



NCC Fact Sheet

What is Modern Slavery?

Slavery is illegal and a violation of human rights. There are many forms of modern slavery including:

- human trafficking
- forced labour
- child labour
- exploitation
- being controlled by an employer
- debt bondage
- being physically constrained
- being sold or treated as a commodity
- having restrictions on freedom of movement



The Council recognises that it has a responsibility to take a robust approach to the prevention of modern slavery.

Recognising the Signs

We all have a responsibility for having a 'professional curiosity' when it comes to slavery (and any other illegal acts).

You should:

- Be alert to any of the signs (further details are available in the training below).
- Don't ignore any of the signs thinking that it might not be important or your responsibility.
- Build a relationship. Ask questions.
- Talk to your line manager to get advice.
- Keep an eye on the situation.



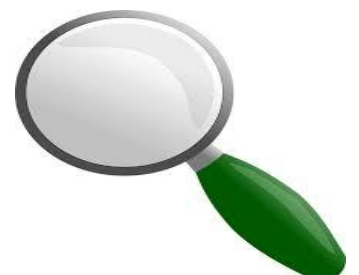
Remember that we are committed to putting our 'citizens at the heart'. Your actions may help prevent a (potential) crime.

Physical and Mental health

- Physical signs of abuse, e.g. bruises, injuries
- Untreated medical problems
- Mental health difficulties
- Worried and ashamed
- Signs of fear
- Evidence of Post-Traumatic Stress Disorder [PTSD] such as flashbacks, nightmares, emotional numbness, difficulty sleeping, feeling jumpy and being easily irritated and angered.
- STDs and sexual health problems
- Experiences sexual violence

Coercion

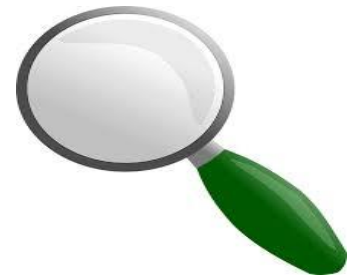
- Threatened through religious beliefs or rituals such as witchcraft or juju
- Isolated from people who can speak the same language
- Threats made to family in home country
- Owes money to traffickers
- Fear of authorities due to threat of exposure
- Made to work in unsafe conditions



Recognising the Signs

Restrictions on freedom of movement

- Somebody is with them at all times
- Not in control of own money
- Mobile phones taken away or used to control
- Passport and ID documents held by somebody else
- Doesn't know work or home address
- Not allowed to speak for themselves



Working conditions

- Unpaid or little pay
- On call at all times
- Moved regularly to different locations
- No sleeping space
- Has to work very long hours
- No choice of working conditions, hours or location

Reporting Suspicions

If there is a danger to life or the suspected victim agrees that you can call the Police:

Call the Police on 999 (if emergency) or 101.

For Adults:

Nottingham Health & Care Point: 0300 1310300.

For Children and Families:

Children and Families Direct: 0115 876 4800.

If the suspected victim does not want you to call the Police or engage with the City Council:

Call the British Red Cross on 07710 733051 (24 hour line).

The British Red Cross (Your Space) Project is for potential victims who are willing to enter the National Referral Mechanism (NRM) or are unsure whether they wish to enter the NRM and need more thinking time or information before making a decision but who would otherwise be destitute.

The British Red Cross offers casework support providing non-directive information and advice on their options as well as short term practical support including accommodation, financial support, clothing and toiletries.



Do not attempt to confront the offenders. You need to ensure your safety and theirs.

Useful Contacts

If you require further information, you can contact:

1. Modern Slavery Helpline – 08000 121 700
2. Your Manager
3. Gangmasters Licensing Authority – 0800 4320804
4. Childline – 0800 1111
5. NSPCC – 0800 0121700
6. Salvation Army – 03003 038151
7. Crimestoppers – 0800 555111
8. Migrant Help – 01304 203977

