

# North Somerset Multi-Agency Adult Safeguarding Procedures



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## Modern slavery guidance

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## Contents

Introduction .....	3
What is modern slavery? .....	3
What is human trafficking? .....	4
How might you recognise it? .....	5
What can I do? .....	6

## Introduction

Modern slavery is a serious crime that violates human rights. Victims are forced, threatened, and/or deceived into situations of subjugation, degradation, and control which undermine their personal identity and sense of self.

Every organisation in North Somerset must be proactive in preventing modern slavery in all its forms. It is essential that everyone is able to recognise that survivors of modern slavery may be at risk of re-trafficking and further harm.

This guidance is aimed at all NSSAB partners, their employees, those that volunteer with them, and those on student placements with them. All partners must have regard to this guidance, with a view to developing a more consistent response to modern slavery victims, ensuring that they are identified and receive the available and appropriate support in a timely manner.

This guidance may be of use to other organisation and/or individual who may encounter potential victims of modern slavery.

The roles and responsibilities of organisations involved in tackling modern slavery is outlined in the Home Office's [Modern Slavery: statutory guidance for England and Wales \(under s49 of the Modern Slavery Act 2015\) and non-statutory guidance for Scotland and Northern Ireland \(accessible version\)](#).

For more information and resources around modern slavery and trafficking please visit [Home - Anti-Slavery Partnership Toolkit](#) and [Protocol to prevent, suppress and punish trafficking in persons, especially women and children, CM 5815](#).

## What is modern slavery?

The term 'Modern Slavery' is an umbrella term, encompassing:

- Human trafficking; and
- Slavery, Servitude and Forced or Compulsory Labour.

Modern Slavery is a serious crime that violates human rights. Victims are forced, threatened or deceived into situations of subjugation, degradation and control which undermines their personal identity and sense of self.

- Slavery is where ownership is exercised over a person

- Servitude is the obligation to provide services, imposed by coercion threats of abuse
- Forced or compulsory labour involves any work or service that people are forced into against their will under the threat of punishment.

Modern slavery is an umbrella term encompassing slavery, servitude, forced or compulsory labour, and human trafficking.

## What is human trafficking?

Under the [Palermo Protocol](#) human trafficking is defined as:

*“... the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include at a minimum the exploitation for prostitution or other forms of sexual exploitation; forced labour or services, slavery or practices similar to slavery; servitude or the removal of organs”*

Human Trafficking is a criminal offence involving a process of inter-related actions leading to exploitation.

Traffickers and slave drivers coerce, deceive and force individuals against their will into a life of abuse, servitude, and inhumane treatment. Many active organised crime groups are involved in modern slavery. But it is also committed by individual opportunistic perpetrators. Modern slavery involves:

- being made to commit crimes (including carrying drugs, forced begging, theft or fraud)
- sexual exploitation (including being forced into marriage or prostitution)
- forced labour
- slavery and child slavery (being exploited for someone else's gain. This can include child trafficking, child marriage and child domestic slavery)
- debt bondage/bonded labour (when people trapped in poverty borrow money and are forced to work to pay off the debt, losing control over both their employment conditions and the debt)

- domestic servitude (including being forced to work in someone else's home, perhaps cooking, cleaning and looking after children, with little freedom or pay)
- the removal of organs or body tissue
- criminal activity such exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of 'deal line' (also known as count lines).

## How might you recognise it?

Victims of modern slavery can be any age, gender, nationality or ethnicity. Signs that somebody could be a victim of modern slavery include:

- showing signs of injury, abuse, and malnourishment
- appearing unkempt (are often in the same clothing and have poor hygiene)
- appearing to be under the control and influence of others
- living in cramped, dirty, overcrowded accommodation
- never leaving their accommodation unaccompanied
- they have no access or control of their passport or identity documents
- appearing scared, avoiding eye contact, and being untrusting
- they may allow others to speak for them when addressed directly, rather than speak for themselves
- they're collected very early and/or returned late at night on a regular basis
- may have inappropriate clothing for the work they are performing, and/or a lack of safety equipment
- may be isolated from the local community and their family
- they travel only with other workers
- they have no access to their earnings
- they have been groomed
  - they are being secretive about how they're spending their time
  - they have an older boyfriend or girlfriend
  - they are drinking alcohol or taking addictive drugs (either excessively and/or at an age you would not ordinarily expect)
  - using sexual language, you wouldn't expect them to know (particularly relevant for trafficked children)

- going missing for periods of time

The above list is not exhaustive and further information on the signs to look out for can be found on the Unseen website [Spot The Signs - Unseen](#).

## What can I do?

If you are a victim or know someone who might be it is important that you contact a first responder. First responders are those who can make a referral to the National Referral Mechanism (NRM). [The National Referral Mechanism \(NRM\)](#) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support. A full list of First Responders is available [here](#).

Below is a list of first responders in North Somerset and how they can be contacted:

- **Avon and Somerset Police**
  - online — [fill in the form to inform the police of a suspected crime](#)
  - in person — [visit your local police station](#)
  - anonymously – through [Crimestoppers online](#) or on 0800 555 111
  - anonymously – through the [Modern Slavery Helpline website](#) or on 08000 121 700
  - if you are in a profession such as a teacher or social worker, you may be exposed to certain situations which you feel the police should be aware of concerning vulnerable people
    - If you believe a child or adult is vulnerable or being exploited, you can use [this form to provide intelligence or information to the police](#)
- **North Somerset Council**
  - You can contact **Care Connect** on 01275 888 801 or [careconnect@n-somerset.gov.uk](mailto:careconnect@n-somerset.gov.uk)
- **Migrant Help**
  - Migrant help is a first responder organisation for the NRM. They provide support, advice and accommodation services for migrants and victims of modern slavery. Call the Free asylum helpline on 0808 8010 503 or email [nrm@migranthelpuk.org](mailto:nrm@migranthelpuk.org)
- **NSPCC Child Trafficking Advice centre:**

- The NSPCC Child Trafficking Advice centre is a first responder organisation for referring children to the NRM. Call 0808 800 5000 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

The UK Modern Slavery Helpline is available 24/7 to offer confidential advice and support for any victim, statutory agency, business, or member of the public regarding modern slavery suspicions or concerns. Trained Helpline Advisers are available to discuss potential signs of modern slavery and options for callers or victims in need.

Tel: 08000 121 700

Website: [Modern Slavery Helpline website](#)

**You can still report modern slavery as a member of the public. Call the modern slavery helpline on 0800 0121 700 or report it online.**