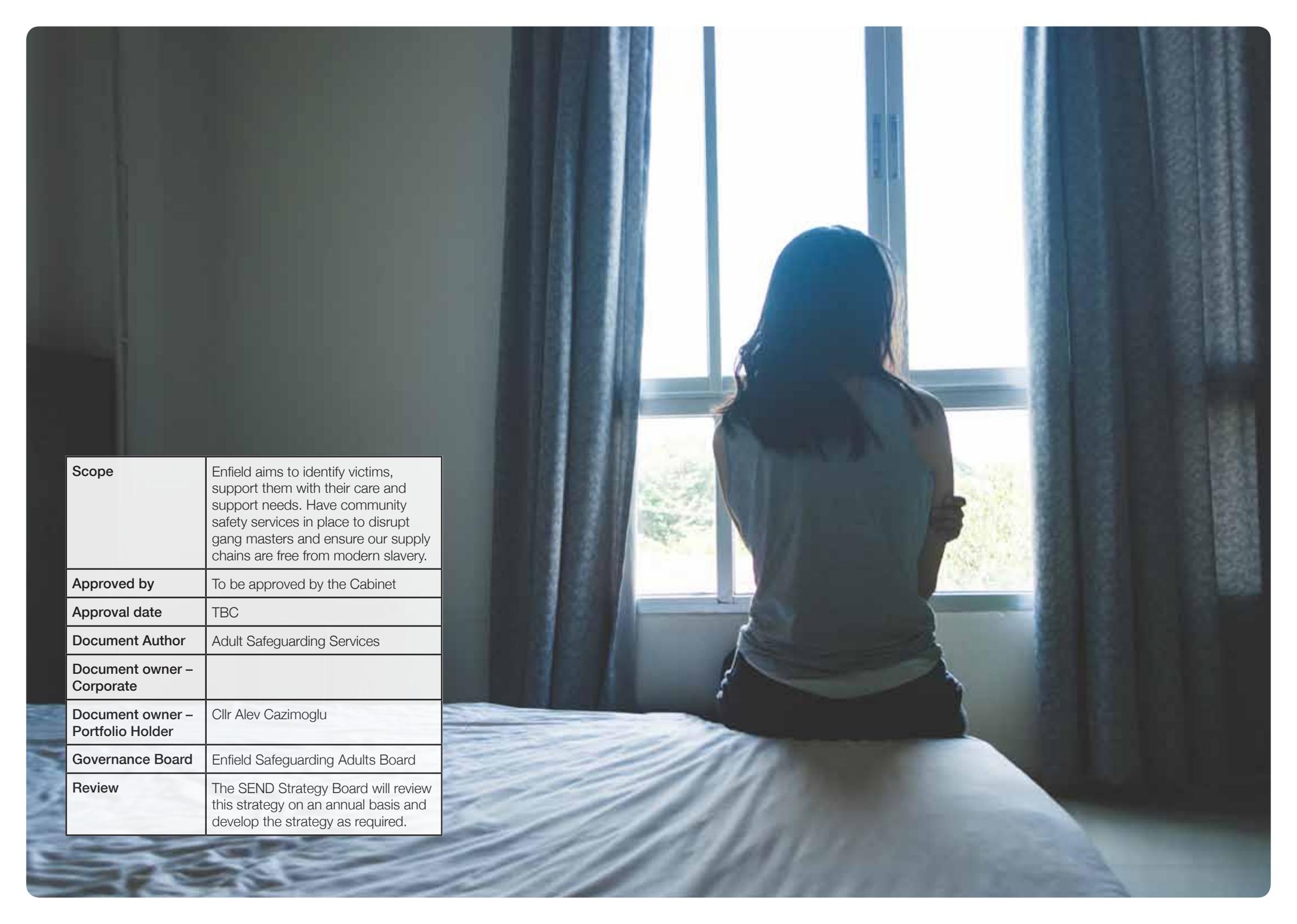


Enfield Modern Slavery Strategy 2020-2023



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A person with long dark hair, wearing a light-colored sleeveless top and dark pants, is sitting on the edge of a bed with white linens. They are facing away from the camera, looking out a large window with dark curtains. The room is dimly lit, with bright light coming from the window, creating a silhouette effect on the person. The background shows some greenery outside the window.

Scope	Enfield aims to identify victims, support them with their care and support needs. Have community safety services in place to disrupt gang masters and ensure our supply chains are free from modern slavery.
Approved by	To be approved by the Cabinet
Approval date	TBC
Document Author	Adult Safeguarding Services
Document owner – Corporate	
Document owner – Portfolio Holder	Cllr Alev Cazimoglu
Governance Board	Enfield Safeguarding Adults Board
Review	The SEND Strategy Board will review this strategy on an annual basis and develop the strategy as required.

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Message from Cllr Alev Cazimoglu

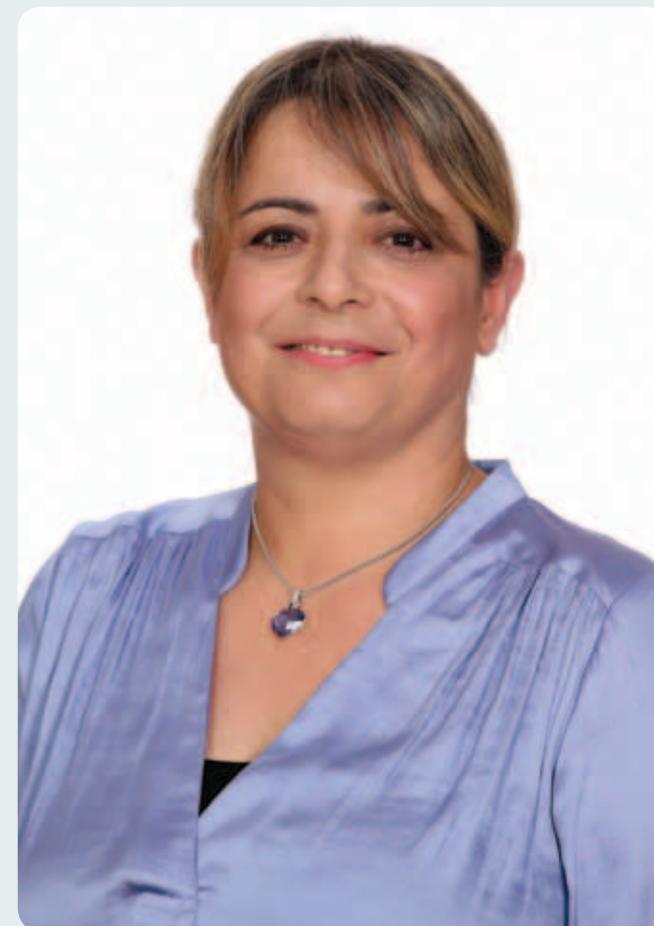
I am proud to present our Modern Slavery Strategy on behalf of Enfield Council which shows concerted and coordinated action.

Here in Enfield we have been working with a wide-range of partners to step up the fight against modern slavery. We recognise that trafficking, slavery and exploitation are not issues from the past. The scale of this hidden crime is significant. The National Crime Agency estimates that in 2017 over 5,000 people were referred to British authorities as potential victims of slavery. This includes over 2,000 children.

The purpose of this strategy is to set out our strategic approach to tackling what can be quite entrenched problems. By working with our partners, we can continue to develop comprehensive and targeted action to support potential victims and send a clear message to the perpetrators that these crimes will not be tolerated.

We must do all we can to protect and support potential victims. Enfield as a community, has a responsibility to ensure that its children, young people and adults are empowered and offered the best protection possible. This document will act as a reference point for everyone who lives and works in the borough and provide useful guidance on how to support those in need.

Councillor Alev Cazimoglu
Cabinet Member for Health & Social Care



Introduction

This Strategy sets out Enfield Council's approach to tackling modern slavery and its new duties with the introduction of the Modern Slavery Act 2015. This Act imposes an obligation on local authorities to notify the Secretary of State if they have reasonable grounds to believe a person may be a victim of human trafficking or slavery.

Enfield Council has completed training sessions with its workforce and ensured that its staff has access to online training to support them with being able to recognise the signs of possible modern slavery.

Enfield Council signed up to the Charter Against Modern Slavery which aims to establish ethical labour sourcing practices in our supply chain and establish robust recruitment practices.

Building on that this strategy sets out Enfield Council's approach to effectively tackle the problem of modern slavery and human trafficking. It reinforces our commitment to continually reduce modern slavery cases and protect and support victim's reintegration into the society.



This strategy comprises of:

1. **Prevent** – preventing people from engaging in modern slavery.
2. **Pursue** – prosecuting and disrupting individuals and groups responsible for modern slavery.
3. **Protect** – strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness and resilience against this crime.
4. **Prepare** – reducing the harm caused by modern slavery through improved victim identification and enhanced support and protection.

This strategy is interrelated with the following strategic documents and should be read in conjunction with them.

1. Enfield Corporate Plan 2018-2022
2. Enfield Modern Slavery Policy and Procedures
3. Safeguarding Adolescents from Exploitation and Abuse 2019-2021 (under development)
4. National Modern Slavery Strategy 2014
5. Enfield Preventing Homelessness and Rough Sleeping Strategy (under development)

Vision and priorities

Our vision is to **protect our communities from modern slavery and human trafficking**. We will reduce the number of modern slavery cases and provide protection to the victims. Building on the 4Ps framework stipulated in the Government's Modern Slavery Strategy 2014, we will achieve this vision by focusing on the following six priority outcomes:

1. **Increased awareness and understanding of modern slavery, human trafficking and exploitation.**
2. **Integrated training and development opportunities, practice tools, guidance and resources for professionals.**
3. **Increased support and protection for people who are being exploited, and those at risk of exploitation.**
4. **Greater success in detection, disruption and prosecution.**
5. **Empowered communities to participate and engage in tackling modern slavery and trafficking.**
6. **Development of a Modern Slavery team who will ensure that data is managed and appropriately scrutinised to help identify trends to target the perpetrators of these heinous crimes.**

Context

Modern slavery is about being exploited and completely controlled by someone else, without being able to leave. It includes human trafficking, slavery, servitude and forced or compulsory labour.

Modern Slavery is an international crime, affecting an estimated 29.8 million people around the world. It is a global problem that transcends age, gender and ethnicities. Slavery is a 'hidden' crime, often perpetrated by Organised Criminal Groups. The UN calculates that Human Trafficking is the third most profitable crime after the drugs and arms trades.

Types of modern slavery

Human trafficking is the act of moving people to other locations for the purpose of exploitation. Children, young people and adults can be trafficked, from abroad, within the UK, between cities or just from one street to another. Unaccompanied children and young people from outside the UK (including children who are seeking asylum, European Economic Area national children and migrant children not seeking asylum) can be some of the most vulnerable children in the country.

Forced Labour is about people being forced to work under the threat of violence and for no pay. They are treated as property and exploited to create a product for commercial sale.

Domestic Servitude refers to employees working in private homes who are forced or coerced into serving and/or fraudulently convinced that they have no option to leave.

Sex Trafficking involves women, men or children that are forced into the commercial sex industry and held against their will by force, fraud or coercion.

Bonded Labour is when individuals that are compelled to work in order to repay a debt and unable to leave until the debt is repaid. It is the most common form of enslavement in the world.

Child Labour refers to any enslavement – whether forced labour, domestic servitude, bonded labour or sex trafficking – of a child.

Forced Marriage is when women and children are forced into marriage for a range of reasons including exploiting the rights conferred on them by citizenship or for domestic servitude.

County Lines or Movement of Drugs is defined as how gangs and criminal networks from towns, use children, young people and vulnerable adults to deliver class A drugs to customers in county and rural areas. This often involves vulnerable people being subject to deception, intimidation, violence and grooming.

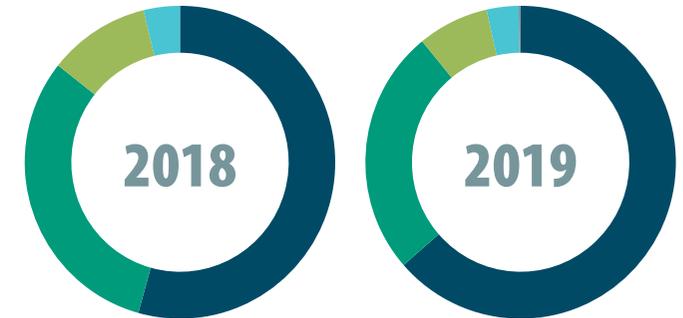
National picture

The Government estimates that there are as many as 13,000 people in modern slavery in the UK. Large numbers are trafficked into the UK from abroad, mainly from Vietnam, Nigeria, Romania, Albania, and Poland, but many British nationals live in slavery here too.

Anyone can become a victim of modern slavery, and in all types of exploitation, victims can be women, men, girls or boys. In 2018, a total of 6,985 potential victims of modern slavery were identified and referred for support in England and Wales. This is an increase of 36% from 2017 (5,138). The majority of potential victims (3,857; 55%) reported that they were exploited as an adult and 3,128 (45%) were referred for exploitation as a child.



Exploitation Type, England (July-September)



533 (54.3%)	• Labour exploitation	936 (63.6%)
307 (31.3%)	• Sexual exploitation	375 (25.5%)
104 (10.6%)	• Domestic servitude	109 (7.4%)
37 (3.8%)	• Unknown	49 (3.3%)
0 (0.0%)	• Organ harvesting	3 (0.2%)
981 (100%)	Total	1,472 (100%)

Enfield picture

In Enfield, the picture is different from that of national level when it comes to the types of reported cases of modern slavery. The biggest form of referred cases of human trafficking is for the purpose of sexual exploitation (71%) followed by domestic servitude (16%) and forced labour at 13%.

Enfield saw the first 'county lines' case where the offenders were convicted under Modern Slavery law in April 2018. The perpetrators were jailed for ten years.

Delivering our priorities

We will deliver our vision in collaboration with a number of different services and partners. The engagement and partnership of communities, charity organisations and voluntary sector is key to maximise the impact of our interventions.

We have recently signed up to the Charter Against Modern Slavery which aims to establish ethical labour sourcing practices in our supply chain and establish robust recruitment practices.

We have developed online training for Enfield Council staff to improve understanding of modern slavery, recognising the signs and what to do about it, including the use of the National Referral Mechanisms (NRM).

Enfield Council also chairs the London Modern Slavery Leads Group which is run with the support of the Human Trafficking Foundation. This group is crucial in developing local and national legislation to keep victims at the forefront of any changes while pushing for more prosecutions under the Modern Slavery Act 2015.

Enfield is working closely with the Independent Anti-Slavery Commissioner (IASC) Dame Sara Thornton to ensure that Enfield continues to work on the Independent Anti-Slavery Commissioner's Strategic Plan 2019-2021 and meet the following four priorities: Improving victim care and support, Supporting law enforcement and prosecutions, Focusing on prevention and Getting value from research and innovation.

We have developed links with local agencies to provide additional support in conjunction with the NRM minimum 45-day reflection and recovery period.

This is an ongoing practice to ensure that a comprehensive range of services are available to effectively support individuals throughout their recovery period.

The following priorities will reinforce and continue to deliver our commitments in protecting our residents from the harms of modern slavery, engaging at various levels of service delivery.



Enfield Against Modern Slavery Charter

1 Increased awareness and understanding of modern slavery, human trafficking and exploitation

We will support and promote campaigns to raise awareness of modern slavery and trafficking across the borough.

We will facilitate direct engagement across service and partner agencies to aid understanding of each other's roles and activities, knowledge of issues and approaches to support victims, and wider mechanisms for ongoing sharing of best practice.

2 Integrated training and development opportunities, practice tools, guidance and resources for professionals and practitioners

We will establish networks of best practice champions represented across all partner organisations to ensure consistency and sharing of new policy, practice and learning.

We will further engage with private sector to encourage transparency in supply chain and eliminate/reduce labour exploitation.

We will use ongoing analysis and intelligence to develop and deliver training to the broader services and workers most likely to encounter potential victims in their routine businesses. The purpose of the training will be to increase their confidence in identification of concerns and how to respond.

We will deliver comprehensive training on identification and how to support victims, to

professionals and services, whose role is to directly safeguard victims and prevent further harm.

3 Increased support and protection for people who are being exploited, and those at risk of exploitation

We will engage service users in an open and honest way, at all stages of the development of our approach to tackling the issues faced.

We will use ongoing reviews of information obtained and demand for services to ensure that our support provision continues to meet the needs of the individual.

We will monitor and review our responses to ensure they are coordinated and consistent with best practice to address harm at the earliest intervention.

4 Greater success in detection, disruption and prosecution

We will be training recruiters and procurement officers to recognise, prevent and report forced labour, labour trafficking and other hidden third-party labour exploitation.

We will develop specific training for relevant professionals in how to support the systemic gathering of intelligence and evidence required to identify, challenge and ensure successful prosecution of criminality.

We will develop the intelligence and data analysis capacity of frontline services and a complex safeguarding infrastructure to increase systemic

identification of risk factors, flags and evidence to support targeted activity to challenge perpetrators. This includes more effective and efficient information sharing.

5 Empowered communities to participate and engage in tackling modern slavery and trafficking

We will engage third sector, non-governmental organisations (NGO) and other community groups and organisations directly, to raise awareness of issues, and the approach to responding.

We will develop community champions through our engagement with organisations, and we will support our own workforces to recognise their role as members of the communities in responding to and tackling issues in their communities.

6 Development of a Modern Slavery Team

The team would be able to provide a targeted response to areas of concern within the community by working closely with other departments within Enfield Council and external partners. The joint response would aim to ensure that a swift and targeted approach was utilised to ensure that the criminal elements were exposed and the gangmasters faced prosecution. The Modern Slavery team will investigate concerns relating to a location of potential modern slavery activity within the borough. Concerns about an individual should be reported to the respective MASH teams.

Action Plan

The 2019-20 financial year will see the start of the Modern Slavery Strategy. This will be a three year strategy, and it is our opportunity to better understand what residents of Enfield feel are the important issues that need to be addressed if we are to tackle modern slavery effectively.

Year 1	Year 2	Year 3
<ul style="list-style-type: none"> • Complete an awareness raising toolkit for Modern Slavery and develop a methodology to engage within the local authority and statutory partners • Dedicated section for Modern Slavery on the new Enfield Safeguarding website • Deliver a conference for local businesses and third sector organisation and professionals by May 2020 • Formation of a Modern Slavery Board • Develop modern slavery pathways for the local authority • Data collection from all Enfield systems and police systems with a view to increase criminal prosecutions and identification of victims • Dedicated email for modern slavery 	<ul style="list-style-type: none"> • Develop partnership working with the police • Enfield Awareness Raising Roadshow • Awareness raising as above and to include businesses and community groups • Data collection from all Enfield systems and police systems • Develop working relationships with voluntary agencies 	<ul style="list-style-type: none"> • General awareness raising across Enfield • Develop a modern slavery victims group • Increase offer to victims from Enfield voluntary sector • Working with national businesses • Working with non-Government agencies to develop a dedicated centre of support here in Enfield

Governance and implementation

The Enfield Safeguarding Adults Board will oversee the implementation of this Strategy. The Safeguarding Adults Services will report on the progress of the implementation of Action Plan to the Board on quarterly basis.

Enfield Council retains responsibility as the lead co-ordinating organisation. All other relevant organisations and partners, including NHS bodies; the Departments of Social Security, Employment and Training; the Police and Probation Services undertake their legal duties in relation to safeguarding of adults and minors. Police forces, in particular, have a key role in identifying and combating modern slavery. This strategy will be accompanied by an annual action plan that will detail the specific actions that need to be taken across the partnership to achieve our planned results.



Legislative framework

The Government's approach to tackling modern slavery has been heavily shaped by a number of international laws, conventions and protocols which the UK has opted into, ratified or is already bound by, including the:

- 1950 European Convention on Human Rights (ECHR)
- United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Palermo Protocol 2000)
- Council of Europe Convention on Action against Trafficking in Human Beings 2005 (ECAT)
- EU Directive on Preventing and Combatting Trafficking in Human Beings and Protecting its Victims Directive 2011 (the Anti-Trafficking Directive).

In March 2015 the Coalition Government enacted the Modern Slavery Act 2015. The Act aims to consolidate and clarify existing modern slavery and human trafficking offences and increased the maximum sentences for committing these offences.

The National Referral Mechanism

The National Referral Mechanism (NRM) provides a framework to identify, refer and record potential victims of modern slavery.

There are five stages in identifying a potential victim and their journey through the NRM.

1. Identification of a potential victim (PV)
2. Referral into NRM by a first responder
3. Reasonable grounds decision
4. Support for victim with a positive reasonable grounds decision
5. Conclusive grounds decision by a competent authority

How to report suspicions?

There is a legal duty for first responders such as the police or local authority employees to report victims of modern slavery to the Secretary of State. Cases involving children must always be reported.

Adult victims need to provide consent for the referral to be made if they have capacity. If consent cannot be obtained, the first responder still has the duty to notify the Home Office and can do so using the MS1 form.

If you would like to discuss your concerns with social services, please contact:

- The **Enfield Multi-Agency Safeguarding Hub Adults** on **020 8379 3196**
- The **Modern Slavery Team** on **020 3821 1763**
- The **Police** on **101** or **CrimeStoppers** on **0800 555 111**

Remember in an emergency, when someone is being abused, call the police on 999.

To make a children's referral for modern slavery including county lines and exploitation please use the Children's Portal: cp.childrensportal.enfield.gov.uk/web/portal/pages/home

**Strategic Safeguarding Adults Service
Health and Adult Social Care**

February 2020

