic servitude was familial recruitment affecting 24% of PVs, which is significantly higher than this tactic for all MS cases - with 1.5% of PVs.

Chart 22: PE Adult/Minor Breakdown



41% of potential exploiters reported to be female

“One of the most astonishing aspects of the job is talking directly to potential victims of modern slavery, who really do come from all walks of life and can be any age, gender, nationality, and ethnicity. What is particularly striking to me is the courage and resilience that potential victims possess, even in the midst of enduring the most appalling abuses and injustices.”



Case Study

Wendy* had been trafficked from Nigeria on the promise of a job as a nanny in the UK. Upon arrival her passport and visa were confiscated. Wendy's duties included cooking, cleaning and taking her employer's children to school, and she had been working for between eight and ten months but had not been paid. By this point, Wendy's visa had expired. Part of Wendy's agreement with her employers was that they would arrange for her immigration status to be approved but they had not done so.

Wendy was constantly monitored and her employers threatened that they would kill her if she told anyone what was happening. She had been forced to take an oath which she believed bound her supernaturally to her situation – a method of control that is common in West Africa.

On one occasion during winter, when Wendy was collecting the employers' children from school, someone noticed that she did not have suitable clothing and gave her some warm clothes to wear, which got her into trouble with her exploiters.

We were told this information by Wendy's friend, Joy*, who had lived with Wendy in Nigeria many years before. Joy had direct contact with Wendy, who had explained what was happening. Joy told us that she was concerned for Wendy's mental health which was deteriorating from the abuse she was suffering, and said Wendy had started hearing voices.

The Helpline Advisor told Joy that we would refer the case to the police. Wendy was reportedly scared of authorities as her exploiters had threatened to report her visa being expired. However, we reassured Joy that the police would safeguard Wendy and we sent a referral to the local police force (Kent). The police then successfully extracted Wendy from her situation, and she was moved to a different part of the country to keep her safe.

We were informed that Wendy had entered into the National Referral Mechanism (NRM) - the government's system for identifying and supporting PVs of slavery - and was in a safehouse, while a police investigation into her exploiters was taking place.

Criminal exploitation is diverse in nature with people being exploited through a number of criminal activities such as forced shoplifting, cannabis cultivation and the running of drugs, often known as county lines.

“The National Crime Agency has worked in partnership with the Modern Slavery Helpline for a number of years with the aim of increasing general awareness of modern slavery, emphasising the route to report concerns both for the general public and victims, and responding to reports received by the Helpline.

The NCA’s Invisible People Exhibition continues to tour the UK, highlighting the risk of modern slavery in local communities. It demonstrates the importance of providing a clear method for reporting concerns through the Modern Slavery Helpline. The Helpline plays an important role in enabling members of the public to come forward. It is only through working together that we can successfully safeguard victims whilst apprehending those who commit modern slavery and human trafficking.”

- Rob Jones,
Director Threat Leadership,
National Crime Agency

Criminal Exploitation

Criminal exploitation can take many forms, from cannabis cultivation, forced shoplifting or begging to county lines*. In determining the appropriate classification, criminal exploitation falls into two categories: HT non sex criminal and Forced labour-criminal exploitation. A total of 113 cases indicating 270 PVs were reported to the Modern Slavery Helpline in 2018. Of those PVs, 9% were minors. This is almost double the number of minors for all exploitation types (5%).

In 36 cases involving criminal exploitation the statutory defence was discussed. This is significantly higher than any other case type with the statutory defence being recorded by the Helpline as discussed in a total of 64 cases.

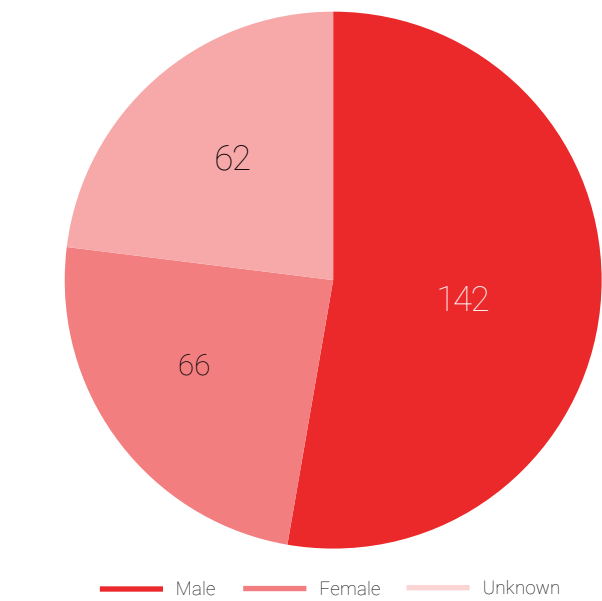
Table 37: Criminal exploitation cases and PVs by UK country

Type of MS	England		Scotland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex	45	144	2	4
Forced labour	53	106	1	2
Total	98	250	3	6

Type of MS	Wales		Northern Ireland	
	# of cases	# of PVs	# of cases	# of PVs
HT Non Sex	0	0	2	4
Forced labour	1	1	0	0
Total	1	1	2	4

As with other exploitation types and due to the nature of the calls received by the Helpline, in 23% of the cases reported that are assessed to be criminal exploitation the gender of the PV is recorded as unknown. Taking out these cases, male PVs make up over 68% of PVs indicated. Minors are more prevalent in criminal exploitation than the average for modern slavery cases with 9% of PVs indicated as being under the age of 18. Again, in 29% of cases the Helpline has recorded unknown as to whether the PV is adult or a minor. This will be where the individual reporting cannot say with any certainty the age of the PVs involved. Therefore the number of minors involved could be significantly higher. In situations where an individual is being reported and it may be the case that they could be a minor, all reasonable safeguarding steps will be taken to ensure the individual is not harmed further. The nationalities of those PVs indicated in situations of criminal exploitation is interesting with English PVs as the most prevalent.

Chart 23: Breakdown of criminal exploitation by gender



2.4
Potential victims
per case of criminal
exploitation

Romanian PVs also feature highly in line with being the most prevalent nationality when looking at all exploitation types.

“ Thanks to the Modern Slavery Helpline - knowing people care, that they are looking after you, that gives a big relief, it gives peace of mind. It would be very lonesome, with no one to discuss it with. These calls are more than enough, helping to chase and just giving support. Without the Helpline, I would have felt abandoned. ”

- Quote from PV

*County Lines refers to the movement of drugs by exploited young or vulnerable people who are monitored and controlled through the use of dedicated telephone lines.

Table 38: Nationalities of PVs indicated in criminal exploitation

Nationality	# of PVs	% PVs of criminal exploitation
England	54	20%
Romania	53	19.6%
Vietnam	15	5.5%
China	6	2.2%
Pakistan	4	1.5%
Albania	3	1.1%
Poland	3	1.1%
Afghanistan	1	>1%
Bosnia and Herzegovina	1	>1%
Chad	1	>1%
Egypt	1	>1%
India	1	>1%
Jamaica	1	>1%
Kenya	1	>1%
Lithuania	1	>1%
Portugal	1	>1%
St Lucia	1	>1%
Scotland	1	>1%
Unknown	121	44.8%
Total	270	100%

Overwhelmingly, PVs indicated in situations of criminal exploitation where drugs are involved are male with 77%. In a further 15%, the gender of PVs is unknown.

77% male potential victims involved in exploitation relating to drugs

The largest proportion of criminal exploitation cases are recorded by the Helpline as involving drugs or begging. The table below shows the sub-types of criminal exploitation the Helpline has been advised of in 2018.

'Other' includes money laundering, selling stolen goods, illegal gambling.

Table 39: Number of criminal exploitation cases and PVs recorded

Sub categories	# of cases	% of cases	# of PVs
Drugs	48	42%	65
Begging	46	41%	136
Other	12	11%	60
Shoplifting	3	3%	4
Unknown	2	2%	3
Pickpocketing	1	1%	1
Benefit fraud	1	1%	1
Total	113	100%	270

Sub category – drugs

Of the 48 criminal exploitation cases involving drugs, the overwhelming majority of PVs indicated in these situations are adult males. 23% of PVs indicated in criminal exploitation involving drugs are reported as minors, a figure much higher than the 5% for all exploitation types. The following two charts show this breakdown.

Chart 24: Breakdown of drugs cases by adult/minor

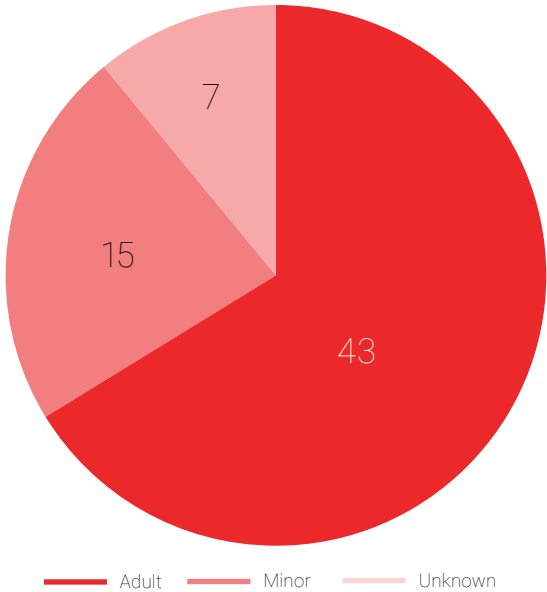
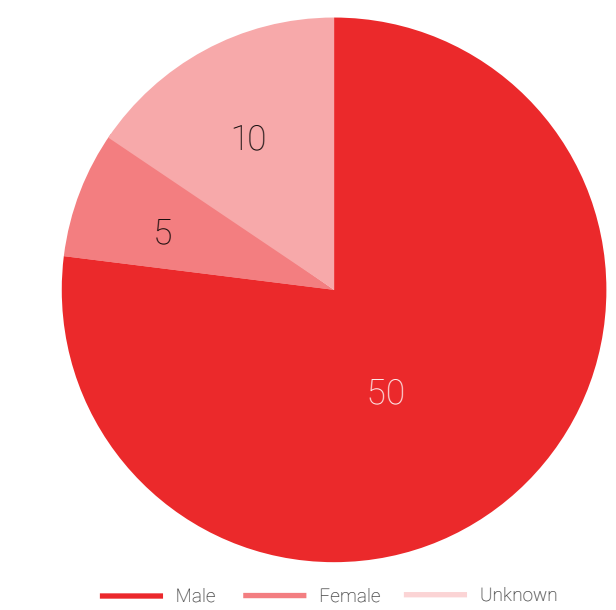


Chart 25: Breakdown of gender on criminal exploitation involving drugs



The most prevalent nationality in criminal exploitation for drugs cases is Vietnamese, followed by English and Chinese. The table below provides a breakdown of the nationalities reported to the Helpline.

Table 40: Breakdown of Nationalities reported

Nationality	# of PVs
Vietnamese	15
English	4
Chinese	4
Albanian	3
Polish	2
St Lucian	1
Portuguese	1
Lithuanian	1
Jamaican	1
Unknown	33
Total	65

In situations reported to the Helpline involving criminal exploitation through begging, again the largest proportion of victims are adults with only two PVs reported as minors. (Chart 24)

Of note, in cases involving begging, the highest proportion of PVs indicated to the Helpline are females, with 56 PVs.(Chart 25)

Chart 26: Begging by adult/minor

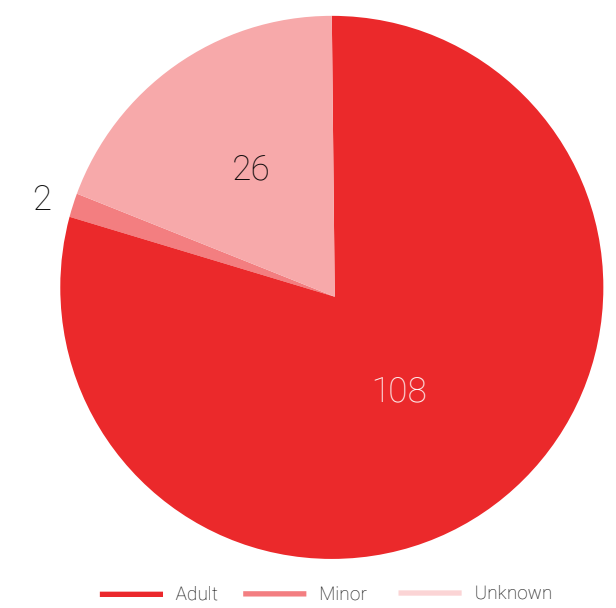


Chart 27: Breakdown by gender of criminal exploitation for begging

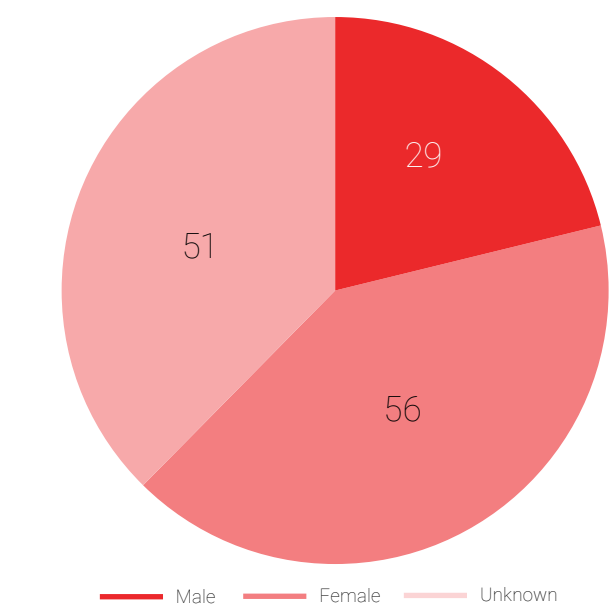


Table 41: Nationality of PVs in criminal exploitation for begging

Nationality	# of PVs
Romanian	49
Pakistani	4
Indian	1
Bosnian	1
Afghan	1
Unknown	80

36%

of potential victims involved in criminal exploitation for begging are from Romania

Types of caller

The most prevalent caller type recorded on cases relating to criminal exploitation is community member with 42% of individuals contacting the Helpline being from this cohort.

Table 42: Top caller types related to criminal exploitation cases

Caller type	# of POCs	%
Community Member	57	42%
Police	20	15%
Local Authority	13	9%
Potential Victim	10	7%
Legal Professional	10	7%
NGO (all)	10	7%
Family member of PV	6	4%

Other caller types recorded by the Helpline on cases involving criminal exploitation include faith-based organisations, friends, medical professionals, and the National Crime Agency.

Of the 120 PEs indicated in cases of criminal exploitation, 63% are reported to be male.

Table 43: Breakdown of PEs by gender and adult/minor

Age status	# of PEs	Male	Female	Unknown
Adult	65	56	2	7
Unknown	55	20	3	32
Total	120	76	5	39

The nationality for a large proportion of those indicated as PEs in relation to criminal exploitation is unknown. Of those where a nationality has been indicated the most prevalent are England and China, followed by Vietnam and Poland.

Table 44: Breakdown of PE nationalities

Nationality	# of PEs
England	3
China	3
Vietnam	2
Poland	2
Kenya	2
Albania	2
Portugal	1
Pakistan	1
Chad	1
Unknown	103
Total	120

Case Study

Sang* was trafficked to the UK from Vietnam and forced to work in a cannabis farm. He was physically locked up and did not speak English. He had previously been arrested by police while he was in a similar situation, but had been released back to the same exploiter, who was violent towards him.

Fortunately, Sang had access to a Vietnamese internet forum and when he came upon the Modern Slavery Helpline number he rang us and spoke to a Helpline Advisor through an interpreter. He explained his situation and said the exploiter was out, but he was worried that when the exploiter returned he would kill him as Sang had accidentally broken a lock on the door. The exploiter had told Sang that if ever ran away he would be killed and so would his parents, so he was understandably scared.

Sang also said he was worried that if the Helpline worked with the police to come and get him, they might end up releasing him back to his exploiter and his life would be in danger. We reassured Sang that we would explain Sang's situation to the police and that he would be protected as they had a duty of care to keep him safe.

The next step was to locate the address where Sang was being held, and we contacted the local police force explaining that he was in fear of his life, was a victim of modern slavery and that they had a duty of care for him. We informed the police of the necessity of entering him into the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - and the use of the statutory defence if required. Once we established with Sang that he was ready, we confirmed that police were on their way and twenty minutes later they arrived on the scene.

The next day, Sang arrived at Unseen's Men's Safehouse. He was able to provide more information about the exploiter and his business, which we referred to the police, who later confirmed a full investigation was underway.



The Helpline provides referrals to the police, National Crime Agency, Border Force, and NGOs to ensure situations are reported appropriately and potential victims can access the services they need.

“In partnership meetings with senior officers and across a range of partners I strongly encourage the use of the Modern slavery Helpline and describe it to them as “crime stoppers for modern slavery” to help them understand the purpose and use of the Helpline. I actively encourage all partners to download and use the app, its perfect for busy professionals to easily and quickly pass their intelligence to be properly evaluated and acted upon. ”

- Andy Leonard,
Modern Slavery Regional Coordinator

When an individual contacts the Helpline, the Helpline Advisor will assess the situation and make a decision on next steps. This will be undertaken in consultation with the individual where that is appropriate and possible. A referral will be made to the relevant law enforcement agency (police force, National Crime Agency or Gangmasters and Labour Abuse Authority), local authority or NGO provider where the individual needs or wants help, support, guidance or advice.

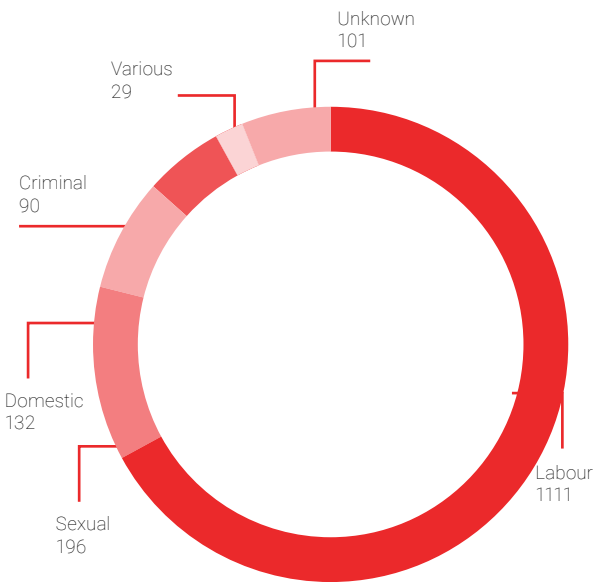
A total of 3382, referrals and signposts were made, of which 1659 were referrals made on modern slavery cases.

Table 45: Top recipients of referrals in 2018

Agency/Org	# of referrals in 2018
GLAA	468
MET	304
NCA	92
West Midlands Police	71
Thames Valley Police	63
Avon and Somerset Police	63



Chart 28: Referrals on modern slavery cases



“ During 2018, Thames Valley Police worked with the Modern Slavery Helpline to produce resources such as coasters and trolley coins that were used as part of awareness raising activity. The Modern Slavery Helpline also shared information about these resources and events on their social media platform, which was useful to extend the reach of our awareness raising activity ”

- Thames Valley Police

Referrals from the Helpline are made to a range of agencies and organisations. The table 45 provides information on the top recipients of referrals across all case types in 2018.



Case Study

Esi* was already in a situation of exploitation in her home country in Africa when someone offered her what seemed like a way out – the promise of a new start and a better life in the UK. Upon arrival however, her trafficker confiscated her passport, took Esi to a flat in a British city, and forced her to sleep with a stranger, despite her crying and protesting. She was regularly raped by many different men over several months, and became seriously unwell.

Esi managed to run away from her trafficker, but with nowhere else to go she ended up being abused by another man, who raped and assaulted her. He threatened her not to leave or tell anyone about her situation.

Ultimately Esi escaped to a women's refuge and phoned the Modern Slavery Helpline. The Helpline Advisor signposted her to The Salvation Army who met with Esi and helped her enter the National Referral Mechanism (NRM), the Government's system for identifying and supporting potential victims of slavery. Esi was later given a positive reasonable grounds decision, confirming that Esi had indeed been a victim of trafficking and exploitation. She has received support which will hopefully enable her to break the cycle of re-exploitation.

Meanwhile, the Helpline referred the case to the National Crime Agency and West Mercia Police to investigate the reported crimes.

Although the Helpline is UK focused calls are received from those reporting situations in other countries or from individuals calling from abroad regarding potential situations of modern slavery within or into the UK.

“ Border force plays an important role in protecting people at risk of modern slavery and ensuring that those who cross the border do so safely. Our safeguarding teams work closely with Unseen to raise greater awareness of modern slavery amongst the travelling public and to promote the 24/7 confidential helpline which allows people to report exploitation and get important help. It's key partnerships like this that enable us to keep our borders protected from criminality and keep us all safe. ”

- Amanda Read,
Border Force

The Helpline receives calls from abroad regarding exploitation reportedly happening in the UK, but the Helpline also receives calls of reports regarding exploitation reported to occur in countries outside of the UK. In response to these cases, the MSHRC refers international modern slavery cases to the NCA when appropriate, so that the NCA may effectively, safely liaise with trusted external agencies or offices abroad, as appropriate.

This table shows a breakdown of cases from callers or contacts outside of the UK

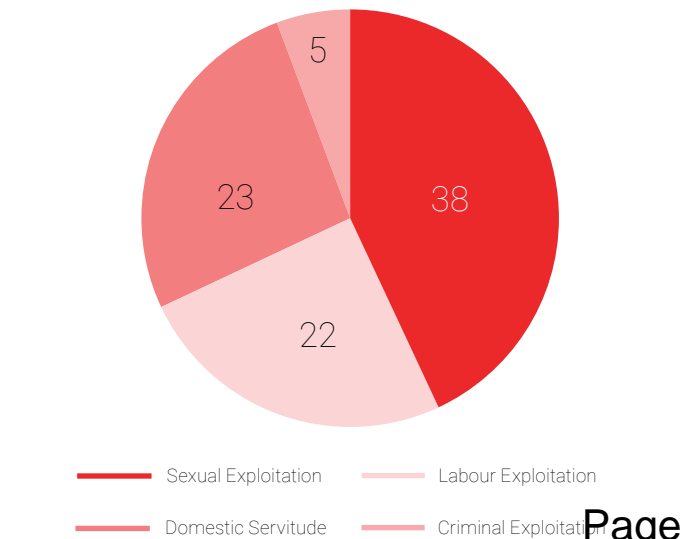
Table 46: Volume and type of international cases handled by the Helpline

Type of case	# of cases	% of international cases
General Information	9	5%
Non Modern Slavery	56	30%
Modern Slavery	115	61%
Non Substantive	7	4%
Totals	187	100%

The Helpline recorded a total of 187 international cases in 2018. On international cases in 2018, the Helpline received 258 calls, 66 webforms, and 2 app submissions. 215 calls and 22 webforms were received related to situations deemed to be modern slavery. 209 calls and 23 webforms were received related to situations deemed to be modern slavery.

The largest proportion of those cases deemed to involve modern slavery from an international perspective relate to situations of sexual exploitation.

Chart 29: Breakdown of exploitation type on international cases



187 international cases raised by the Helpline in 2018

Additionally, 22 cases were unknown as to the type of modern slavery involved and 5 were various.

Although the Helpline is not an international Helpline, calls and contacts are received from many other countries across the globe. The table below sets out the location of the caller or contact. This highlights the complexity of the work of the Helpline and the scope of the Helpline as a port of call for those in need.

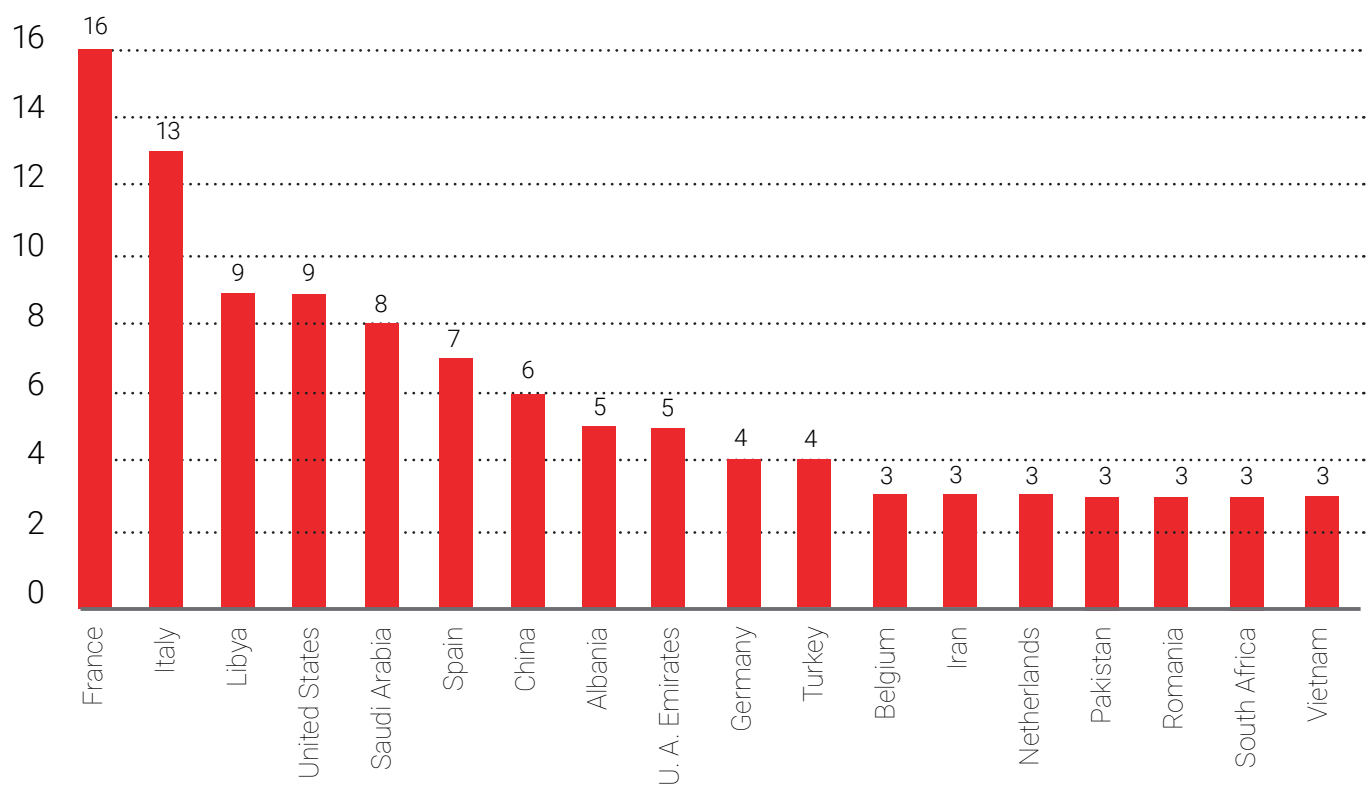
Table 47: Number and location of international callers

Country	# of POCs
United States	28
France	5
Poland	5
Germany	3
Ecuador	4
India	3
Ireland	4
Italy	3
Romania	2
Spain	4
Barbados	2
Cyprus	1
Denmark	1
Nigeria	2
Philippines	2
Portugal	1
Russia	1
South Africa	4
Vietnam	1
Qatar	3
Pakistan	2
Czech Republic	2
Australia	2
New Zealand	1
Libya	1
Lebanon	1
Kenya	1
Jordan	1
Japan	1
Israel	1
Indonesia	1
Hungary	1
Estonia	1
Democratic Rep. of Congo	1
Bulgaria	1
Bangladesh	1
Sri Lanka	1
Belgium	1
TOTAL	100

International cases are complex in nature and often situations involve more than one location or country of exploitation. In total the Helpline received reports of potential modern slavery

situations involving 57 different countries. The chart below shows the top countries where exploitation has been reported to be occurring in.

Chart 30: International cases by most commonly reported location of exploitation



One or two modern slavery cases were also reported across 39 additional countries. Although France was reported as the potential location of exploitation in the most number of international cases, those cases citing the United Arab Emirates as the location of exploitation had the most potential victims indicated, with 42.

A range of exploitation types are recorded on cases where there is an international dimension. Cases from the United Arab Emirates indicated the most potential victims (31) of labour exploitation, however these potential victims arose from one case or instance. Saudi Arabia has the highest prevalence of domestic servitude cases (6) and for sexual exploitation it is Italy (9).

Method of Travel

In cases of exploitation, potential victims were reported to enter the UK in a number of ways. The table below shows the four most common methods of travel into the UK. (Table 48, 49)

In many situations, PVs do not travel directly from their country of origin to the UK but pass through other countries. In 2018, at least 77 countries were recorded as transit countries, through which PVs passed before arriving in the UK.

Chart 31: Number of PVs exploited in countries outside the UK

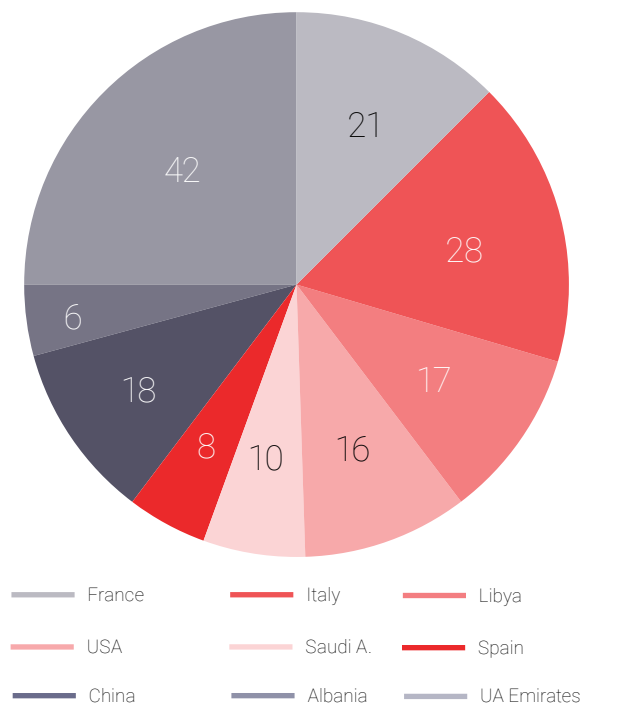


Table 48: Methods of travel by number of cases and PVs

Method of Travel	# of PVs	# of Cases
Plane	732	62
Bus/coach	232	8
Car	124	12
Boat	63	7
Lorry	53	28

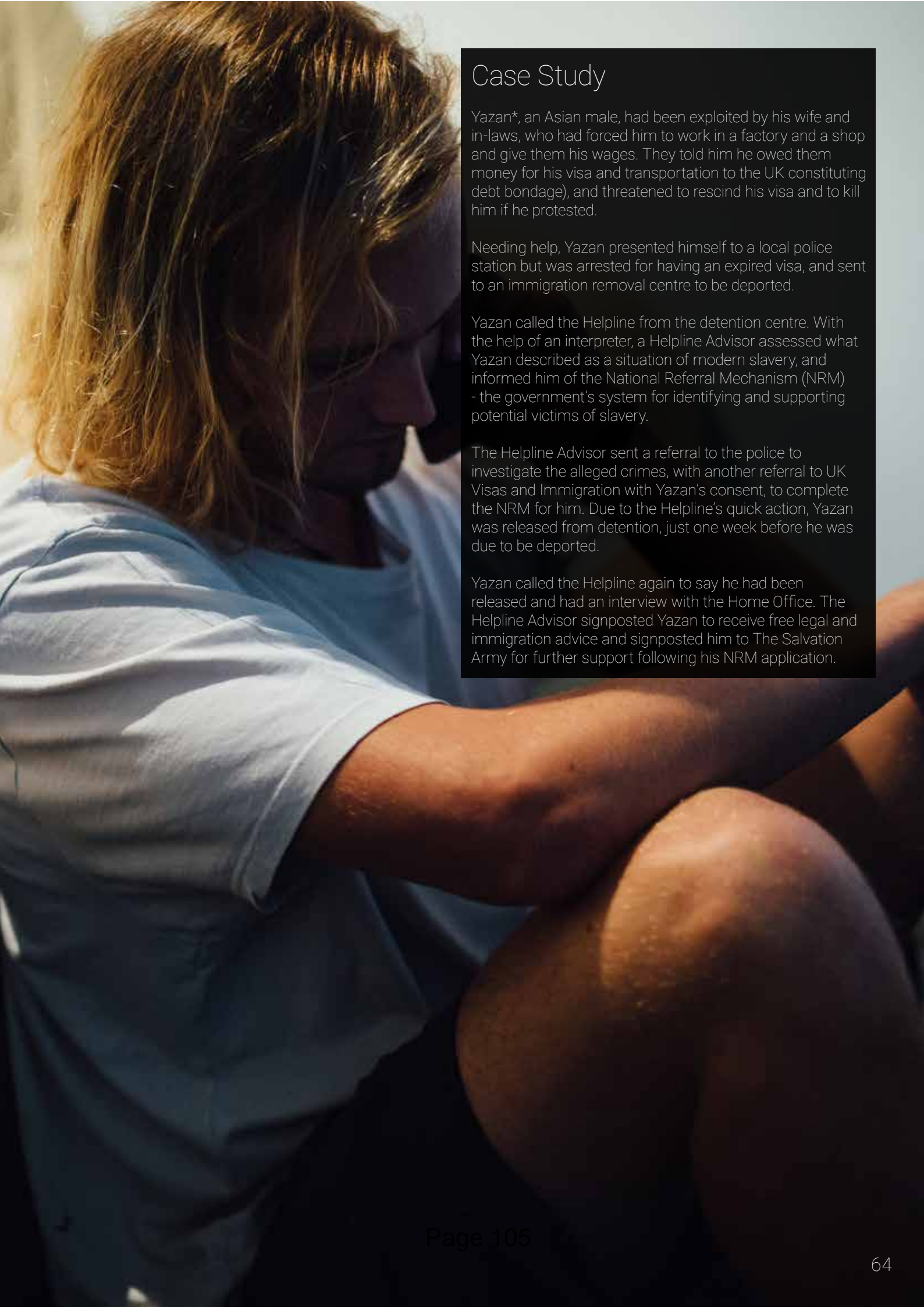
For PVs entering England, the most common ports reported are:

Table 49: Common ports of entry in England

Port	# of PVs	# of cases
Dover	50	1
Heathrow	38	8
London	5	3
Gatwick	5	1
Bristol	2	1
Luton	2	2
Manchester	2	2
Liverpool	1	1
Norwich	1	1

“The 24/7, almost immediate access to interpretation services, as well as trained staff to deal with sensitive cases and to recognise the signs of exploitation, makes it possible for the victim to be secured. ... I personally experienced their effectiveness in two of the cases that reached my office.”

- Rodica Carausu,
Romanian Embassy



Case Study

Yazan*, an Asian male, had been exploited by his wife and in-laws, who had forced him to work in a factory and a shop and give them his wages. They told him he owed them money for his visa and transportation to the UK constituting debt bondage), and threatened to rescind his visa and to kill him if he protested.

Needing help, Yazan presented himself to a local police station but was arrested for having an expired visa, and sent to an immigration removal centre to be deported.

Yazan called the Helpline from the detention centre. With the help of an interpreter, a Helpline Advisor assessed what Yazan described as a situation of modern slavery, and informed him of the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery.

The Helpline Advisor sent a referral to the police to investigate the alleged crimes, with another referral to UK Visas and Immigration with Yazan's consent, to complete the NRM for him. Due to the Helpline's quick action, Yazan was released from detention, just one week before he was due to be deported.

Yazan called the Helpline again to say he had been released and had an interview with the Home Office. The Helpline Advisor signposted Yazan to receive free legal and immigration advice and signposted him to The Salvation Army for further support following his NRM application.

Although the Helpline is UK focused calls are received from those reporting situations in other countries or from individuals calling from abroad regarding potential situations of modern slavery within or into the UK.

“ We are delighted to have such a close working relationship with the Modern Slavery Helpline. By pushing out the Unseen App to all our phones, officers and staff have quick access to a simple tool that provides information on both physical and psychological signs to be aware of in victims of Modern Slavery, as well as environments victims may be found in and the relevant legislation. The work of the Helpline is vital in protecting those most vulnerable in our communities and assisting us in delivering safer neighbourhoods. ”

- Temporary Detective Sergeant Richard Sidney, North Wales Police

With such a complex issue like modern slavery the Helpline takes calls about many interrelated topics such as labour abuse, domestic abuse, female genital mutilation and honour based violence. In 2018, the Helpline opened 2088 non modern slavery cases.

The Helpline regularly signposts non-MS cases to organisations reported to specialise in the topic or need indicated by the caller. A total of 621 referrals were made on cases classified as non-Modern Slavery and a further 465 signposts to relevant services including NGOs and local authorities.

Table 50: Number of contacts and cases related to non-modern slavery

	England	Scotland	Wales	Northern Ireland	Total
# of cases	1317	40	51	21	1429
# of calls	1531	41	36	25	1633
# of webforms	411	12	17	5	445
# of App subs	20	1	1	1	23
TOTAL Contacts	1962	54	54	31	2101

*total number of contacts made in the calendar year of 2018 related to cases classified as non-modern slavery

One case may have multiple types of concerns. Where an indicator or indicators are recorded on labour abuse cases the most prevalent indicator is non-payment of national minimum wage (NMW). These cases are usually referred to the Gangmasters and Labour Abuse Authority (GLAA) for consideration and onward referral to HMRC, NMW Board, or the Health and Safety Executive, where appropriate. In 2018, the Helpline made 365 referrals to GLAA on non-modern slavery cases.

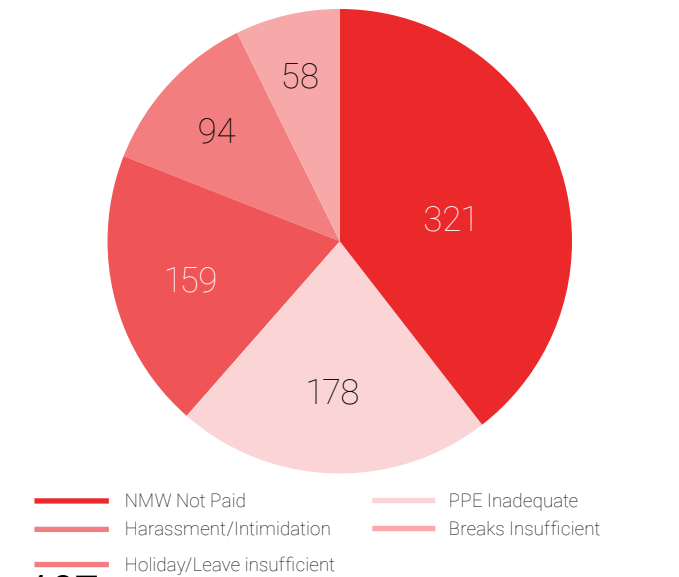
Of the 831 labour abuse cases, Table 51 shows a breakdown for the industries involved.

Table 51: Number and types of different crimes reported

Types of situations and related crimes	Number of instances
Labour Abuse	831
Other	770
Commercial Sex- Non-Trafficking	85
Domestic Abuse	84
Sexual Abuse/assault	82
Violence	60
Runaway/Homeless	58
Mental Health	52
Benefit Fraud/identity theft	41
Child abuse/neglect	40
Employment Issue	36
Asylum/Immigration issue	35
Smuggling	25
Drug Crime	19
House of Multiple Occupancy	19
Begging	17
Forced Marriage	14
Stalking	9
Harassment/Bullying	6
Missing person	5
Health and Safety	5
Pornography	4
FGM	1

Total	2285
-------	------

Chart 32: Indicators of Labour Abuse



25%
of all labour abuse cases
reported relate to car
washes

Table 52: Industries of Labour Abuse

Industry	# of cases
Car Wash	210
Hospitality	73
Construction	51
Beauty/Spa Services	48
Other	37
Factory	29
Not Specified	25
Transportation	26
Care Sector	28
Domestic work/au pair	25
Retail	23
Janitorial/cleaning services	18
Agriculture/farm	9
Manufacturing	8
Various	8
Landscaping/Gardening	8
Criminal	2
Maritime industry	1
Travellers/caravan site	1
Commercial Sex	1
Blank	200
Total	831

Callers often contact the Helpline for general information and advice. These are classified as general information cases and help to demonstrate the range and type of calls the Helpline receives. The largest proportion of calls seek general advice about situations of modern slavery, the indicators, and what to do if someone has suspicion that needs reporting.

“The Modern Slavery Helpline is a unique one-stop phone number for everything from general enquiries to reporting actual or suspected abuse. One phone call to the Modern Slavery Helpline creates the opportunity for anyone to add their own eyes and ears to thousands of others and help bring an end modern slavery in the UK.”

- James Ewins QC,
Ambassador for the
Modern Slavery Helpline

As well as dealing with cases of modern slavery the helpline also takes general inquiry calls which can span a wide array of topics.

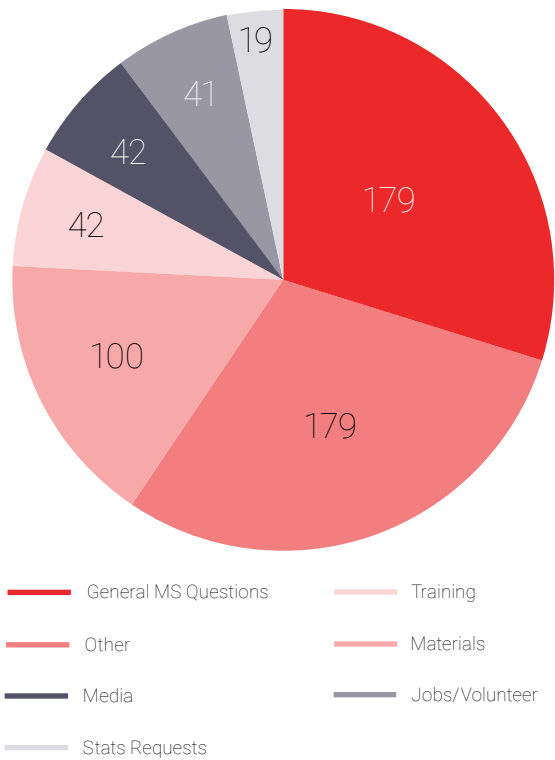
Table 53: Breakdown of General Information cases and contacts within the UK

	England	Scotland	Wales	Northern Ireland	Total
# of cases	265	17	17	6	305
Contacts					
# of calls	250	14	15	5	284
# of webforms	15	2	0	0	17
# of App subs	1	0	0	0	1
Total # of contacts	266	16	15	5	302

*total number of contacts made in the calendar year of 2018 related to cases classified as general information

On 179 cases marked as general information, the caller asked general MS questions.

Chart 33: Breakdown of General Information Requests



One caller may make more than one request hence why there are more requests than cases or contacts. In 2018, the Helpline opened 527 general information cases, with 540 types of callers or contacts.

Calls have also been received from Faith-based organisations, NGOs, legal professionals, the National Crime Agency, mental health professionals airline/airport personnel, family or friend of a potential victim and potential victims themselves.

40% of calls from community members were seeking general information about modern slavery and the indicators and signs to spot. For training, the largest number of contacts came from businesses and for materials the largest number of contacts were from the police.

Table 54: Top contact types on General Info cases

Contact Type	# of contacts	% of contacts
Community Member		
Business		
Police	176	33%
Local Authority/Regional	72	13%
Government entity	60	11%
Unknown	47	9%
NGO- Other		
Press/Media	30	6%
Medical Professional	26	5%
NGO- Anti-trafficking	25	5%
Government	20	4%
Educator/School Personnel	19	4%
Student	17	3%
	11	2%
	10	2%

Chapter 14 – Role of Business

Business plays a vital role in mitigating the risks of modern slavery in supply chains and their own organisations. Through the Helpline, businesses can access support, advice and information about any situation related to labour abuse or modern slavery.

“As founding partner we’re proud to see the helpline flourish. With the new Unseen app more people now know how to spot the signs and report concerns around modern slavery, but there’s still plenty more work to be done. We encourage all businesses to promote both the helpline and app to help put an end to this cycle of abuse.”

- Eric Anderson,
Senior Consultant, BT

Businesses call the Helpline for a variety of reasons, however, the most prevalent request is related to enquiries about how to handle a situation or victim should a business find or suspect modern slavery.

In 2018, the Helpline had 92 cases on which a business was seeking advice. Interestingly, businesses seek advice in the context of a variety of cases.

Table 55: Breakdown of cases where a business is seeking advice

Type of case where business called seeking advice:	# of cases
Modern Slavery	29
Non Modern Slavery	18
General Information	43
Non-Substantive	2
Total	92

The most common query from business, in 45 cases, is what to do if a potential victim is encountered. In 14 cases, businesses also called to ask about their obligations under the Modern Slavery Act and around supply chain transparency.

A variety of types of businesses call seeking advice, such as construction companies, recruitment job centres, solicitor firms, and health care companies.

Exploitation often happens outside of the work place, when individuals' wages are taken from them by an exploiter unaffiliated with the business or place of work of the potential victim. Businesses can proactively raise awareness of the signs of exploitation and offer support or signpost to the Helpline for workers who may be exploited at home.

Business involved in MS

Businesses can also be implicated or suspected of being part of a situation of exploitation. In 2018, a business was suspected to be involved in 811 modern slavery cases.

Work venues or sites are also reported to be places of recruitment into exploitation. For 516 potential victims, a work or business venue was recorded as a recruitment location or method.

49%

of cases featured businesses asking what to do if they encounter a potential situation or victim.

“PMP Recruitment is committed to raising awareness of modern slavery and in October we collaborated with Unseen to launch ‘Be Seen, Be Heard’, a campaign which influences peers to be more responsible, more transparent and to tackle modern slavery head-on. The aim of ‘Be Seen, Be Heard’ is to promote the Modern Slavery Helpline which is a lifeline for victims and essential in gathering data and measuring impact. Awareness needs to replace ignorance and action is critical in eradicating modern slavery. Unseen and the incredible team behind the Helpline are leading the way in this fight. The Modern Slavery Helpline, and new mobile app, allow people to confidentially report suspicious activity or have a voice if they’re a victim of this horrific crime. I can’t praise Unseen enough for their amazing work in changing, but above all saving lives!”

- Jamie Reynolds,
Managing Director,
PMP Recruitment

Our Partners

The Helpline is committed to working in partnership with many different agencies, organisations and businesses. As well as working effectively with the UK Government, devolved Governments, and law enforcement agencies across the UK, the Helpline also works with a number of key businesses to ensure the work of the Helpline is maximised to achieve our overall aim – a world without slavery.





Case Study

In his late teens, Roman* had come to the UK from a country in Eastern Europe to work. His ticket and transportation had been paid for by men who turned out to be part of an organised gang from his home country, and who then forced Roman to give up his wages to them in repayment. They also took his ID and destroyed it in front of him.

After a year of working every day, and repaying the cost of the ticket a hundred times over, his wages were still being confiscated. When he confronted the gang members, Roman was threatened that he would be kicked out and become homeless for life, and was beaten. Roman reported that the beating stopped only because he quit 'complaining' and did what he was told.

Roman called the Helpline late one afternoon, during a brief moment in which the exploiters were away. He was promptly connected to an interpreter due to his restricted English.

Roman wanted out of the situation and needed help. The Helpline Advisor discussed the potential role of police in helping him to leave this unsafe situation. The Helpline Advisor then explained the National Referral Mechanism (NRM) - the government's system for identifying and supporting potential victims of slavery - outlining the help potentially available and told Roman that he would need to share his story for the NRM application to be submitted.

Having confirmed that Roman definitely wanted to leave the situation with police, the Helpline Advisor and Roman agreed that he would go to work as normal the next morning, and would then move to an agreed public location at a set time. Meanwhile, the Helpline gave the police the agreed location, timing, and Roman's mobile number and physical description.

The Helpline Advisor also established that there would be a three-hour window just before the meet during which time it would be safe to reach Roman on his mobile phone. The Helpline Advisor advised Roman to pack a 'go bag' with any money he had, snacks, one or two changes of clothes, and a phone charger.

The Helpline contacted local police and explained that Roman was in a situation of high risk and would be in real danger should anything go wrong. The police were very responsive, confirmed the plan with Roman during the window prior to the meet, and met him at the agreed location.

The extraction went as planned and Roman escaped his situation. He later confirmed to the Helpline that he was successfully entered into the NRM.

The Helpline continues to face a range of challenges but also opportunities in dealing with those who have been abused and exploited. This is particularly the case when individuals have significant and complex needs.

“I have waited on the phone with potential victims, providing them with safety planning advice to minimise risk while other team members communicate with police and other agencies to arrange for urgent support and protection for the potential victim to remove them from the threat of their exploiters. It’s a huge relief in such moments when the caller lets us know that police have arrived to help them, and we can debrief with officers on their special responsibilities to safeguard the potential victim and offer the National Referral Mechanism.”

- Helpline Advisor

The Helpline faces a range of challenges and opportunities in dealing with individuals who are vulnerable. Limited support options and a lack of knowledge about modern slavery and what to do are common challenges faced by Helpline Advisors when engaging with callers. The list below highlights some of the key challenges faced by Helpline Advisors in their day to day work:

- Helpline capacity in dealing with complex situations
- Time needed to build up relationships and trust
- Variation in local authority practices/pathways
- Education of frontline professionals
- Immediate housing needs
- Lack of response/feedback on referrals/cases
- Staffing unexpected spikes related to external activity

Funding the Helpline also provides a key challenge. As well as challenges, the Helpline also has a range of opportunities, which include:

- Maintaining and offering independent and confidential advice
- Ensuring the Helpline is free to call
- Developing expertise on safety planning
- Informing stakeholders of trends
- Working collaboratively

The Helpline regularly offers support to frontline professionals in the moment, who need a quick reminder as to the Government's National Referral Mechanism process or wish to discuss factors in a given situation. The Helpline's role in offering this technical advice has served to fill the gaps in knowledge and understanding on many occasions. Many first responders or frontline professionals are not familiar with the signs of modern slavery or what their statutory duties are when a victim is encountered. As the only dedicated 24/7 Helpline for modern slavery, Unseen has a unique position in its understanding of what is happening on the ground. The Helpline is able to utilise its data to maximum effect by incorporating real life examples into training provided to frontline professionals.

Often, the Helpline will get complicated cases 'handed off' at 5:30pm on a Friday afternoon. Helpline Advisors quickly pick the issue up and readily engage. Yet, at all times of day, especially on weekends or late evenings, potential victims in need of immediate housing or immediate support often face limited options, which vary significantly based on the location. Some areas have more local charities in the field or higher engagement from local authorities who are willing and able to offer support. While the Helpline has created an online directory and maintains many relationships with partners and robust referral routes, options are not always ideal or readily available.

After making the most appropriate referral, in a victim-centred way, the Helpline then follows up on referrals sent to ensure they have been received. Confirmations and updates on actions taken by investigative bodies or NGOs providing service are much appreciated.

While raising awareness of modern slavery is key, a clear call to action renders campaigns more effective. The Helpline continues

to see the impact of communications efforts, as contacts to the Helpline increase surrounding campaigns or media coverage. These welcome spikes have an operational impact; thus, the Helpline will continue to work with partners to get as much information as possible about upcoming press releases, reports and campaigns so that we are able to best serve callers.

Potential victims often call the helpline multiple times to build up a relationship and build trust with the Advisors.

Operating 24/7 allows Advisors to work at the speed of the caller, taking time to listen to callers and research options to fit their needs. We are also able to call back outside of business hours, when requested and it is safe to do so.

The Helpline is continuing to review its database, editing the instance each year to capture trends and record new sectors, relationships, recruitment tackles as they become more commonly reported.

“The Modern Slavery Helpline is a vital resource for frontline healthcare professionals. Accessibility of confidential advice and support is a big issue, as our contact with patients is often out of hours. Having the Modern Slavery Helpline available at the end of a phone, 24 hours a day, seven days a week; facilities immediate access, which can help provide better health outcomes for patients. Frontline health care professionals are uniquely positioned to identify and support victims/survivors of modern slavery and it is therefore of the utmost importance that all frontline staff are appropriately equipped with the right training and resources.”

**- Lou Cahill,
Clinical Nurse Specialist**

Chapter 16 – Emerging Trends

Understanding the new ways in which vulnerable people may be exploited is key in attempting to stay ahead of the adept criminals who prey on the vulnerable to make a profit. Through the Helpline, Unseen seeks to work with partners to utilise its data to maximum advantage.

With unique insight into diverse situations of Modern Slavery, the Helpline can be at the fore of identifying key emerging trends, tactics and methods of manipulating and controlling those who are abused and exploited.

During 2018, the Helpline identified an emerging trend related to churches/religious sites or places of worship as recruitment locations or where potential exploitation may occur. Additionally, religion has been cited as a potential method of control by those contacting the Helpline with the mention of cults and religious beliefs as a way of increasing the psychological controls over potential victims.

The Helpline is also seeing a continued slow build of labour exploitation in recycling/waste facilities related to forced labour. The Helpline continues to monitor these types of cases in order to seek opportunities to work with those who can help prevent the situation from becoming worse or stopping it in the first place.

A rise in the number of cases involving situations where the transportation sector is indicated has also been seen by the Helpline. Often drivers are being coerced or feel like they have no option but to work extremely long hours with no breaks for fear of losing their job. In many reported instances, the worker's treatment may be considered to be more akin to labour abuse rather than modern slavery. All relevant information will be taken into consideration by the Helpline Advisor in determining the classification of the case and any subsequent action needed to address the situation.

As the Helpline matures, reliance on technology to support analysis of situations and data will be key to maintain a good grasp of what is happening on the ground and how it can be disrupted and eradicated. Unseen is committed to identifying technological solutions that can prevent vulnerable individuals from being subjected to modern slavery or other forms of abuse or exploitation.

Chapter 15 - Conclusion

Despite facing a number of ongoing challenges, the Helpline has continued to offer a professional and dedicated service to vulnerable individuals, members of the public, businesses and statutory agencies. We continue to work collaboratively with many partners to bring together resource, experience, knowledge and understanding so that our response can be as well informed as possible.

If anyone wants help or support on any situation involving modern slavery please download the Unseen App, call the Modern Slavery Helpline on 08000 121700, or complete a webform at www.modernslaveryhelpline.org.

*Names and any distinguishing facts in the case studies used in this document have been changed to protect the identity of the individuals involved

Annex A - 2018 Aggregate Data

*includes transgender female

England

4044 Calls relating to England cases

903 Online Reports

21 App Submissions

1486 Cases of Modern Slavery

6158 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Avon & Somerset Constabulary	78	5%	35	11	12	5	1	14	355
Bedfordshire Police	17	-26%	9	2		3		3	68
Cambridgeshire Constabulary	22	38%	17	3				2	85
Cheshire Constabulary	25	79%	19	2	1			3	113
Cleveland Police	11	175%	8	2				1	32
Cumbria Constabulary	15	200%	12				1	2	46
Derbyshire Constabulary	24	100%	20	2		1		1	73
Devon & Cornwall Constabulary	31	24%	16	5	2	3		5	105
Dorset Police	11	-35%	7	3			1		18
Durham Constabulary*	5	-50%	3	1		1			13
Essex Police	36	20%	27	3	1	4	1		365
Gloucestershire Constabulary	13	-7%	10	1		1		1	35
Greater Manchester Police	70	56%	41	7	5	6	1	10	408
Hampshire Constabulary	39	77%	30	3	1	1	1	3	185
Hertfordshire Constabulary	27	8%	17	2	2	2	2	2	65
Humberside Police	12	33%	10	1		1			44
Kent Police	59	90%	43	4	2	6		4	285
Lancashire Constabulary	33	43%	22	4	2	3		2	84
Leicestershire Constabulary	19	-14%	13	4		1		1	67
Lincolnshire Police	9	29%	6	1		1		1	25
Merseyside Police	15	-17%	10		1	1		3	66
Metropolitan Police Service	378	42%	161	57	41	64	11	44	1481
Norfolk Constabulary	14	27%	6	2	1	1		4	33
Northamptonshire Police	18	-50%	14	2	1	1			59
Northumbria Police	13	0%	6	5				2	44
North Yorkshire Police	5	-32%	5						30
Nottinghamshire Police	34	100%	29	1	1	1		2	127
South Yorkshire Police	31	107%	17	9	4			1	79
Staffordshire Police	23	229%	14	3	1	1	1	3	89
Suffolk Constabulary	16	45%	13			2		1	91
Surrey Police	32	28%	27			2		3	131
Sussex Police	30	7%	19	1	3	3	1	3	309
Thames Valley Police	77	48%	51	5	5	7	1	8	364
Unknown*	71	255%	15	21	8	8	3	16	155
Warwickshire Police	13	63%	8	1		1	1	2	35
West Mercia Constabulary	17	55%	13	1				3	62
West Midlands Police	91	63%	47	14	5	8	3	14	304
West Yorkshire Police	68	119%	43	7	4	3	2	9	455
Wiltshire ConstabularyTotal	12	-37%	10		1	1			35

Scotland

143 Calls relating to Scotland cases

37 Online Reports

3 App Submissions

58 Cases of Modern Slavery

254 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Scotland Police	59	-8%	43	8	3	3		2	254

Wales

131 Calls relating to cases in Wales

34 Online Reports

1 App Submission

63 Cases of Modern Slavery

256 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Dyfed Powys Police	10	67%	8	1		1			23
Gwent Police	10	150%	9	1					81
North Wales Police	12	9%	10	2					52
South Wales Police	31	107%	17	8	1		1	4	103

Northern Ireland

54 Calls relating to cases in Northern Ireland

5 Online Reports

1 App Submission

16 Cases of Modern Slavery

56 Potential Victims of Modern Slavery Indicated

Police Force	# of MS Cases	% in/dec from 2017	Labour	Sexual	Criminal	Domestic	Various	Unknown	# of PVs
Police Service of Northern Ireland	16	14%			2	2	1	1	56

Important Notes:

Total contacts represented in the annex were made within the calendar year of 2018, regardless of what year the case was opened. One victim may have been reported as having been exploited in more than one force area or location and therefore may be repressed multiple times in these tables.

The information provided in this annual assessment is based on case details as at 31 January 2019. Any further information provided on a case after 31 January 2019 may change its related data, including classification, location or the number of potential victims, in subsequent reporting due to the live nature of the cases.

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
13%	206	44	18	4	6	1	12	9	55	47	8
-55%	25	11	22			4			6	10	1
-31%	42	4	4	1	3		7	13	11	2	2
157%	35	9	3		1	1	4	7	53	22	2
700%	11	13	2		2		1		3	9	2
207%	22	5	5				1	4	9	10	1
181%	32	8	9			3	1	2	18	19	2
46%	45	14	34	1	1		5	1	4	20	0
-72%	7	10						1		9	2
-76%	9	2*							2	5	1
-25%	74	21	31	1	7		8	2	221	25	3
-27%	14	7	4		3		3	4		8	3
219%	117	31	13	2	6	3	4	15	217	50	5
161%	93	34	30	2	1		8	4	13	28	2
-10%	22	10	20	1	4		3	3	2	19	3
-2%	21	13					5	2	3	11	1
90%	112	32	72	6	25		7	4	27	44	9
68%	35	11	4	4	3	2	11	6	8	25	8
16%	18	30	2	2	1		1		13	13	5
108%	14	1					4	1	5	9	1
12%	25	2	18	2	1		8	2	8	19	2
60%	391	256	216	19	24	14	405	45	111	216	32
32%	13	5	1	7	1		1		5	10	2
-30%	34	12	2	1			10			17	1
64%	19	13	5	2			3		2	9	1
-31%	24	0	6							3	0
210%	69	12	15	5		2	7	3	14	32	5
-10%	37	25	4	4	4			1	4	17	1
35%	61	13	2		2		4		7	19	3
78%	82	2		1			1	1	4	12	1
17%	72	16	11		1		21	1	9	33	1
209%	55	19	217		3		4	2	9	27	2
194%	95	34	54	8	2	5	15	7	144	59	5
1092%	30	35*	3	2	5	3	1	9	67		
25%	4	20		1			5	3	2	14	1
107%	15	11	15	1		1	9	4	6	17	2
24%	105	48	50	7	4	18	9	13	50	65	12
250%	82	27	16	10	3	4	35	7	271	47	8
-33%	21	4	8	2						11	

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
11%	84	56	57	11	4	1	20	5	16	45	9

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
-62%	11	4					2	3	3	10	0
440%	59	1	1		1	1		2	17	12	0
53%	25	10	14	1				2		10	1
171%	44	11	18	5	2		1	6	13	18	7

% in/dec from 2017	A Male	A Female	A Unknown	M Male	M Female	M Unknown	U Male	U Female	U Unknown	LE MS Ref	LA MS Ref
-36%	13	11	14	5	1		1	3	8	11	4

Modern Slavery Helpline on
08000 121700
or via the website at
www.modernslaveryhelpline.org
Page 121

This page is intentionally left blank

THAMES VALLEY POLICE AND CRIME COMMISSIONER
CYBER CRIME AND FGM GRANTS – SEPTEMBER 2017
APPLICATION PROCESS AND CRITERIA

The Police and Crime Commissioner maintains a fund for spending on local community safety initiatives. In 2017/18, 10% of this fund has been retained in order to facilitate local priorities and central commissioning of services, in line with the PCC's strategic aims.

This document describes the process and criteria for the Cyber Crime and FGM grants competition which opens 8th August 2017 and closes 16:00 hrs on 5th September 2017

Grant funding awarded MUST be regarded as one-off funding without guarantee that further funding will be available, or that services awarded grant funding will be formally commissioned by the PCC at a later date. Applicants should therefore consider the sustainability of services beyond the grant funding phase.

1.0 Application Process

The Police and Crime Commissioner has identified five strategic priorities in his published police and crime plan. <https://www.thamesvalley-pcc.gov.uk/police-and-crime-plan>

Funding is available in this round of grant funding to improve prevention and early intervention in the areas of Female Genital Mutilation (FGM) and Cyber Crime. Specifically, bids are invited from organisations for projects which meet one or more of the following criteria:-

Tackling FGM

- (a) Training or other initiatives for key professionals (e.g. teachers, lawyers, health visitors, safeguarding leads) to encourage reporting and improve knowledge and the use of appropriate referral pathways.
- (b) Engagement and or education in key communities where there are cultures known to be at risk

Cyber Crime

- (c) To improve public awareness of measures to protect against cyber crime

- (d) To deliver targeted cyber-crime prevention activities to those at either end of the age spectrum

Bids should be submitted electronically using the application form, '2017 Grants Application Form' available on the Thames Valley Police and Crime Commissioner website (www.thamesvalley-pcc.gov.uk). Bids submitted after 16:00hrs on 5th September 2017 will not be considered. All applicants will receive a confirmation that their bid has been received online. Please contact the Office of the Police and Crime Commissioner if you have not received this confirmation.

There is approximately £200,000 of funding available overall, and while no limitation is provided on the amount of funding that organisations can apply for, bidders should note that we intend to ensure funding is awarded proportionately across Thames Valley and value for money will be taken into account through the bid evaluation criteria.

The assessment panel's decision is final, although bidders may request verbal or written feedback if required.

1.2 Timescales

The following timescales may be subject to slight variation depending on the volume of submissions received.

Activity	Due Date
Grant Competition opens	8 Aug 2017
Grants Competition closes	5 September 2017 (16:00hrs)
Evaluation of bids complete	20 September 2017
Successful bids announced	26 September 2017
Funding awarded	6 October 2017

1.3 Bid Evaluation Criteria

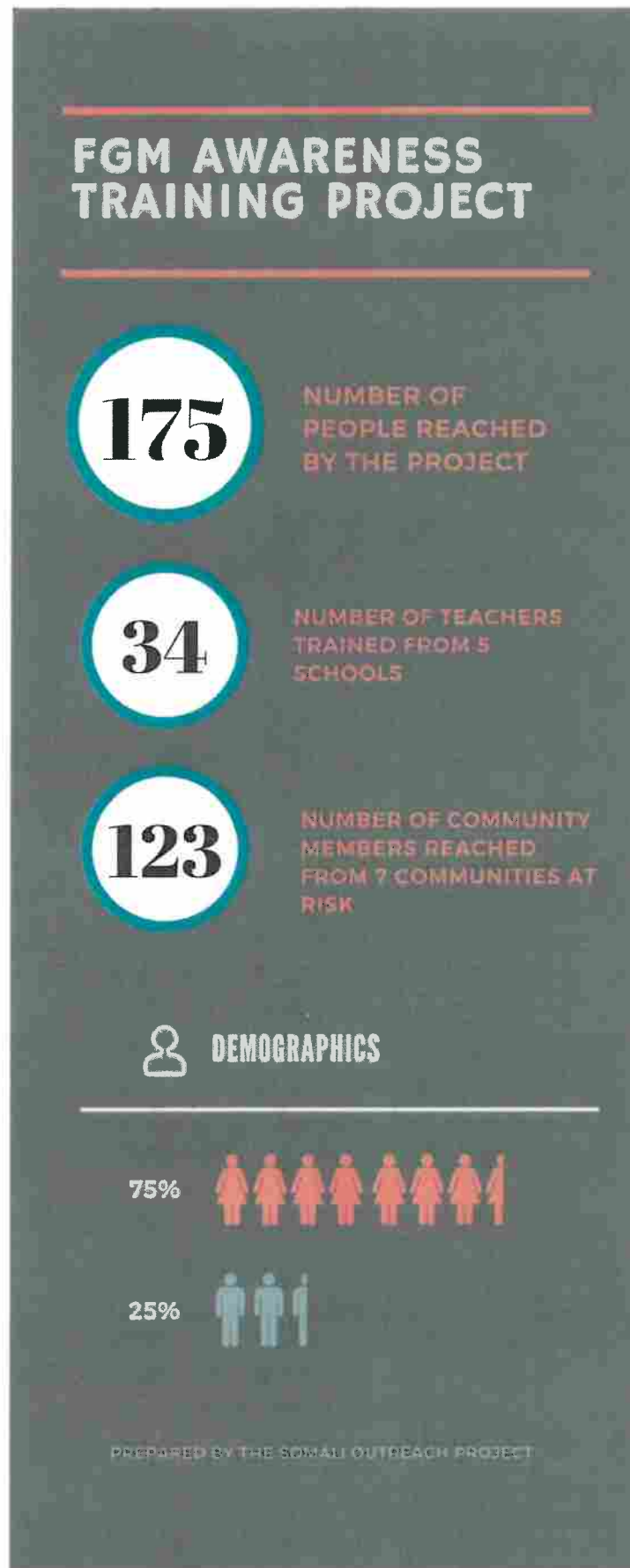
Bids will only be considered that propose initiatives to support and prevent FGM and Cybercrime (the 'gateway criteria'). Bids that fail this validity test will not be considered further. Bids that pass the validity test shall subsequently be evaluated using quality and cost criteria, where 60% of the final score is based on overall quality of the submission, and 40% is based on price.

The questions that bidders are required to respond to are set out in the '2017 Grant Bids Application Form' available on the website (www.thamesvalley-pcc.gov.uk). The questions in the application form will not be individually scored and are therefore not individually weighted. The questions are intended to drive responses which meet the overall evaluation criteria, quality and cost. To assist bidders in completing the application form, examples of the sort of information expected are given in the table below.

Evaluation Criteria	Example(s) of Information Required	Maximum Score
Validity of bid:	Evidence that the bid proposes an initiative to prevent or support FGM or Cybercrime AND delivers on one or more of the additional criteria (see s1.0, a to d).	Pass/Fail
Quality of bid: (a) Knowledge and experience of the provider.	Evidence that the provider has a good track record and experience in delivering services of this nature.	(a) 30%
(b) Quality of the proposal	Evidence of working to recognised service standards/using evidence-based practise. Evidence that service will develop innovative or practical solutions. Clearly stated outcomes	(b) 30%
Cost of the bid	Evidence that the service will provide value for money. Evidence that the geographical area or number of people the project will support is in line with the level of funding requested.	40%

Please note that we will be actively promoting the successful applicants to the fund and will be carrying out media publicity activities after we have awarded the funding.

This page is intentionally left blank



This page is intentionally left blank

HBA Data Collection Workshop

Thames Valley BAMER Project

Workshop: 10am – 1pm



**POLICE
& CRIME
COMMISSIONER**
THAMES VALLEY

Discussion guidelines

- Purpose
- Confidentiality
- Consent
- Parking slide

Parking

Men – the affects of honour on men

Disabilities

Child marriage – honour codes

Revenge porn – breach of honour?

Gaps in perpetrator data



What do we gain from collecting data on HBA?

What could you achieve if you had better data?

What can't you do at the moment, due to a lack of data?

What other services' data would be useful for your service?

What could you achieve if you had better data?

Better partnerships

Demonstrating impact of services

Appropriate responses

Safer support

Better understanding

Acknowledge gaps

Help identify appropriate pathways

Better training and awareness to support other services

Funding purposes

Information

Further safeguarding for siblings

Better support for service users – tailored specifically

Improved outcomes

What can't you do at the moment, due to a lack of data?

Can't effectively bring HBA into the public consciousness

Can't measure the risks/ know full extent of risks

Don't know full extent of problem / can't see full picture

Can't understand needs of clients

Can't show problems to funders so unable to apply for funding

Service users voices are not informing services

What other services' data would be useful for your service?

Police data

Education sector – what they notice

Ethnicity

National data

MARAC data

Difference between crimes, data and incidents

Data collection strategy to clarify what we're collecting

Experiences of incidents and crime

Who is suffering? What abuse are they suffering?

What do we gain from collecting data on HBA?

- Informs service provision
- Prevention actions e.g. by police, education, health

Ways in which honour can be broken

“Honour codes”

- Going against parental authority/community values
- “Westernised” dress, behaviour and attitude
- Pre-marital sex or extra-marital affairs
- The existence of a “non-approved” relationship
- Sexual orientation
- Pregnancy out of wedlock
- Rejecting a forced or arranged marriage
- Leaving a partner
- Seeking divorce particularly when a dowry may be large
- Being raped or sexually abused

Notes on “Honour codes” from delegates:

Page 138

- Males being held responsible for upholding honour (as well as females)
- Pressure to have children – especially boys
- Restrictions around dress codes
- Dress codes for widows – the colour that women wear
- Widows having to stay inside to ‘purify’ themselves in certain communities/religions
- Restrictions for mothers who have newborn babies
- Not being cut
- Risk to third party who was involved in the breaking of “honour” Example: Girl breaks honour by having a boyfriend and he also experiences repercussions
- Disabilities
- Perceptions/ gossip
- Being a widow or divorced - shame
- Expectations around female’s role/not having an education
- Missing male voice – triggers for males
- Harder to find information on men – different roles to women
- A lot of male actions are accepted
- “Women’s issue” – research tends to be focused on women

HBA Screening Questions (H-DASH)

- Is the victim truanting (under 18 years)?
- Is there evidence of self-harm?
- Is the victim being held/kept at home or behaviour/activity being policed?
- Is the victim frightened of being forced into a marriage?
- Is the victim frightened of being taken abroad?
- Is the victim very isolated?
- Is the victim in a relationship that is not approved of by the family/community?
- Is the victim attempting to leave or separate?
- Are there threats the child(ren) will be taken away?
- Are there threats to hurt/kill the victim/child(ren)?

HBA Screening Questions (H-DASH) – Delegates comments / suggested amendments

Page 140

- Truantiing: under 18 – restrictive?
- Is the victim **very isolated** - What do we mean when we say **isolated**? What constitutes **very**?
- Financial considerations
- Nothing mentioned around sexual assault
- Family dynamics
- Does the victim have a job?
- Are there siblings / family members who have suffered HBA?
- Does the victim have access to health services **on their own**?
- Have they got access to their own passport etc?
- Is the victim from an FGM-affected community?
- 'Rights of passage' – what does that mean in the person's community?
- Who are you afraid of?
- What is your sexuality?
- How do you identify in terms of your gender?
- What religion and sect are you?
- What is your ethnicity?
- How do you see yourself as part of the community?
- Are you living in the family home?
- Who can you talk to?
- Have you reported this issue?
- Are there issues around dowry?
- Do you have HBA in family history?
- Can you access healthcare on your own?
- Have you been locked up?

Group consensus on collecting data on “honour codes”?

Group agreed that all the indicators discussed will be helpful prompts for individual practitioners to assess whether there are elements of “honour”.

Possible Data

- Ethnicity/nationality of victim
- Age of victim
- Religion of victim
- No. and age of children
- Residency
- Profession
- Ethnicity/nationality of perpetrator/s
- Age of perpetrator/s
- Religion of perpetrator/s
- No. and age of children
- Residency
- Profession
- Honour codes

Anything else?

- Gender
- Income status
- First language
- Marital status
- Disabilities
- Sexual orientation
- Social care involvement
- Housing status
- Perpetrator's relationship to you
- Who else lives with you
- Literacy
- Right of passage in your culture
- Pregnancy
- Country of origin
- Origin of abuse
- Where do perpetrators live?
- Financial situation
- Previous convictions

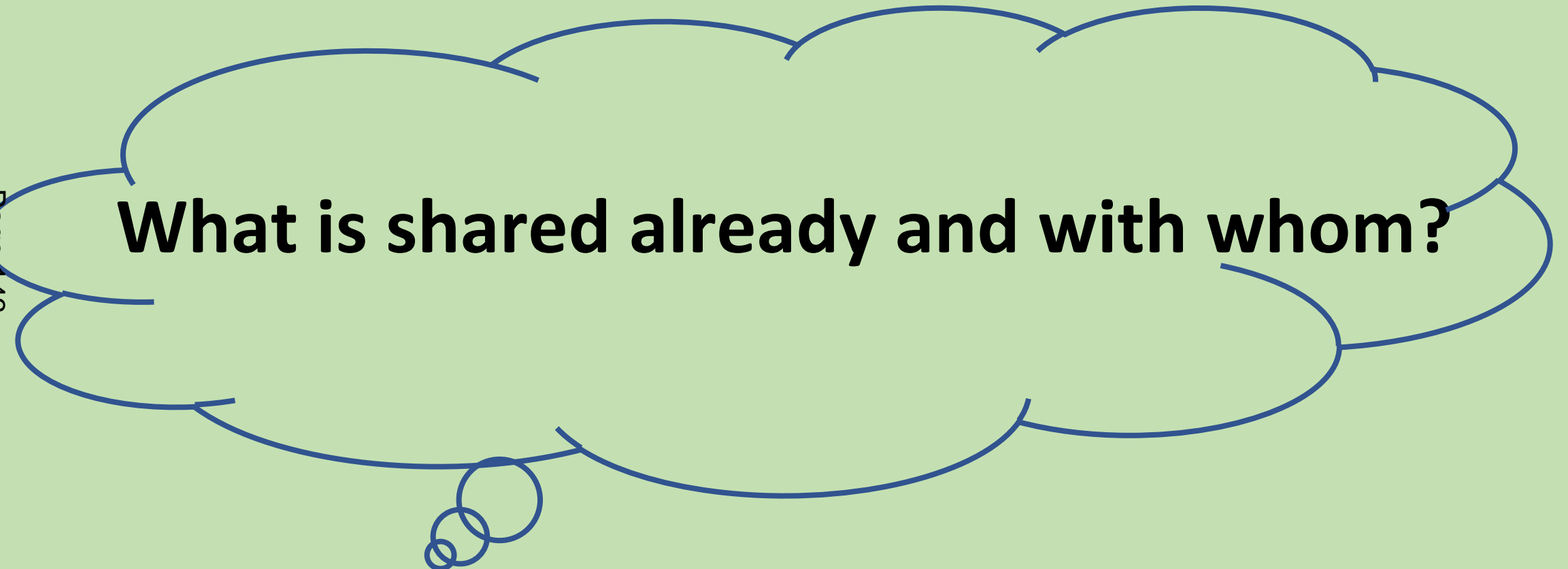
Break Time!



What data do we want to collect? What is **core** and what is **aspirational**? Group agreed core as follows:

- Ethnicity/nationality of victim
- Age of victim
- Religion of victim*
- No. and age of children
- Residency
- Profession
- Harm (physical, sexual etc)
- Relationship of perpetrator to victim
- Ethnicity/nationality of perpetrator/s
- Age of perpetrator/s
- Religion of perpetrator/s*
- No. and age of children
- Residency
- Profession
- Honour codes

* Ensure data on religion is not misused, e.g. in a way that is stereotyping



What is shared already and with whom?



What **core** and **aspirational** data could you share?

Delegates notes:

Page 148

- Capacity to share
- Resources to process the data
- Looking at who your stakeholders are across the Thames Valley
- Creating a service level agreement

Ethnicities / nationalities of groups who uphold “honour”

How useful is it to have specific ethnicity/country of origin data for HBA purposes?

For example, is it useful to have victims recorded as ‘South Asian’, or to include countries of origin such as Bangladesh and Pakistan?

Group consensus on classification of ethnicities/nationalities...??

Further time needed to agree specific classifications.

What systems do you use?

List all services:

NICHE

APRICOT

IMPACT

MYRJ

MODUS

COMPAS

What issues may come up when we share data with each other from our different systems? Further time needed to discuss.

E.g. is one person that calls a service 6 times recorded as one case or 6?

-
-
-
-
-
-

How do we standardise data collection?

Further time needed to discuss.

Consider implications such as GDPR

Ideas:

-
-
-
-
-
-
-

Next steps:

- Working group – evaluate what we've spoken about today and build
- Commitment to taking this forward
- How to continue this conversation / go forward with aspirations
- Breaking down into different areas to have discussions? Or Thames Valley wide?
- What is possible to collect / share? - Core / aspirational
- Strategy to inform detailed data mapping
- Shared space to share data? Website
- VAWG group TV?
- TV HBA group as interim?
- DA umbrella?

Actions:

- Working group going forward?
- Feeding into expert groups

Thank you for participating

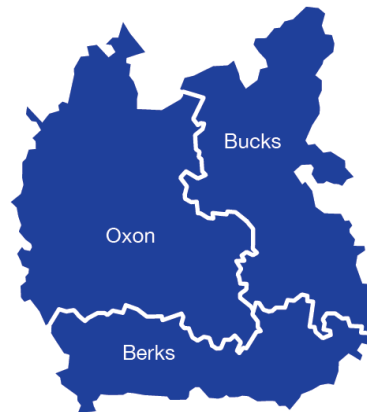


Report to the Thames Valley Police & Crime Panel

Title: Topical Issues

Date: 20 March 2020

Author: Khalid Ahmed, Scrutiny
Officer, Thames Valley Police
& Crime Panel



The length of time suspects could be bailed for is set to be trebled under government plans.

<https://www.bbc.co.uk/news/uk-51388989>

Under the proposals, officers will be told to impose bail conditions on suspects if there could be risks to victims, witnesses and the public. Time limits to keep suspects under such a restriction could be raised from 28 days to 90.

The plans would reverse changes which restricted the use of police, or pre-charge, bail in England and Wales.

Home Secretary Priti Patel has set out the proposals, which would also strengthen "release under investigation" measures to ensure suspects who are not bailed by police have their cases reviewed.

The rules on pre-charge bail were changed under Theresa May's premiership less than three years ago after concerns from some suspects - including those arrested in Operation Yewtree into historical sexual abuse - that they were being placed under bail conditions for too long.

The change prompted concerns at the number of suspects being released under investigation (RUI) without any conditions.

RUI was introduced in April 2017 in a bid to limit the time someone spends on bail to 28 days - to try to cut the number of people facing restrictions for long periods of time without being charged.

It allows suspects to leave custody after an arrest without any restrictions for an unlimited period of time while inquiries continue, rather than having to comply with bail conditions including living at a certain address, not contacting particular people, or having to regularly visit a police station.

Some 322,250 cases involved suspects being released under investigation between April 2017 and October, according to figures obtained by BBC Newsnight.

Nearly 100,000 of those cases involved suspected violent criminals and sex offenders, including people suspected of offences such as rape and murder, the figures suggested.

In April, the Centre for Women's Justice made a super complaint to the police watchdog, accusing forces of failing to use protective measures in cases of violence against women.

The plans under consultation include:

- Extending the time limit for bail from 28 days to either 60 or 90 days
- Telling police officers to use bail when there is a risk to victims, witnesses and the public
- Making sure cases where suspects are released under investigation or interviewed voluntarily are reviewed

The government said it would also give "serious consideration" to the findings of a police watchdog report on the use of bail by forces, which is expected to be published in the summer.

Police will team up Aspire Oxfordshire to stop prisoners reoffending

<https://www.heraldseries.co.uk/news/18288049.thames-valley-police-team-aspire-oxfordshire/>

Police will reduce criminals reoffending by teaming up with groups in the Thames Valley to ensure they have access to employment, housing and support. In the first of its kind for Thames Valley, a one day event is being held on March 16 to bring organisations together who can support people that will be leaving prison.

It is organised by the police and crime commissioner, Anthony Stansfeld, as well as teams from Aspire Oxfordshire and Thames Valley Partnership.

Mr Stansfeld's deputy Matthew Barber said: "Collaboration is key when it comes to reducing reoffending and we wanted to organise something which would have a positive impact for people leaving prison. "We hope to secure ambitious pledges from delegates who attend the conference promoting collaboration, inclusivity, innovation and enterprise."

It is being paid for by the Violence Reduction Unit in Thames Valley that works to reduce reoffending. Chief Executive Office of Aspire Oxfordshire, Paul Roberts, said: "We believe that, from day one, everyone in the Thames Valley leaving prison should have access to employment, housing and support. We want to encourage a community-led approach that supports and enhances the investment of public sector partners."

National Targets for Reducing Crime to be Reintroduced

<https://www.bbc.co.uk/news/uk-51645526>

Domestic abuse

<https://www.gov.uk/government/news/enhanced-domestic-abuse-bill-introduced-to-parliament>

<https://www.bbc.co.uk/news/uk-politics-51709638>

Domestic violence offenders in England and Wales could face compulsory lie-detector tests when released from prison under proposed new laws. Those deemed at high risk of re-offending will be given regular polygraph tests to find out if they have breached release conditions.

The long-awaited Domestic Violence Bill will also specify that controlling a victim's finances can count as abuse.

Alleged abusers will also be banned from cross-examining victims in court.

Lie-detector tests - which work by measuring changes in heart rate, blood pressure, respiratory rate and sweat - are not 100% accurate.

But the Home Office said it was already using the tests to monitor high-risk sex offenders and had found them to be 89% accurate.

If the Domestic Abuse Bill passes, a three-year pilot will be carried out on domestic abusers which are deemed at high-risk of causing serious harm. If successful, the scheme will be rolled out nationwide.

Around 300 offenders will take a lie detector test three months after their release and every six months after that, according to the Home Office. Those who fail the test will not be returned to prison - but they may be jailed if they refuse to take the test or attempt to "trick" it, the Home Office added. They can also be returned to prison if the tests show "their risk has escalated to level whereby they can no longer be safely managed in the community".

Information gathered from failed lie-detector tests is routinely shared with the police who use it to carry out further investigations.

Campaigners say action to help the nearly two million victims of domestic abuse in the UK each year, two thirds of whom are women, is long overdue.

There will also be a ban on perpetrators cross-examining their victims during family court proceedings and a legal duty on councils to find safe accommodation for domestic abuse victims and their children.

Charity Women's Aid said this could be a "life-saving" move, but only if it was accompanied by guaranteed funding for specialist women's services - including for "marginalised" groups in society, which it estimates will cost about £173m a year.

While welcoming many of the initiatives, children's charities warned that some families with children risked "falling through the cracks in support".

The legislation will also enshrine a new definition of domestic abuse in law that recognises economic abuse - when a perpetrator controls a victim's finances - as a specific type of the crime.

Court protection orders banning perpetrators from contacting a victim or forcing them to take part in alcohol or drug treatment programmes may also be introduced.

Support for migrant domestic abuse victims will also be reviewed, while ministers will consider what more can be done to stop the so-called "rough sex" defence being used by perpetrators in court.

Homicide rise linked to fall in police numbers, Home Office says

<https://www.bbc.co.uk/news/uk-51754289>

The fall in police numbers is "likely" to be a "contributory factor" in the rise in murder and manslaughter cases since 2014, an official study suggests.

Police numbers in England and Wales fell by 21,000 from 2010-18 - and community support officers by 6,000. And the rate of murders and manslaughters soared by 39% in the three years to March 2018.

Evidence suggests "more police officers means fewer homicides... if all else is equal", the Home Office report says. But the study also highlights increases in drugs- and terror-related cases as key reasons for the rise.

Clear-up rates for most crimes, notably robbery, have fallen sharply in England and Wales since 2014 and the 80-page report suggests the rise in homicides could also be due to violent incidents that escalate or offenders progressing from less serious crimes.

- Number of suspects charged by police hits new low
- Gang murder investigations blocked by 'wall of silence'

The report says: "There has been much speculation about the role of declining police resources in the recent rise in homicide. "Given the lack of robust UK-based studies, this review cannot add much to that debate. "However, if the elasticities from the robust US studies are transferrable to the UK context, then police numbers are likely to be a contributory factor, rather than the driving factor."

The government is promising to hire an extra 20,000 police officers by 2023, at a cost of £1.1bn. There are currently 123,171 police officers in England and Wales, down from 143,000 in 2010.

Organised criminal gangs are being blamed for the continued rise of large fly-tipping incidents across England.

<https://www.bbc.co.uk/news/uk-england-50660138>

Experts said fake companies hired out buildings to dump clients' waste, costing local authorities almost £60m in clean-up costs since 2012.

Parts of London and Manchester have been hardest hit by a growing "crisis" in illegal waste removal services.

Gangs will pose as legitimate waste disposal businesses, advertising their services on the internet for a cost, she added.

The BBC Shared Data Unit found:

- Large-scale fly-tipping - defined as tipper lorry load or more in size - has more than doubled in six years
- Last year, councils faced a £12.8m bill to clear more than 36,200 large tips
- That accounted for more than a fifth of the overall cost of clearing fly-tips

It said criminals were using lock-cutting tools to break into private land and tip vast quantities of waste that can cost hundreds of thousands of pounds to clear.

Bogus waste companies also try to rent buildings or land and dump lorry loads of rubbish.

In some instances, they go to great lengths to disguise their activities, compacting the waste into plastic wrapping, then taking it to open land and building it into haystack shapes.

The Department for Environment Food and Rural Affairs said waste crime was becoming more organised, involving "networks of career criminals", and tackling this type of illegal activity was complex.

In 2019, local authorities were given the power to issue penalties of up to £400 to householders who pass waste to an unlicensed carrier and whose waste is then found fly-tipped.

Earlier this year, Sir James Bevan, chief executive of the Environment Agency, said organised crime gangs linked to slavery, drugs and firearms were exploiting the waste industry in massive fraud and fly-tipping schemes.

The agency is responsible for clearing larger scale fly-tips on public land, though it bills the cost to the local authority.

An agency spokesman told the BBC: "Waste crime is an unacceptable blight on our environment, estimated to cost the UK economy at least £600m a year and put communities at risk.

"We are determined to bring waste criminals to justice, which is why anyone found guilty could face jail time or a hefty fine. In the last year, we closed down over 900 illegal waste sites, brought forward 113 prosecutions and launched a Joint Unit on Waste Crime to bring down the most serious and organised criminal groups."

The joint unit brings together police forces, the National Crime Agency, the Environment Agency, HMRC and Natural Resources Wales.

Police send warning to residents over 'Amazon Prime' scam

<https://www.bracknellnews.co.uk/news/18246606.police-send-warning-bracknell-wokingham-residents-amazon-prime-scam/>

Thames Valley Police record number of sex crimes against Children

<https://www.getreading.co.uk/news/reading-berkshire-news/concerning-record-number-sex-crimes-17635506>

A record number of child sex abuse crimes have been reported to Thames Valley Police.

There were 2,052 reports made to the force about sexual crimes against children in the 12 months to June 2019 – the highest number since records began in 2002. The figure has more than doubled in the last six years alone, rising by nearly 120 per cent from 952 cases in the year to June 2013. There were 1,955 such crimes recorded in the year to June 2018.

The crimes include rape, sexual assault, sexual exploitation and grooming of children under the age of 16. Four in every five victims were girls. The increase may be due to an actual rise in abuse, but it may also be linked to more victims feeling able to come forward, and better recording practices by police.

Thames Valley Police & Crime Panel Work Programme 2019/20

Date	Main Agenda Focus	Other agenda items
22 November 2019	Themed item – Increase in Crime rates and falling number of prosecutions/ Restructuring of Courts and the implications of this on the Criminal Justice System	<ul style="list-style-type: none"> • Public questions • Update on the additional funding and commitment made by the PCC from the increase in the Police Precept for Council Tax • Update on Local Policing Model • Membership of the Police and Crime Panel • Report of Complaints Sub-Committee • Chairman/PCC Updates/Topical issues • Work Programme
14 February 2020	PCC Draft Budget – To review and make recommendations on the proposed precept for 2019/20 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Public questions • Annual Assurance Report – Joint Independent Audit Committee • Performance report – Vulnerability • Complaints Reform • Chairman/PCC Updates /Topical Issues • Work Programme
20 March 2020	Themed Item: Exploitation - Preventing CSE/Modern Slavery/Forced Marriage/Hidden Harm/ FGM/ People Trafficking	<ul style="list-style-type: none"> • Public questions • Thames Valley Police and Crime Commissioner – Achievements of his period of office • Chairman PCC Updates /Topical Issues • Work Programme

Thames Valley Police & Crime Panel Work Programme 2020/21

Date	Main Agenda Focus	Other agenda items
19 June 2020	New Police and Crime Commissioner – Previous PCC's Annual Report and vision of the new PCC	<ul style="list-style-type: none"> • Election of Chairman/Appt of Vice Chairman • Public questions • A Joint Protocol for the working relationship between the Thames Valley Police and Crime Commissioner and the Thames Valley Police and Crime Panel • Community Safety Partnerships update • PCP Annual Report • Annual Review of PCP Rules of Procedure and Budget • Chairman/ PCC Updates /Topical Issues • Work Programme
4 September 2020	Themed Item - Rural Crime	<ul style="list-style-type: none"> • Public questions • Annual Assurance Report – Joint Independent Audit Committee • Update on Recruitment and Retention within Thames Valley Police • Performance Reports – Serious Organised Crime and Terrorism • Performance Report – Police Ethics and Reform • Update on Local Policing Model • Chairman/PCC Updates/Topical Issues • Work Programme
20 November 2020	<ul style="list-style-type: none"> • Themed item – Property/Assets – Looking at shared facilities between TVP and other “blue light” emergency services 	<ul style="list-style-type: none"> • Performance – Prevention and Early intervention • Complaints Integrity and Ethics Annual Assurance Report • Update on the work and structure of the Thames Valley Road Safety Working Group/Safer Road Stra • Public questions

Date	Main Agenda Focus	Other agenda items
		<ul style="list-style-type: none"> • Chairman/PCC Updates/Topical issues • Work Programme
29 January 2021	PCC Draft Budget – To review and make recommendations on the proposed precept for 2012/21 and to receive a report from the Budget Task and Finish Group	<ul style="list-style-type: none"> • Public questions • Annual Assurance Report – Joint Independent Audit Committee • Complaints Integrity and Ethics Annual Assurance Report • Performance report – Vulnerability • Chairman/PCC Updates /Topical Issues • Work Programme
16 April 2021	Themed Item – To be confirmed	<ul style="list-style-type: none"> • Performance Reports - Reducing Reoffending , Prevention and Early Intervention • Public questions • Chairman/PCC Updates /Topical Issues • Work Programme

Possible items

Progress on Violence Reduction Unit

This page is intentionally left blank