

Royal Borough of Greenwich  
**COMBATting MODERN  
SLAVERY AND HUMAN  
TRAFFICKING PLAN**

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2025 to 2029



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# FOREWORD

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Slavery is one of the oldest and cruellest forms of exploitation in human history. Although abolished in the UK in 1807, and the slave trade in 1933, slavery and human trafficking has not been consigned to the history books. The International Labour Organisation estimates that there are more than 40 million victims of slavery worldwide and the Global Slavery Index estimates that there are over 136,000 modern slavery victims in the UK.

The Modern Slavery Act 2015 granted greater powers to local authorities to combat these heinous crimes. Over the past ten years, the Royal Borough of Greenwich has led the way in identifying victims and ensuring the persecutions of perpetrators. The first conviction under this act in the UK for a case of domestic servitude occurred in Royal Greenwich in 2016 after the local community raised the alarm to police and the council.

Since that case, council staff and our partners have successfully identified numerous victims and ensured that they receive the necessary assistance. However, as our understanding has grown—both locally and across the country—so too has the number of individuals being exploited through modern slavery.

Therefore, we must increase our efforts to make sure everyone in Greenwich is safer, and feels safer. This plan sets out our evidence-based and partnership-based approach. Our key priorities are to:

- 1. prevent individuals from being exploited and re-victimised**
- 2. improve victim protection by enhancing identification**
- 3. support victims**
- 4. increase prosecutions of perpetrators.**



**Councillor Rachel Taggart-Ryan,**  
Cabinet Member for Community  
Safety and Enforcement

# MISSION STATEMENT

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The Royal Borough of Greenwich is committed to combatting all forms of modern slavery and human trafficking within the borough.

This plan will form the basis of our partnership working with the aim to prevent individuals from falling into these forms of exploitation, increase the identification of and removal of victims from modern slavery, supporting victims' recovery, and ensuring the prosecution of perpetrators.

The strategy supports the following missions of the Our Greenwich plan:

**Mission 2:** People will not experience discrimination.

People in Royal Greenwich feel it is a more welcoming and inclusive in place.

**Mission 5:** Everyone in Greenwich is safer, and feels safer.

Adults, children and young people are less at risk of violence and exploitation, and victims of crime are better supported.

**Mission 15:** Our Council is better at listening to communities, and communities feel they are heard.

Our council is better at understanding the priorities and challenges that Royal Greenwich faces.



# WHAT IS MODERN SLAVERY?

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Modern Slavery encompasses human trafficking and slavery, servitude and forced or compulsory labour. It can take many forms, such as, sexual exploitation, forced labour, slavery, servitude, debt bondage, forced criminality and removal of organs. It is defined as the illegal exploitation of people for personal or commercial gain.

Human trafficking is the recruitment, transportation, transfer, harbouring, or receipt of people through force, fraud, coercion, or deception, with the aim of exploiting them for profit. In many cases this can include false promises of jobs, education, romantic relationships, or an escape of their current situation for a “better life.”

The movement could be international but also within the country, from one city to another or even just a few streets. A person is a victim of human trafficking even if they have not yet been exploited but have been moved for the purposes of exploitation. Some people may not be victims of human trafficking but still victims of modern slavery if they have

been subject to slavery, servitude and forced or compulsory labour.

Anyone can be an exploiter, and in most cases money, greed and power are the drivers. However, there are also cases where people become exploiters to avoid abuse because they are being exploited themselves. Exploiters may act alone, or be part of an organised crime gang, and businesses can also exploit individuals.

The Equality and Human Rights Commission provides the following definitions:

- Slavery is when someone owns you, like a piece of property.
- Servitude is similar to slavery – you might live on the person’s premises, work for them and be unable to leave, but they do not own you.
- Forced labour means you are forced to do work that you have not agreed to, under the threat of punishment.



# TYPES OF EXPLOITATION

## SEXUAL EXPLOITATION AND ABUSE

Forced prostitution, working in brothels, online streaming, producing, and/or sharing images and videos of sexual abuse.

## CRIMINAL EXPLOITATION

Forced to commit crime, theft, shoplifting, drug dealing and drug trafficking (including running county lines), cannabis cultivation, and other similar activities.

## FINANCIAL EXPLOITATION

Fraudulent use of a victim's identity to claim benefits that are then taken by the abuser or the abuser taking out credit cards and loans in their names.

## DOMESTIC SERVITUDE

Usually private households, domestic chores, and childcare, with little or no pay, long hours, poor conditions, no privacy, often trapped in a property, unable to leave.

## FORCED LABOUR

Forced to work long hours, poor/unsafe conditions, freedom heavily restricted or removed, little or no pay, can happen in various industries.

## OTHER

Forced begging, forced marriage (for the purpose of modern slavery), organ harvesting, illegal adoption, forced surrogacy.



# UNDERSTANDING VICTIMS OF MODERN SLAVERY AND HUMAN TRAFFICKING

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The drivers of modern slavery nationally and in Royal Greenwich are rooted in a mix of socioeconomic disparities, demographic vulnerabilities, and criminal activities. As a result, professionals need to be alert to the indicators of modern slavery and human trafficking, sensitive to the circumstances of victims and thorough in their investigations.

By its nature, it involves isolation and control of the victims. Victims can remain hidden and excluded from society for years. If they are permitted to leave premises, offenders may accompany them at all times. Even victims who have some freedom of movement, or those who escape captivity, can be reluctant to seek help from the authorities.

It can also be useful when thinking about the power dynamics between exploiters and victim-survivors and ensuring this is not replicated by agencies who are trying to help. When working with survivors of any form of abuse, it is important to keep in mind the whole picture and recognise that minoritised groups may face additional barriers. Poverty, abuse, and conflict can make people more vulnerable to being controlled as these factors may lead to precarious journeys, people seeking asylum, homelessness, substance misuse, domestic abuse, and mental ill-health. Ethnicity, gender, disability, or sexual orientation can make it harder to leave a situation of exploitation due to the fear of stigma and the response they may receive.

Seeing someone as a whole person and responding to their diverse and individual needs is paramount, and responses should see victims as a whole person, rather than solely as a victim-survivor of exploitation.

Reasons for this reluctance may include:

- threats made to the victim or their family (in this country or abroad)
- concerns about immigration status
- a perception that the individual's current circumstances, for example in labour exploitation, are better than those which would be encountered in his or her home country in the event of deportation
- myths spread about the action that authorities may take, or wariness of authorities based on the victim's previous experiences in his or her home country
- language or cultural barriers, including a lack of understanding of how authorities can help
- other vulnerabilities, such as age, drug or alcohol dependency, or learning difficulties, which can make a victim more prone to exploitation but less able to seek help
- loyalty and attachment to, or emotional or material dependency on, the offender
- lack of self-identification as a victim, despite the level of exploitation involved.

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The disclosure of trafficking and exploitation can be extremely difficult for victims and there could be a risk of re-traumatisation if survivors are pressed to provide their accounts too quickly. The profound psychological impact of their exploitation means that victims are likely to require a trauma-informed response. They may also suffer shame around what they have experienced and fear reprisals from the perpetrators.

Victims of trafficking may also be unaware that they are the victims of modern slavery or trafficking and so do not come forward with their experiences until it's identified by first responders or other support organisations. It is often the case that victims hear about the term 'trafficking' for the first time while speaking with a support organisation, and

they may need some time to process and contextualise this information before coming to terms with the fact that their experience is exploitation.

In addition, a lack of access to interpreters can lead to missed opportunities in picking up a victim's trafficking indicators and be detrimental to an effective referral into the National Referral Mechanism (NRM). Problems can include a lack of availability of interpreters, an assumption of professionals that interpreters are not needed, and victims then not being given the option of using an interpreter. Victims are likely to hold many fears following their trafficking experience and may be wary of people speaking their language in case the interpreter may somehow know the traffickers.



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Modern slavery may cross over with other forms of abuse such as Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE), and more generically Violence against Women and Girls (VAWG). This should be considered when thinking about the support options available for survivors, and especially in relation to safeguarding children. It can also be useful when thinking about the power dynamics between exploiters and victim-survivors, and ensuring this is not replicated by agencies who are trying to help.

## Exploitation and young people

Criminal exploitation is the most identified type of modern slavery apparent in Royal Greenwich, which is followed by sexual exploitation and then forced labour. The people who are identified as victims of criminal exploitation are predominately UK nationals, and often young people under the age of 18.

Criminal exploitation involves the grooming and manipulation of children and adults by offenders to commit crimes. This includes county lines activity, in which individuals are trafficked to other regions to supply and distribute drugs. Those involved in county lines operations may also be considered victims of modern slavery, given the methods of recruitment, coercion, and threats used to control them.

The Royal Borough of Greenwich has experienced a notable level of serious violence associated with individuals engaged in such activities. High-level perpetrators operate organised criminal networks, employing a business model that deliberately targets and exploits young people and vulnerable adults.



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Due to the levels of violence involved there are overlaps with the work the council and partners are undertaking to address serious violence, including:

1. preventing young people from being drawn into violence or exploitation as either victims or perpetrators
2. supporting young people already involved in violence or exploitation to sustain positive behaviour
3. preventing and stopping violence and exploitation through disruption and enforcement
4. safeguarding locations where the risk of violence or exploitation is higher, by working with communities and partners to address concerns
5. engaging with communities to build confidence, resilience and trust in services ability and commitment to respond to community concerns
6. addressing inequality and ensuring fair access to culturally relevant support and services
7. ensuring the use of services appropriate to victims' needs and that front line staff are confident to identify and support victims, including use of referral pathways to enable victims to benefit from specialist services.

In the UK, young girls face increasing risks of sexual exploitation, often intertwined with modern slavery and human trafficking. Many are groomed, coerced, or manipulated into abusive situations, with the majority of victims aged 15 to 17. Despite growing awareness, the issue remains hidden due to fear, silence, and misidentification; some professionals still mistake signs of exploitation for bad behaviour or teenage rebellion. Recent data shows that sexual exploitation is now the most common abuse type among female victims of modern slavery, prompting urgent calls for stronger protections, better training, and more integrated support systems.



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## **SOCIO-ECONOMIC INEQUALITY**

Poverty and unstable employment make people more susceptible to exploitation by traffickers, who can often coerce victims with false promises of employment or a better life. Perpetrators also exploit vulnerabilities with the victim's mental health, substance use, or lack of housing options.

## **VULNERABLE POPULATIONS**

Some minoritised populations often lack knowledge and access to support services, making them more vulnerable to exploitation. This could include migrants and asylum seekers, those with learning disabilities, or who do not speak English as a first language.

## **LACK OF AWARENESS**

Limited understanding of modern slavery in the community allows exploitation to go unnoticed.

## **HOUSING CHALLENGES**

High demand for affordable housing leads to exploitation in overcrowded or substandard living conditions.

## Case study: Modern Slavery in Greenwich/Bexley — The exploitation of a live-in childminder

In a disturbing example of domestic servitude, a 29-year-old woman from Nigeria was trafficked to the UK by a Greenwich GP and her husband, a nurse working for the NHS. The couple, living in Erith, had promised employment as a live-in childminder and a monthly salary of £500, however, when she arrived, she was subjected to exploitative working and living conditions.

Over the span of two years, she was paid only £350 and endured relentless working

hours without a single day off. When she raised concerns about her treatment, she faced harsher conditions, including restricted access to basic amenities and further isolation. Her physical and mental health deteriorated, and she eventually escaped with help from a family friend.

Following an investigation by the Metropolitan Police's modern slavery unit, both individuals responsible were convicted of trafficking for the purpose of exploitation and sentenced to prison.



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## Case study of the human trafficking of a young male

A 15-year-old male from Greenwich became impressed with an older male aged 17. He looked up to him and thought he was cool. The 17-year-old was nice to him, buying him food and paying for items. The victim discovered he dealt drugs, and he started to use himself, after being given drugs for free. The suspect introduced him to another older male age 23.

Both suspects then began to put pressure on the victim to start selling drugs for them. When he refused, he was held by his throat and threatened. When he kept refusing, the suspects started befriending his 13-year-old little brother and started taking him out locations and paying for food.

The victim knew what was expected and what would happen to his younger brother. Due to this, the victim felt pressured to deal for the suspect. He felt he did not have a choice. He was made to store knives and go to various locations to deal drugs. This was also happening to his other friends, who were also much younger than the suspects. He was aware that physical violence was taking place.

Eventually the victim was stopped, searched, and arrested for having a knife on his person and a quantity of drugs. He was

interviewed however did not say anything. Upon release, the suspects stated that he owed him a debt for the drug seized. The victim was scared and went missing, hiding from the suspects. The suspects found out where he was staying and tried unsuccessfully to kick the door in.

During this time, his friends and family were threatened by both suspects. The victim returned to the exploiters out of fear and continued to deal for them.

Months later the victim was arrested once again for drug possession and a robbery, and this time the truth came out to police. Upon investigating it became known that several young persons had suffered at the hands of the same suspects. A lengthy investigation ensued and the victim, his family and associates were safeguarded by different measures by all authorities concerned. The victim and his family were moved out of the area.

No child wanted to proceed with a criminal charge against the suspects or give evidence out of fear. The child exploitation team obtained a slavery and trafficking risk court order on both suspects, stopping all contact with the victim/ associates. No further contact was ever made.

# THE NATIONAL AND LOCAL PICTURE

Government data from the National Referral Mechanism has highlighted that 2024 was a record year for the number of referrals to both the National Referral Mechanism (NRM) and Duty to Notify (DtN) process.

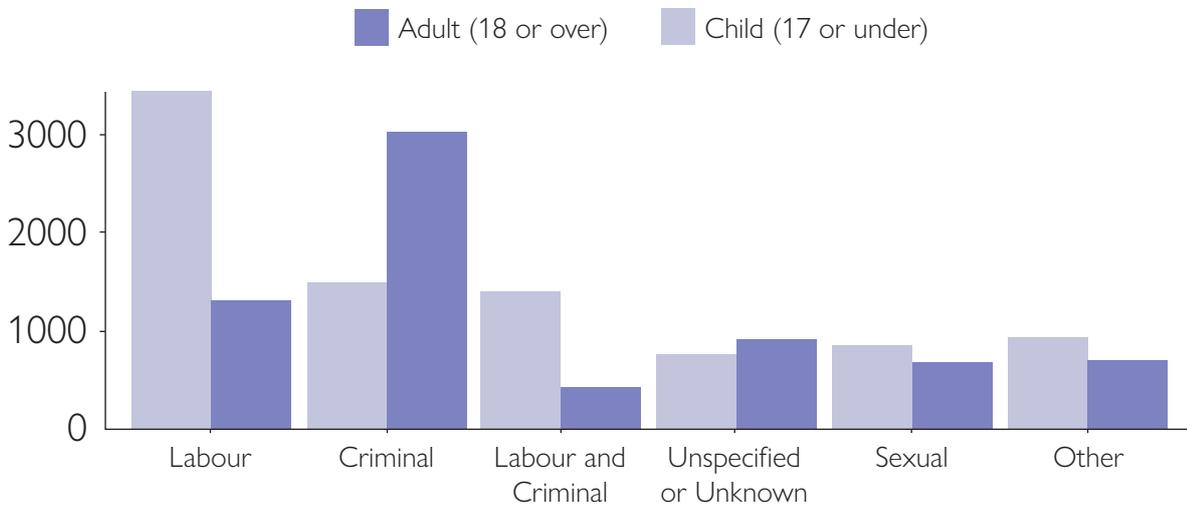
2023 NRM referrals	2024 NRM referrals	
16,990	19,125	13% increase
2023 DtN referrals	2024 DtN referrals	
4,929	5,598	14% increase

Most referred nationalities	2023 Total	2024 Total	Percentage change
UK nationals	4,287	4,411	4% increase
Albanian	4,055	2,492	39% decrease <sup>1</sup>
Vietnamese	988	2,153	118% increase
Eritrean	897	1,702	90% increase
Sudanese	940	1,175	25% increase

In both 2023 and 2024, the most common type of referral for UK nationals were male children who reported criminal exploitation, with 2,090 referrals made for this group in 2024, slightly less than 2,112 in 2023.

<sup>1</sup> Despite a large fall in the number of referrals for Albanians in 2024, the total number of NRM referrals has increased by 2,135 from 2023 to 2024. This is due to large increases in the numbers of referrals for Vietnamese, Sudanese, and Eritrean nationals, particularly in the latter quarters of 2024.

The graph below highlights the most common types of exploitation identified across the UK 2022:



This year saw the largest number of referrals for female children reporting sexual exploitation since the NRM began, increasing by 19% from 356 in 2023 to 423 in 2024. This group also overtook the adult males referred for criminal exploitation, to become the second most common type of referral for UK nationals in 2024.

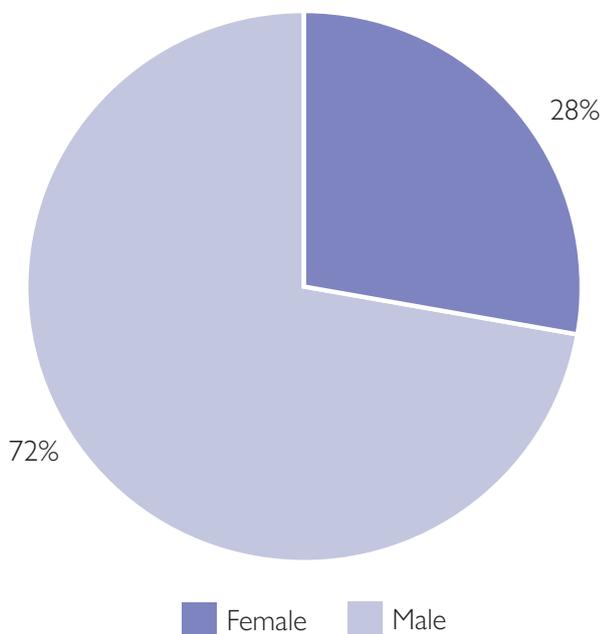
### Greenwich data

Recent local data has been exceedingly difficult to capture, as the Home Office no longer provides a detailed database, and referrals to the NRM are undertaken by first responders to a national online system. However, utilising a previous data set from a project undertaken by Stop the Traffick, which incorporated NRM and police data was able provide us a picture of Greenwich cases between 2022/23 to 2023/24.



### Greenwich Modern Slavery NRM's by Offence Category

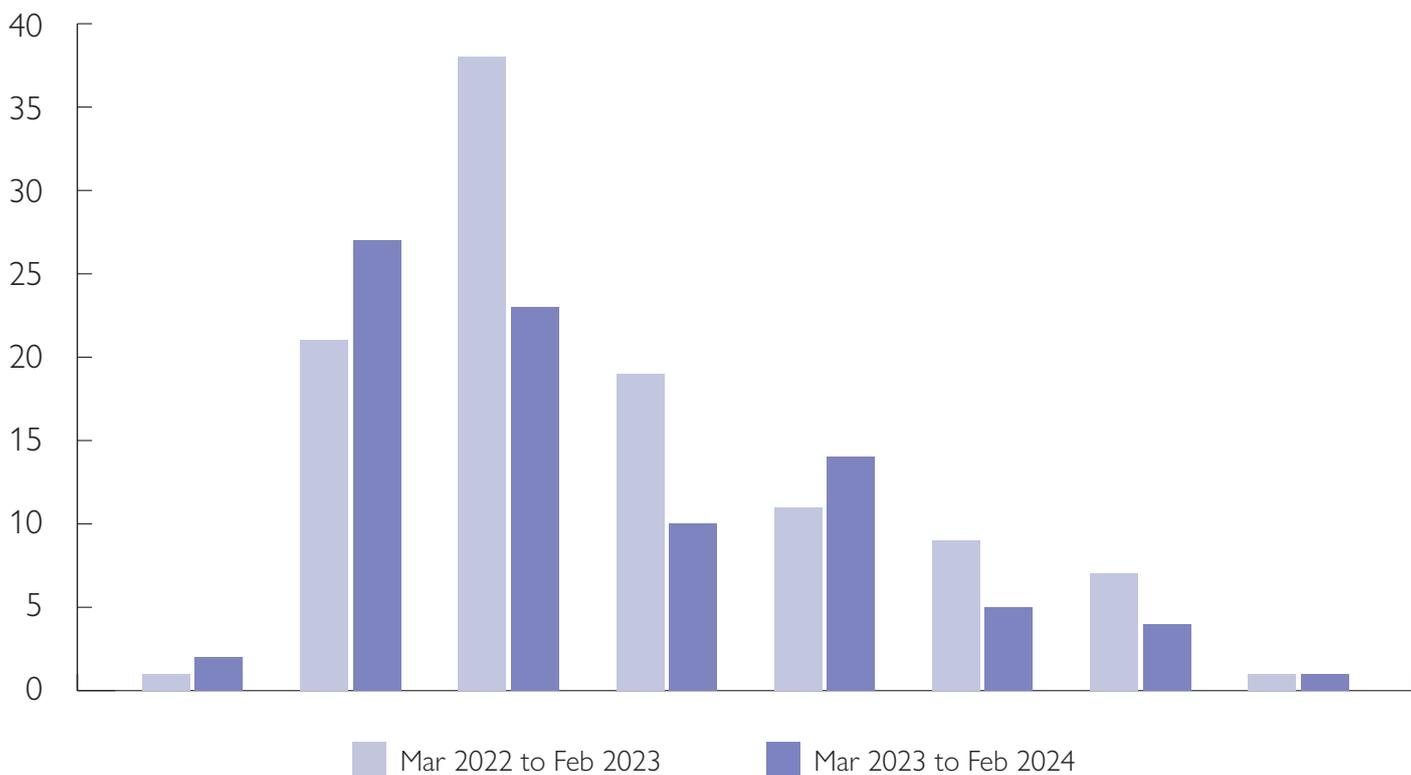
2022/23 to 2023/24



Royal Borough of Greenwich referrals into the NRM highlights that the dominant modern slavery strand identified in the borough is criminal exploitation (including child criminal exploitation) which are mostly in relation to young people and county lines. However, we have also identified other strands of modern slavery including sexual exploitation and labour exploitation.

Police data has provided a profile of Royal Greenwich victims. **72%** of victims identified were male and **26%** female and the predominant age range is between **11 and 30**.

### Greenwich Modern Slavery - Victims Age Group



# OUR STRATEGIC PRIORITIES 2025 TO 2029

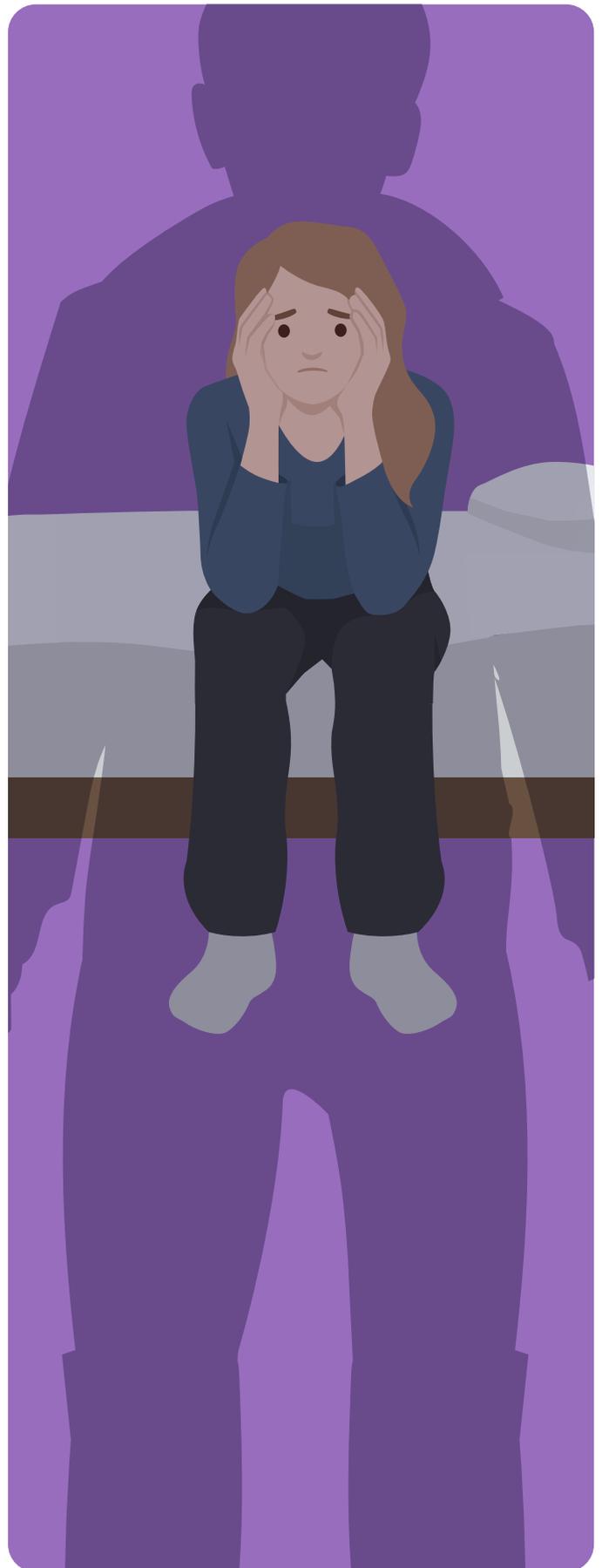
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The actions set out in this plan build on and adapts the framework that has already been successfully implemented in the borough.

The plan aligns closely with the UK's broader strategic framework for combating modern slavery, particularly the Independent Anti-Slavery Commissioner's Strategic Plan 2024 to 2026, and will focus on:

- **preventing exploitation**
- **identifying victims**
- **supporting victims**
- **bringing perpetrators to justice.**

The Royal Borough of Greenwich recognises that these actions can only be achieved through all partners working together in a coordinated and strategic manner. The crime of modern slavery requires a response across the partnership and beyond, effective partnership is crucial. This includes a determined and focused law enforcement response, greater awareness among frontline professionals, coordinated activity, close working with the private sector and support from local communities and faith groups.



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## Priority one: Preventing exploitation

Preventing exploitation and modern slavery requires a coordinated, cross-sector approach that addresses both the root causes and long-term vulnerabilities that enable harm. This includes reducing demand for exploitative practices across industries and supply chains by promoting ethical standards, corporate accountability, and transparent operations. Public awareness campaigns and targeted training make prevention everyone's responsibility and empowers communities, businesses, and frontline professionals to recognise risks and act decisively.

Equally important is tackling re-victimisation. Survivors must have access to stable housing, employment, healthcare, and legal support to rebuild their lives and reduce vulnerabilities to re-exploitation. Structural inequalities, like poverty, discrimination, and insecure immigration status, must be addressed to prevent cycles of harm.

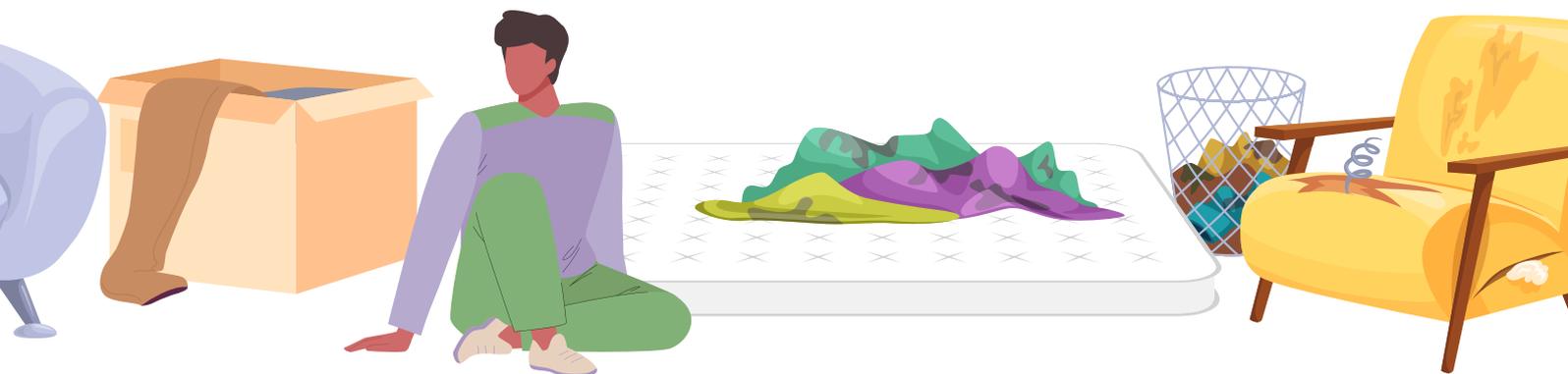
To strengthen this framework, the council will adopt a public health approach, recognising that modern slavery is a societal issue impacting population wellbeing. This lens emphasises early intervention, multi-level prevention, and cross-sector coordination, including health, housing, education, and enforcement, ensuring a robust and sustainable strategy.

The plan will work towards achieving the following outcomes:

- Modern slavery is considered within all council procurement processes and reviewed on an annual basis.
- A public health approach is in place, using a prevention, protection, and prosecution model to strengthen local responses to modern slavery.
- More local businesses are ethical employers.
- More victims are identified and helped.
- There is a greater awareness of exploitation, employment rights and where to access support and help.
- All staff within Children's Services and schools are able to identify exploitation and protect children and young people.



Aims	Actions
Promote ethical employment practices among local businesses.	<p>Work with Place and Growth to liaise with local businesses and encourage ethical employers.</p> <p>The council to ensure that modern slavery is considered within all their procurement processes and reviewed on an annual basis.</p>
Help partners identify and tackle exploitation.	<p>Work with council enforcement teams and police to help identify and respond exploitation in the community.</p> <p>Develop a public health approach through a prevention, protection, and prosecution model to strengthen local responses to modern slavery.</p>
Strengthen worker knowledge of their employment rights.	Raise awareness of exploitation to enable workers to know their employment rights and where access support and help.
Strengthen the capability of Children's Services and schools to identify and protect children and young people from exploitation.	Deliver training and support to Children's Services and schools so that staff have the ability to identify and safeguard young people, at risk of, or victims of exploitation.



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## Priority two: Identifying victims

Often, victims of modern slavery, both adults and especially children, do not recognise that they are being exploited. In many cases, individuals are manipulated, isolated, or conditioned to believe that their treatment is normal. Others may be too frightened to come forward, fearing retaliation or feeling ashamed. This fear and confusion can create invisible chains that prevent them from seeking help. Identifying victims starts with compassion and vigilance. Every watchful eye and thoughtful question has the power to protect someone who might otherwise remain invisible.

It is important to know the signs of exploitation. These can include people who appear anxious, withdrawn, or controlled by others, those who live in poor conditions, work long hours without pay, or seem fearful of authorities. For children, the signs might be even more subtle, they may be kept from school, show signs of abuse, or behave as though they are constantly on guard.

There is also the need to remove the barriers that prevent people from accessing help. Support services must be clearly visible, approachable, and culturally sensitive. Professionals should be trained to recognise exploitation and respond appropriately.

Most importantly, we must build trust in the systems that are there to protect victims. Anonymity, safety, and dignity should be guaranteed to anyone coming forward.

The plan will work towards achieving the following outcomes:

- An awareness campaign launched with partner organisations and council departments to ensure that modern slavery is considered within policies and procedures.
- All partners and staff trained on their duties and responsibilities to victims and referrals to the National Referral Mechanism (NRM).
- Community campaigns, engagement events and workshops held to raise awareness and understanding of modern slavery.
- Professionals show empathy, compassion and understanding to a victim's circumstance and are aware of pathways for support, which are accessible to all.

Aims	Actions
Modern slavery becomes everyone's business.	Raising awareness with partner organisations and council departments to ensure that modern slavery is considered within policies and procedures.
Equip everyone with the knowledge to identify the signs.	Develop an awareness campaign and guidance on indicators of modern slavery.
Survivors know where to ask for help.	Facilitate the advertisement and accessibility of support pathways through the development of the awareness campaign.
Professionals and communities know how to respond and report.	Community campaigns, engagement events and workshops to raise awareness and understanding of modern slavery.
	Promote awareness among partners and staff regarding their duties and responsibilities to victims, including referrals to the National Referral Mechanism (NRM).
Council staff and partners to improve abilities to distinguish between false claims and genuine cases of trafficking and modern slavery.	Facilitate the delivery of effective training that enables the recognition of legitimate victims.
Increase public awareness and through the development of a communications plan, reach out to vulnerable groups and sectors.	Develop a communications plan aimed at maximising outreach and information access for local communities.

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## Priority three: Supporting victims

Victims of modern slavery often face a wide range of immediate needs stemming from the exploitation they have endured. Beyond the urgency of initial support, many require longer-term assistance to rebuild their lives. Access to mental health care, especially trauma-informed therapy is frequently identified as essential in the recovery process.

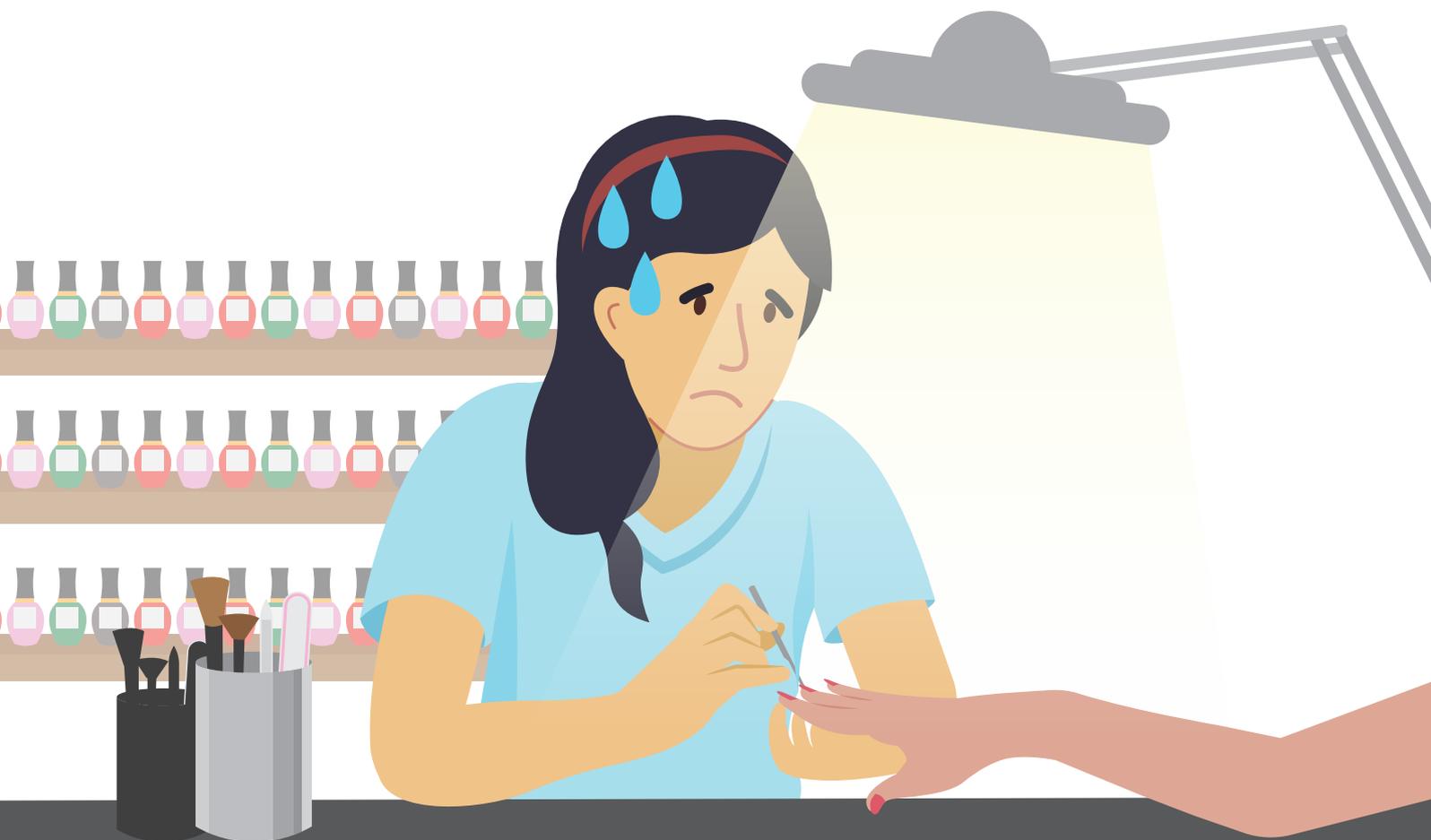
Professionals and volunteers working with victims must act with empathy, without judgement or prejudice. It is equally important they remain aware of their own mental health, as the emotional intensity of this work can lead to secondary trauma. A compassionate, informed approach is key to building safety, trust, and long-term recovery.

Children and young people affected by modern slavery may need targeted support, particularly in coming to terms with the fact that individuals they considered friends were actually exploiting them. Helping young victims to form safe, healthy social networks is a crucial step in protecting them from further harm and isolation.

The plan will work towards achieving the following outcomes:

- Regular training sessions delivered across the partnership to recognise, respond and support to victims of modern slavery.
- Local referral pathways across the partnership are reviewed and improved which incorporates trauma informed practices.
- A process is developed and implemented to support those who come out of the NRM.
- A self-assessment tool to be developed and implemented for teams supporting victims of modern slavery.

Aims	Actions
To encourage partners to follow best practice and fully grasp their duties regarding the NRM.	Produce a delivery plan of regular trauma informed online training sessions across the partnership to understand the NRM processes and our statutory duties to support victims of modern slavery.
Improve local referral pathways across the partnership which incorporates trauma informed practices.	<p>Research best practice across London and UK to identify new and better ways of working.</p> <p>Review partnership processes and responses to modern slavery victims and improve practices where needed.</p>
Establish processes to support victims exiting the NRM.	Development of a process to support those who come out of the NRM and those who do not wish to enter the NRM.
Equip council teams with the means to assess their response to victims of modern slavery.	Development of a self-assessment tool for teams supporting victims of modern slavery.



## Priority four: Bringing perpetrators to justice

It's not only the police that are responsible for this objective. All partner agencies and the public must work together to deliver and utilise all available interventions. It is important that victim-survivors of modern slavery are first and foremost treated as such, even when crimes have been committed. Survivors state that criminal proceedings are only one aspect of justice, and that their stories of exploitation are believed, and used to help deliver justice

The plan will work towards achieving the following outcomes:

- Multi agency processes for investigation and responses to modern slavery are strengthened.
- Process for collating evidence to support prosecution is reviewed and strengthened.
- Community impact is assessed, and mitigation is implemented.
- Data collection and an analytical picture across the partnership is developed.

Aims	Actions
Strengthen multi agency processes in investigating and collating evidence to enable prosecution of modern slavery cases.	Collaborate with police, the council and partner agencies to improve investigation and responses.
Survivors feel confident to give evidence and support prosecutions.	Research best practice across London and UK to identify new and better ways of working.
Ensure community impact is considered for all modern slavery cases.	Develop and implement processes where community impact is assessed and mitigated.
Strengthen data capture and evidence collation to bring perpetrators to justice.	Collaborate with partners to improve data collection and develop an improved analytical picture around organised criminal networks.

# GOVERNANCE AND MONITORING SUCCESS

The Royal Borough of Greenwich has strong partnership arrangements in place which ensure a coordinated response to modern slavery. A multi-agency Modern Slavery Response group is in place to monitor strategic process and operational matters.

The Safer Greenwich Partnership (SGP) will also monitor progress in delivery of the Modern Slavery Strategy. The SGP is the borough's Community Safety Partnership, which is a statutory body under the Crime and Disorder Act 1998.

Effectiveness of the plan will be measured through:

- the delivery of actions set within the modern slavery priority of the annual Community Safety Plan
- the review of partnership meetings and casework
- feedback from the voices of the victim/survivors in the borough who have been supported by the council and partner agencies
- the oversight of NRM data relative in Royal Greenwich.



# WHERE TO GET HELP

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The following contacts are where suspicions and concerns can be raised, along with more information, advice and guidance.

- **Modern Slavery Helpline** on **0800 012 1700** (this service can be used by victims, the public and practitioners)
- **Gangmasters and Labour Abuse Authority** to report concerns about the mistreatment of workers on **0800 432 0804**, or by email **intelligence@glaa.gsi.gov.uk**
- **Police** on 101 or Crimestoppers on **0800 555 111** (to report crime or share intelligence)
- **Salvation Army** has a 24/7 confidential referral helpline, and can be contacted on **0800 808 3733** and information found on **salvationarmy.org.uk/modern-slavery**
- **Human Trafficking Foundation** (for more information) **humantraffickingfoundation.org 020 3773 2040**
- **Stop the Traffik** (for more information) **stophetraffik.org**
- For local advice and guidance email **modern-slavery@royalgreenwich.gov.uk**



# APPENDIX ONE:

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## What has the Royal Borough of Greenwich achieved since the Modern Slavery Act 2015

- The delivery of multi-agency training sessions to improve understanding of modern slavery to staff and partner agencies.
- The training of over 300 police officers in modern slavery and the National Referral Mechanism.
- Worked with Greenwich Children's Safeguarding Partnership to add a regular modern slavery training session within their training offer.
- Developed a Modern Slavery Guidance to assist council staff and partner agencies.
- Worked with police to develop council and police modern slavery support/ enforcement pathways for both victims and perpetrators of modern slavery.
- Built close links with council departments, such as the Housing for Multiple Occupancy Team to assist with identifying and responding to modern slavery cases.
- Improved awareness of modern slavery in third sector organisations likely to have contact with victims (e.g. Domestic Abuse Services) to increase identification and referrals for support.
- Linked with the borough's leads for gangs and criminal exploitation to ensure clear processes and NRM referrals for young people who are trafficked around the country to sell drugs and come under the modern slavery definition as criminally exploited.
- Implemented a Modern Slavery Response Group to coordinate multi-agency responses to cases and develop pathways and practice.
- Worked with the police towards the development of a tri-borough strategic group for modern slavery, which will enable closer information/intelligence sharing and liaison with Lewisham and Bexley.
- Increased the intelligence picture for victims and perpetrators by developing a Modern Slavery Database.
- On an operational level, Community Safety and Integrated Enforcement leads who hold the Modern Slavery responsibility offer support to council officers and partner agencies, offering assistance on possible modern slavery cases, including:
  - acting as first point of contact for advice and guidance
  - helping partners to identify victims
  - assisting council staff with interviewing victims and the completion of NRMs when needed
  - assisting partners who are not first responders to interview victims and make NRM referrals
  - supporting on complex casework where there are multiple victims and local properties involved
  - supporting the Housing of Multiple Occupancy Teams and police on enforcement visits to provide expertise on any modern slavery element that may be identified.

# APPENDIX TWO:

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## The National Referral Mechanism

The National Referral Mechanism (NRM) is the Home Office's framework to notify victims of modern slavery. The NRM is used to identify, support, and protect victims of modern slavery and human trafficking. Data collected is also used by the National Crime Agency (NCA) to help build a clearer picture and understanding of the nature and scope of modern slavery and trafficking in the UK.

Some of the current statutory and non-statutory first responder organisations are:

- police forces
- local authorities
- certain parts of the Home Office:
  - UK Visas and Immigration
  - Border Force
  - Immigration Enforcement
- National Crime Agency
- Gangmasters and Labour Abuse Authority (GLAA)
- Salvation Army
- Barnardo's
- NSPCC Child Trafficking Advice Centre
- Refugee Council.

The Royal Borough of Greenwich is defined as a designated first responder and therefore has the following responsibilities under the Modern Slavery Act:

- to identify potential victims of modern slavery and recognise the indicators of modern slavery

- to gather information to understand what has happened to them
- to refer victims into the NRM via the online process
- to provide a point of contact
- first responders are also required to support other agencies with NRM referrals to ensure support for the victim.

If consent to a NRM referral for support is not given (adults only), first responders are also required to notify the Home Office of any potential victims anomalously.

The NRM online form must be completed for any potential child victim (under 18) of modern slavery or trafficking. The child does not need to consent to the NRM but should be kept informed as much as possible.

The NRM does not replace established child protection processes and if an agency encounters a child that may be a potential victim of trafficking or modern slavery, the police and local authority Children's Services should be notified immediately.

# APPENDIX THREE:

## Myths about modern slavery

**MYTH:** People must be locked in or tied up to be victims of modern slavery.

**TRUTH:** People are not usually chained or restrained. They might be allowed to use a phone or roam freely outside. We refer to this as being “hidden in plain sight.” A victim of modern slavery could be repairing the roof of your home or preparing your food in a restaurant. People are kept in modern slavery by threats to themselves or their families, lies, brutality, coercion, and the perception that they have debt to pay off, not by actual chains.

**MYTH:** All victims of modern slavery are women, and all exploiters are men.

**TRUTH:** People of all genders can be victims of all forms of modern slavery. This includes men being victims of sexual exploitation and women being victims of forced labour. Similarly, people of all genders can exploit others.

**MYTH:** It is only modern slavery if the person does not get paid.

**TRUTH:** Modern slavery can include people on no pay or extremely low pay. Often the money that people are paid will go towards their transportation and recruitment costs, which is known as debt bondage. People should not be made to work in conditions that deny their basic human rights (such as working extremely long hours, being made to sleep where they work and denied food etc.).

**MYTH:** Victims of modern slavery are from countries outside the UK.

**TRUTH:** Modern slavery affects every nationality. The most common nationalities referred in 2021 to the NRM were from the UK, Albania, and Vietnam.

**MYTH:** If I asked someone if they were a victim of modern slavery, they would tell me.

**TRUTH:** There are many obstacles that could prevent someone from asking for assistance, or they could respond that they are fine when questioned. The inability to communicate in a language, not knowing that help is available, not realising that they are victims, fear for their lives or the lives of their family members, fear of being expelled from the country, manipulation of someone’s faith or belief, such as using witchcraft, misplaced loyalty to the exploiter, and fear of institutions like the police are a few of these obstacles. Additionally, people may find it difficult to agree on working arrangements because of vulnerability factors including learning disabilities, mental illness, addiction, or their age.

