

For Information	
Public	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	6 November 2019
Report of:	Chief Constable of Nottinghamshire Police
Report Author:	D/Supt Austin Fuller
E-mail:	
Other Contacts:	
Agenda Item:	4

*If Non Public, please state under which category number from the guidance in the space provided.

Tackling Modern Slavery & Human Trafficking in Nottinghamshire

1. Purpose of the Report

- 1.1 To provide an overview of Nottinghamshire Police's approach to tackling Modern Slavery and Human Trafficking in the county, and specifically to update progress in delivering the recommendations of HMICFRS as set out in their report, "Stolen Freedom, The Policing Response to Modern Slavery and Human Trafficking" (2017)

2. Recommendations

- 2.1 It is recommended that the panel note the content of this report.

3. Reasons for Recommendations

- 3.1 To ensure that the Commissioner, partners and the wider public are aware of the force's strategic and tactical response to tackling slavery and human trafficking.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 The National Context

- 4.1.1. It is estimated there are 15,000 victims of slavery in the UK and that Modern Slavery and Human Trafficking (MSHT) affects nearly 46 million people globally. The NCA now assess MSHT to be the second largest organised crime industry in the world. Prime Minister, Theresa May, describes it as, "the greatest human rights issue of our time". HM Government have invested considerable energy in tackling this crime, including amongst many initiatives the introduction of new legislation and powers, appointing an Anti-Slavery Commissioner, establishing the National Referral Mechanism and a 24/7 helpline, funding the Transformation Unit and the wide scale mobilisation of partners.
- 4.1.2. Despite this level of governmental focus and scrutiny MSHT remains largely a clandestine or 'unseen' crime and there is significant underreporting nationally

although this is improving and we are witnessing a rise in NRM reports and Modern Slavery Helpdesk referrals. Historically victims were reluctant or unable to self-refer and there was limited community intelligence, reflecting perhaps public indifference to this crime type, however with successful convictions and the positive publicity this has led to more confidence with victims and more awareness within the community in general leading to increased reporting.

4.2 The Local Context

4.21. Nottinghamshire Police continue to receive MSHT referrals from a range of sources, including calls for service, National Referral Mechanism (NRM), conventional intelligence, Crimestoppers, Modern Slavery Helpline, Duty to Notify forms, Suspicious Activity Reports (SARs). Each is subject to an established triage process and safeguarding assessment.

4.2.2 Year to date 1/04/2019 to 30/09/2019 Nottinghamshire Police managed 46 victims of MSHT crime and 67 NRM referrals were made. Appendix A provides further details for both recorded crime and NRM referrals.

4.2.3 The county of origin for victims varies, but there has been a rise in the number of British victims in line with county lines and better understanding of this element of MSHT criminality. We continue to see victims from Romania, Poland, Vietnam and Albania as well as NRM referrals for victims originating in Africa and offended against during their journey to the UK, often in Libya.

4.2.4 A number of potential victims encountered by the Police or other agencies disclosed offending outside of the UK and bi-lateral agreements (JITs) with source countries are becoming increasingly necessary to progress investigations. Many victims are vulnerable and have complex on-going needs that place extra demands on resources i.e., asylum claims, recourse to public funds, fractured family units, repatriation, threats to life both in the UK and overseas.

4.2.5 The force currently manages seven organised crime groups linked to MSHT

4.3 Progress in Delivering HMICFRS Recommendations

4.3.1. In 2017 HMICFRS published its response following a wide ranging inspection into UK's policing of MSHT. Their report, entitled "Stolen Freedom, The Policing Response to Modern Slavery and Human Trafficking", made a number of recommendations for all law enforcement agencies that fall broadly into 7 categories.

4.3.2. Nottinghamshire Police's progress against each is summarised below:

4.3.3. Leadership

- Regional Strategic Governance Group lead by an ACC with overarching strategic action plan
- Lead Officer in Nottinghamshire at Superintendent rank with responsibility for local delivery and performance.
- Set as control strategy in 2019/20
- Set as strategic priority under the 'Protecting People from Harm' theme in the Police and Crime Plan 2018 – 2021
- Police and Crime Commissioner is signposted to the National Anti-Trafficking & Modern Slavery Network (NATMSN).
- Dedicated police team sat within the Investigations and Operation Support Directorate with specially trained officers / staff and embedded partnership / safeguarding arrangements. Chief Constable is committed to continued investment in this area of work and four new officers and two civilian investigators will arrive in the team over the next three months. The team will also incorporate a county lines investigation team due to the increase in demand of this crime type following national links between trafficking and county lines and continued investment in this area.
- There is now an established Anti-Slavery Partnership led by local authority Chief Executive with a pledge to make Nottingham and Nottinghamshire slavery free with renewed vigour and emphasis on information sharing and partnership working.

4.3.4. Intelligence

- Triage process managed by MSHT team to ensure source referrals are captured and assessed
- National / regional data returns and threats assessments shared across partnerships
- Local threat assessment undertaken annually using MoRILE
- Processes in place to identify, map and manage MSHT organised crime groups
- Information sharing agreements in place across key partnerships
- Regular media communications to build community awareness and increase reporting e.g., Operation Aidant, county lines intensification week promoting successful prosecutions
- On-going awareness training to partners, service providers and NGOs
- Proactive intelligence gathering operations undertaken jointly with partners e.g., car washed, sex industry, nail bars
- Maximising compliance with NRM standards and Duty to Notify across agencies
- Established and effective links to Government Agency Intelligence Network (GAIN)
- Focused effort on recruitment and use of open source networks

4.3.5. Victim Identification and Initial Response

- All first responder agencies across Nottinghamshire have received additional training in MSHT, including Police, Fire, NHS, Local Authorities, Trading Standards.
- Awareness training delivered to other key agencies, both public, private and 3rd Sector e.g., MASH, Adult / Child safeguarding, Probation, High street banks, Unions, Social Care, Safeguarding Champions
- Force has adopted the Human Trafficking Foundation's, 'The Slavery and Trafficking Survivor Standards'
- Joint working with University of Nottingham to understand survivor journeys including student attachments working with the MSHT team.
- Recent regional adoption of Barnardo's Independent Child Trafficking Advocates
- Nottingham City Council 12 month accommodation pilot (awaiting funding for extension).
- Specialist trained officers in interviewing vulnerable victims
- Continued engagement with CPS around victimless prosecutions

4.3.6 Crime Recording

- MSHT triage all reports and referrals to ensure compliance with National Crime Recording Standards (NCRS)
- Internal audit in 2018 found 100% compliance

4.3.7 Investigation

- Call Handlers and Help Desk staff have received training and can access guidance to identify incidents of MSHT
- Front line officers have access to MSHT booklet and electronic guidance via Optik interface
- Training provided across all agencies on NRM and Duty of Notify.
- Nationally accredited specialist training provided to all MSHT team investigators
- Joint Investigation Teams being utilised through Eurojust i.e., recently with Nottinghamshire and Romanian investigators / prosecutors with OP Falsetto.
- Maximising use of Interpol and European law enforcement tools
- Financial investigators now routinely allocated to MSHT enquiries
- Established partnership network ensures early exchange of information and mutual support
- The force has, pro-rata, achieved high levels of successful MSHT prosecutions nationally

4.3.8 Learning

- E learning and classroom training delivered across force, including to new recruits. New College of Policing material to be made available during 2019
- Numerous training events and deliveries across full range of partners delivered by both Police and Hope for Justice
- Training materials / information available across numerous websites, including POLKA
- Access to expertise and tactical advice through Modern Slavery Transformation Units
- Attendance at relevant CPD events annually

4.3.9. **Prevention**

- Force is working collaboratively with other agencies, such as the GLAA, in areas that are traditionally linked to MSHT i.e., The Responsible Car Wash Scheme
- Force continues to look for opportunities to use Slavery Trafficking Prevention Orders for offences committed under the Modern Slavery Act 2015
- Force is now focused on working with other agencies to secure Slavery and Trafficking Restriction Orders (pre-conviction) for organised CSE offenders and those involved in the criminal exploitation of young persons and vulnerable adults (County Lines)
- Work with universities and immigration of the student visa process, which can be abused to facilitate the movement of potential victims into Nottinghamshire, particularly from Vietnam and China
- Promote the Modern Slavery Transparency Statement across all business and public sector partners in Nottinghamshire
- Joint working with prostitution outreach workers

4.4. **The Future**

4.4.1 Nottinghamshire Police remains committed to working with law enforcement colleagues and the Anti-Slavery Partnership to tackle all forms of slavery and trafficking in the county. Future plans include:

- Continue investment in the MSHT Team in both personnel and training
- Increased awareness training with a focus in 2019 on the private business sector
- On-going promotion of Responsible Car Wash Scheme and similar prevention initiatives
- Continued development of a MARAC style structure to manage both victims and offenders – with a view to extend to the County conurbation as well as the active City meeting.

- Further promotion of issues across communities to encourage reporting and greater intelligence
- Increase the number of Joint Investigation Teams to tackle crime groups globally that have links to Nottinghamshire
- Work with partners to increase availability of emergency and longer term accommodation for victims
- Ongoing independent review of Modern Slavery Act 2015

4.5 **Future Challenges**

4.5.1 Potential risks to the effective future policing MSHT include:

- Brexit – loss of European investigation arrangements / changing profile of criminality i.e., exploitation of more UK citizens
- Red Cross 'Your Space' project, previously providing pre-NRM emergency accommodation and support in Nottinghamshire and Derbyshire is currently postponed due to funding and there is no alternative provision at this time.
- Potential for increasing numbers of falsified NRM referrals made by asylum seekers to strengthen claims of legitimacy
- Growth in 'County Lines' criminal exploitation and understanding
- Capacity to cope with emergency 'bed space' and accommodation needs
- Capacity and capability of the National Referral Mechanism – under review
- Lack of understanding of Roma community and barriers to communication.
- Indifference of some sections of society

4.6 **Conclusions**

4.6.1 Nottinghamshire Police have made good progress with the modern slavery agenda leading the way nationally with convictions at court which have had a strong positive impact on community confidence. Strong collaboration with local partners has allowed for a more informed understanding of the threat and provided an enhanced capability to support local investigations and prevention strategies.

4.6.2 The actual number of victims encountered remains low in relative terms when compared with crime types of similar severity. However, the needs of victims remain challenging and investigations into this organised criminality remains complex, often requiring overseas travel and negotiations with international law enforcement partners

4.6.3 Nottinghamshire Police are meeting the recommendations from HMICFRS' 2017 report, but acknowledge that they need to continually adapt to the changes and complexities of investigating MSHT and supporting vulnerable victims.

4.6.4 The emerging threat of County Lines will impact on force resources as these remain complex victimless investigations; there are additional risks with migrating victims and lack of knowledge of potential victims living on patch.

5 Financial Implications and Budget Provision

5.1 There are no financial implications arising from this report

6 Human Resources Implications

6.1 There are no HR implications arising from this report

7 Equality Implications

7.1 There are no equality implications arising from this report

8 Risk Management

8.1 There are no risk management implications arising from this report

9 Policy Implications and links to the Police and Crime Plan Priorities

9.1 Protecting People from harm – Tackling Modern Slavery

10 Changes in Legislation or other Legal Considerations

10.1 There are no legislative implications arising from this report

11 Details of outcome of consultation

11.1

12. Appendices

12.1 Modern Slavery Summary



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Modern Slavery Summary

01/04/2019 – 30/09/2019

Yearly Summary for 2018/2019

Produced by Samantha Clarke

Commissioned by Supt Fuller

Date: 15/10/2019



Overview of Modern Slavery Crimes in Nottinghamshire in 2019



This data covers the period 01 April 2019-30 September 2019

Crimes by Exploitation Type

There are 46 crimes recorded



16



8



21*



1

*Linked to County Lines & Cuckooing

12

There were 51 crimes recorded for the whole of 2018/2019



Countries of Origin for Victims

Albania Botswana Bulgaria Pakistan Poland Romania **UK** Vietnam

The UK continues to be the originating country for the highest volume of victims.

It is notable that although there is an increase in NRM for victims originating in Africa, these do not translate to crime figures now that N200 codes have been introduced to manage NRM referrals.

Victims
Over 18

23

Victims
Under 18

23



Gender of victims

28 Males

18 Females

Gender of suspects /offenders

12 Males

1 Female



Summary



1 of the offences involved a male who had fallen prey to Albanian debt collectors who have made threats on his life



There has been an increase in victims from the UK. Three of the offences are historical in the nature and involve trafficking of children by their parents.



More individuals are being linked to County Lines and Cuckooing. This is responsible for the shift in victim demographics from previous years



The Domestic Servitude offence occurred within a family setting.

There were two criminal exploitation offences that were linked to cuckooing. Both are vulnerable through their own drug use and one was a female who is also vulnerable through disability. They are being assisted by partner agencies

Overview of Modern Slavery NRM in Nottinghamshire in 2019



This data covers the period 01 April 2019-30 September 2019

There have been 67 referrals in the reporting period of which 17 were reporting exploitation overseas and 8 were reporting exploitation outside of Nottinghamshire. 3 involved cross border offending with Derbyshire and Lincolnshire. 1 has a positive conclusive decision, 38 have positive reasonable grounds, with 4 having negative decisions and 24 have a status of unknown.

Number of referrals into the NRM by Exploitation type*.

*There is not enough data to categorise 2 of the referrals



18



19



25



2

There was 1 NRM for trafficking



Countries of origin for NRM victims

Afghanistan	Albania	Botswana	Brazil	Cameroon	China	Eritrea
Ethiopia	India	Iran	Iraq	Libya	Nigeria	Pakistan
Somalia	Sudan	UK	Vietnam	Zambia	Zimbabwe	Poland Romania

UK citizens make up the largest volume of victims; this is mainly due to criminal exploitation linked to County Lines

Recommendations

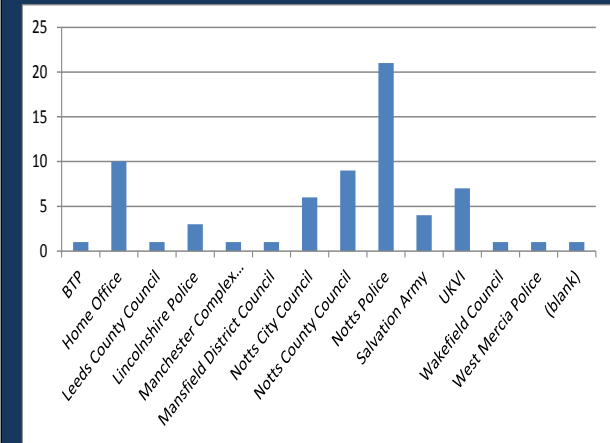
- Referrals linked to County Lines continue to increase leading to higher figures in NRM for those aged 18 and under. The process for managing risks in this area should be reviewed to ensure they are fit for purpose.
- Monitor to establish if there is a correlation between seasonal trends or global events with regards to countries of origin.

Victim Gender

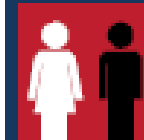
36 Males
31 Females



Referrals by Agency



19 years + NRM Referrals	18 and Under NRM Referrals
32	35



2 - 69 Age range of Victims

Youngest is part of a family referral and is not being explicitly exploited.

Yearly Overview of Modern Slavery Crimes in Nottinghamshire



This data covers the period 01 April 2018-31 March 2019

Crimes by Exploitation Type

There were 51 crimes recorded



22



10



6



12

Unknown

1



Countries of Origin for Victims

Albania	Algeria	Botswana	China	Czech Republic	Ethiopia
India	Iran	Jamaica	Libya	Lithuania	Nigeria
Pakistan	Poland	Romania	Sudan	UK	Vietnam

Romania remains the country with the highest originating country for victims

Victims
Over 18

45



Victims
Under 18

6

Gender of victims

26 Males
25 Females

Gender of offenders

25 Males
20 Females
4 Unknown



Summary



Of the Forced Labour Offences, 2 occurred out of the force area.



Of the Sexual Exploitation Offences, 2 occurred overseas and 3 occurred out of the force area.



Of the Criminal Exploitation Offences, 1 occurred overseas 3 are linked to County Lines



Of the Domestic Servitude Offences 1 occurred out of the force area.

Two of the criminal and 1 of the domestic offences also had a secondary sexual exploitation type

Yearly Overview of Modern Slavery NRM in Nottinghamshire



This data covers the period 01 April 2018-31 March 2019

There have been 70 referrals in the reporting period of which 31 were reporting exploitation overseas and 12 were reporting exploitation outside of Nottinghamshire. The rest have a Nottingham footprint. 29 have positive reasonable grounds at present, 7 have a positive conclusive grounds decision, 3 have negative conclusive grounds and 31 are unknown as yet.

*Number of Referrals into the NRM by Exploitation Type.

*There is not enough data to categorise 3 of the referrals



33



17



9



8



Countries of origin for NRM victims

Albania	Algeria	Belgium	Botswana	China	Czech Republic
Eritrea	Ethiopia	Gambia	India	Iran	Iraq
Kenya	Malawi	Nigeria	Pakistan	Poland	Romania
Saudi Arabia	Sudan	Syria	UK	Vietnam	

Romania is the highest originating country for the majority of victims, with 16 originating there.

Intelligence Gaps & Recommendations

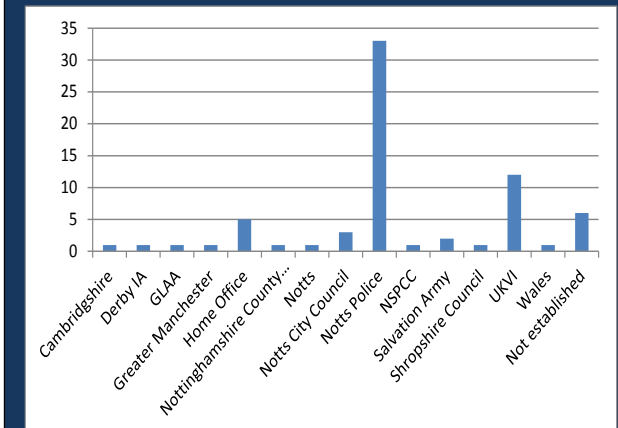
- To improve the intelligence picture in relation to County Lines as this area has seen the largest increase in numbers.
- To establish if there is a correlation between seasonal trends or global events with regards to countries of origin.

Victim Gender

32 Males
38 Females



Referrals by Agency

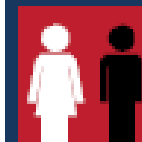


Over 18
NRM Referrals

52

Under 18
NRM Referrals

18



7-58

Age range of
Victims