



Modern Slavery and Organised Immigration Crime Programme

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1. STATEMENT FROM THE HOME OFFICE

VICTORIA ATKINS MP, HOME OFFICE MINISTER FOR SAFEGUARDING

The impact of the Covid-19 pandemic has made the last year an unprecedented one. Sadly, we have seen how quickly the modern slavery threat can evolve as ruthless criminals have looked for new opportunities to exploit those who have become vulnerable as a result of shifts in demand across the labour market caused by the pandemic. Our response to modern slavery and organised immigration crime has never been more important. It is a testament to the commitment of the police and wider law enforcement community that they have risen to the challenges posed by the pandemic - remaining alive to the changes in threat and continuing to pursue high risk cases to identify and protect victims.



Throughout the pandemic, the Government has remained committed to the safety and security of victims of modern slavery, ensuring they receive the support they need to rebuild their lives. The Programme has played an important role in supporting other national helplines to raise awareness of modern slavery and ensuring that victims of this often-hidden crime continue to be identified. As we move forward with the National Referral Mechanism Transformation Programme, this close collaboration between law enforcement and services that provide support for victims will remain crucial.

While the closure of courts has had an impact on prosecutions right across the criminal justice landscape, I am encouraged to see that referrals to the Crown Prosecution Service and charges for flagged modern slavery cases have both increased over the last calendar year. The roll out and take up of victim liaison officer training has strengthened forces' capability to support victims' engagement in modern slavery investigations. Ensuring that victims feel confident to engage with the criminal justice process is vital in ensuring that perpetrators face justice for their crimes and I look forward to seeing the Home Office and the police build on this work over the next year.

I am also pleased to see that the programme this year has included a new focus on strengthening the law enforcement response to organised immigration crime. The last year has demonstrated that organised criminal gangs have resorted to more creative clandestine methods to illegally move migrants into the UK, notably on small boats. Once the borders start opening up, we need to stand ready to tackle any increase in organised crime group's activities. We know that the same organised criminal gangs smuggling those vulnerable people into the UK can then go on to exploit them, once they are here, so it is essential that the law enforcement response to address these closely linked threats is coordinated. I welcome the contribution the MSOIC programme has made to help identify and tackle organised immigration crime. I understand the bespoke training has reached a greater number of front line officers, increasing their ability to respond effectively to clandestine migrant events encountered inland.

As we start to emerge from some restrictions required by the pandemic, the challenges ahead of us remain. We can expect offenders to re-position themselves and find new ways of exploiting the vulnerable.

I am therefore pleased to confirm that the Home Office has committed to further funding to continue to support the Programme in 2021/22. Over the next year, it will be essential that police forces embed the learning from the Programme to ensure that the right resources and structures are in place to stay ahead of the individuals and, increasingly sophisticated, criminal networks behind these crimes. As work to review the 2014 Modern Slavery Strategy begins, the Programme will also play an integral role in helping to shape our longer-term approach to tackling this threat – ensuring that our approach remains fit for purpose now and in the future.

2. CHIEF CONSTABLE'S OVERVIEW

SHAUN SAWYER QPM, CHIEF CONSTABLE OF DEVON AND CORNWALL POLICE AND NATIONAL POLICE CHIEFS' COUNCIL LEAD ON MODERN SLAVERY AND ORGANISED IMMIGRATION CRIME



Modern Slavery and Organised Immigration Crime are abhorrent crimes, both see adults and children cruelly exploited for financial gain.

For this reason, I am immensely proud that in a complex and challenging year policing has maintained its effort to protect some of the most vulnerable in society from exploitation by organised crime groups and others. I am also grateful to Home Secretary the Rt Hon Priti Patel MP and the Minister for Safeguarding the Rt Hon Victoria Atkins MP for funding the programme and supporting the work we are undertaking. The Devon and Cornwall Police and Crime Commissioner Alison Hernandez has hosted the Programme and chaired the Strategic Assurance Board for more than four years and her enthusiasm to protect and safeguard victims and bring perpetrators to justice is undimmed.

Measuring performance in the year of a pandemic has been difficult but the data shows the policing effort has remained focussed on protecting victims and prosecuting perpetrators. Police referrals to the NRM remained stable over the year and modern slavery referrals to the Crown Prosecution Service have increased by 20%. The number of prosecutions has reduced in 2020-21 by 23.5% and this reflects the closure of the courts during the first lockdown, it is now essential that ways are found for the courts to overcome the backlog; long waits for vulnerable victims to give evidence are extremely damaging for victims and undermine the chances of successful prosecutions.

The data on modern slavery investigations shows forces are investigating more cases linked to criminal exploitation and increasing numbers involving children. This principally involves drug related offending such as county lines or other forms of drug distribution. Whilst I welcome the investigation of these offences as modern slavery crimes, I am deeply saddened to see the growth in this type of exploitation.

Linked to the increase in criminal exploitation is the concern about the use of the Modern Slavery Act 2015 statutory defence. I am grateful to the Independent Anti-Slavery Commissioner Dame Sara Thornton for initiating work in this area and her report¹ outlined a number of difficulties with the practical operation of the defence. The report also highlighted the link between the statutory defence and the NRM including over-reliance throughout the criminal justice system on the decision making of the Single Competent Authority (SCA). Recent courts judgements have brought this issue into sharp focus.

During the year a number of Programme initiatives have come to fruition, these include the implementation of PND direct data entry for modern slavery operational data, a multi-agency safeguarding response to unaccompanied migrant children and the provision of a course for Victim Liaison Officers. All provide useful tools or resources for forces and investigators.

In addition, we have continued to work with partners on a multi-agency basis to drive up the number of successful prosecutions for modern slavery. Whilst the court closure has impacted on prosecutions, referrals to the Crown Prosecution Service (CPS) continue to rise.

¹ The Modern Slavery Act 2015 Statutory Defence: A Call for Evidence

An emerging trend is the link between Modern Slavery and Organised Immigration Crime (OIC) and furthermore the link to poly-criminality. Increasingly offenders are engaged in criminality across exploitation types, for example links between sexual and criminal exploitation investigations with money laundering and fraud. The Programme's Regional Coordinators have worked with forces and Regional Organised Crime Units (ROCUs) to identify these links and address the issues. This work has demonstrated that forces and ROCUs need resources with specialist modern slavery investigation skills to tackle sophisticated OCGs where the victims of exploitation may not recognise themselves as victims.

In 2020/21 the Programme included OIC for the first time with initial work aimed at exploring how policing can build capability to disrupt and investigate OIC and to enhance the safeguarding of vulnerable migrants. We have worked closely with the National Crime Agency (NCA), Immigration Enforcement (IE), and Border Force to define the role for policing and concluded this involves first response and initial crime scene management to inland clandestine people smuggling.

During the year additional grant funding was allocated for a pilot OIC Operational Team based in the South East and South of England. The aim of the pilot was to complement the work of the Clandestine Channel Threat Command working in collaboration with law enforcement partners to build capacity in the pilot forces to deter high risk means of irregular migration and to disrupt the OIC business model. The team has run 68 operations across the pilot area and briefed over 4400 police officers and police staff.

The learning from the pilot shows multi-agency operations between policing and Home Office agencies have the potential to yield significant new intelligence and to disrupt and deter OIC activity. In addition, policing can make a significant contribution to the overall prevention effort in respect of collection of civil penalties, engagement with hauliers and maintaining a presence on key routes. This prevention activity can become part of business as usual for those forces with high levels of OIC.

What we have achieved has been supported by the endeavour of many Police and Crime Commissioners and local anti-slavery partnerships. I particularly welcome the ongoing support of the Association of Police and Crime Commissioner's National Anti-Trafficking and Modern Slavery Network which has maintained a relentless focus on combatting the threat of trafficking and modern slavery in order to protect vulnerable victims. This year PCC Mark Burns-Williamson in cooperation with the PCCs and Chief Constables in the Yorkshire/North-East region has led the way in developing and publishing a modern slavery transparency in supply chains statement. This document provides a model approach for others to follow.

The extension of our Programme in 2021/22 through the investment of the Home Secretary, the Rt Hon Priti Patel MP means we will be able to continue to promote and embed best practice across policing in respect of both modern slavery and organised immigration crime.

In respect of modern slavery our highest priority will be to complete the exit strategy and ensure that improvements developed over the life of the programme are embedded as business as usual in forces and Regional Organised Crime Units (ROCUs). This will involve close working with forces, ROCUs, the College of Policing and law enforcement agencies to ensure that training continues, forces have the appropriate resources and structures to support victims and investigate modern slavery crimes and that law enforcement has the correct structures and processes to coordinate the investigation of the most complex cross border crimes.

We look forward to working with policing, the Home Office and our law enforcement partners to bring offenders to justice, safeguard victims and deter future criminality.



3. DEVON AND CORNWALL POLICE AND CRIME COMMISSIONER COMMENTS

ALISON HERNANDEZ, POLICE AND CRIME COMMISSIONER FOR DEVON, CORNWALL AND THE ISLES OF SCILLY, CHAIR OF THE STRATEGIC ASSURANCE BOARD



It is testament to the hard work and dedication of police and partners that so much progress has been made to protect the victims of modern slavery and bring offenders to justice in a year when a global pandemic has affected so many avenues of life.

In last year's annual report I reflected on how far the programme has come since its initial launch in 2017, in particular on the collective efforts of Chief Constable Shaun Sawyer, the national team, partner agencies, police forces and PCCs across England and Wales in tackling this horrific crime.

The intervening 12 months has been one of the most challenging in recent times for policing and for our communities. The coronavirus pandemic has placed considerable pressures on our police service as they have led local coordination of the response to the pandemic, alongside health, other emergency services, local authorities and others to help keep communities safe.

Despite the pandemic significant progress has been made and my thanks go to everyone involved in the programme for their continuing resolve and efforts.

Some areas have been undeniably impacted by the pandemic and I have been extremely concerned about the delays in the court system due to the closure of most criminal courts for months at the start of the pandemic and the continued constraints on capacity due to social distancing. I will continue to work with other PCCs to make the strongest possible case to government for ensuring that this is resolved. Victims of modern slavery are amongst some of the most vulnerable people in society and those that commit these horrific crimes must be brought to justice swiftly.

The good work of the programme has continued throughout the pandemic with additional training to embed and uplift safeguarding, a new programme of training for victim liaison officers and a programme of work alongside the Crown Prosecution Service focused on improving understanding and outcomes in the criminal justice system.

Alongside this work on modern slavery the past year has seen the establishment of a more structured programme of work to tackle organised immigration crime. The tragic case in Essex in 2019 when 39 migrants died in the back of a refrigerated lorry throws into sharp focus the importance of this issue and highlights the need to bring these offenders to justice, safeguard vulnerable migrants and prevent further tragedies.

The programme has begun to build capability within policing to better disrupt and investigate such crime and to better protect vulnerable migrants. This has included a successful pilot, with dedicated operational policing teams working closely with IE and Border Force across Southern and South East England.

I welcome the commitment given by the Home Office to continue to invest in the Modern Slavery and Organised Immigration Crime transformation programme of work in 2021-22. The next 12 months must

see a continued focus on improving prosecution rates, support given to the Home Office's ongoing work on National Referral Mechanism transformation and we must build on the work over the past year on capability and partnership with immigration authorities.

I am immensely proud of what policing has achieved in this area over the past four years and I will continue, on behalf of all PCCs and the public, to work with Chief Constable Sawyer and the national team to support and enable this important work.



4. WEST YORKSHIRE POLICE AND CRIME COMMISSIONER COMMENTS

MARK BURNS-WILLIAMSON OBE, POLICE AND CRIME COMMISSIONER FOR WEST YORKSHIRE, APCC LEAD FOR MODERN SLAVERY AND HUMAN TRAFFICKING AND CHAIR OF THE NATIONAL ANTI-TRAFFICKING AND MODERN SLAVERY NETWORK



This last year has been incredibly challenging for all of us and like many sectors across the UK, policing has dynamically adapted to the Coronavirus pandemic and the various lockdown measures to ensure we maintain our responsibilities to the communities we serve during these difficult times.

As the national Police and Crime Commissioner (PCC) lead for modern slavery and human trafficking, it has been very encouraging to see how the work of the Modern Slavery and Organised Immigration Crime Unit has continued to deliver such a robust programme of work in the last twelve months and all those involved in this ground breaking endeavour are to be commended for what has been achieved.

It is absolutely right that as well as tackling those who exploit and abuse children and adults in the UK and internationally through slavery and human trafficking, that we also disrupt and prosecute wherever possible those who seek to profit from the misery that organised immigration crime creates. The shocking deaths of 39 migrants at the hands of callous organised criminals in Essex in 2019 is a stark reminder of the abhorrent abuses and disregard for people's lives that exist in this despicable criminal activity. I welcome and support the work of the Programme in helping to improve the law enforcement responses to OIC and its focus on disruption, enforcement and safeguarding those vulnerable to exploitation by these criminal groups.

The work of PCCs continues at pace, and as Chair of the National Anti-Trafficking and Modern Slavery Network (NATMSN), I have seen much improved engagement by PCC colleagues in the modern slavery agenda and the activity they are delivering at a local level with their forces and partnership networks. This increased engagement over recent years can be mostly attributed to the work of NATMSN being embedded the Modern Slavery Organised Immigration Crime Programme (MSOICP) and, in addition to improving PCC engagement, the NATMSN has continued to help support the delivery of key outcomes for the Programme.

This year has seen another opportunity for PCCs to access Home Office funding for small grants to deliver targeted prevention activity and awareness raising campaigns within vulnerable sectors of their communities. Many of the projects have shown creative and innovative ways to respond to the lockdown measures, diversifying engagement through online activities and social media. Collaboration with partners has again been key to this work and has shown the strength in our collective capabilities in striving to protect the vulnerable victims of exploitation and abuse and hold the perpetrators to account.

A particular focus of mine in recent months has been driving forward the collective commitment of the seven PCCs and Chief Constables in the Yorkshire/North-East region to develop and publish a modern slavery transparency in supply chains statement. Tackling slavery and exploitation in the supply chains of our respective organisations is critically important and we need to embed this practice in our everyday policing business as a whole. PCCs have a significant role to play to champion this approach for policing, particularly now that the government has committed, pending the necessary legislative change, to extend

the transparency reporting requirement to large public bodies and I will continue to drive this activity through the NATMSN.

As we look to the year ahead, we must take forward our determination and build on the successes and learning to go further in the fight against the human rights abuses of modern slavery and exploitation. There will be renewed opportunity to engage newly elected and re-elected PCCs and Mayors through the well-established platform of the NATMSN and support a refreshed commitment to tackling these crimes with their forces, partners and communities as we emerge from the pandemic.

I have been personally committed to this key policy area for several years and welcome the continued investment from the Home Office to support the Programme in 2021/22. I look forward to working with valued colleagues and partners and support this vital action for the foreseeable future in keeping all of our communities safe and feeling safe.



Office of the
**Police & Crime
Commissioner**
West Yorkshire

5. EXECUTIVE SUMMARY

Modern Slavery is a complex, harmful and largely hidden crime² and these features of the threat have been magnified by the COVID 19 pandemic. This Executive Summary sets out how, despite the challenges posed by the pandemic, the Programme and national policing have continued to make headway in 2020/21 to tackle this abhorrent crime. It also demonstrates that progress has been made to address the related threat of OIC.

2020/21 Programme Highlights	
Modern Slavery	Organised Immigration Crime
25% growth in police referrals to the NRM	£594,000 in civil penalties collected
27% Increase in live investigations	4,380 front line officers provided with OIC awareness training
20% increase in modern slavery referrals to the CPS	68 multi-agency operations conducted
324 Police officers and staff trained as Victim Liaison Officers	OIC tactical advisers established in 43 Forces

Overview of the 2020/21 Programme

Modern Slavery: The focus for the Programme in 2020-21 was to provide policing with the tools to achieve a sustained uplift in performance in terms of safeguarding and criminal justice outcomes, and to transition the work of the Programme to business as usual within ongoing governance structures. Additional funding was provided mid-year to allow PCCs to undertake prevention work and to support a programme of training for Victim Liaison Officers.

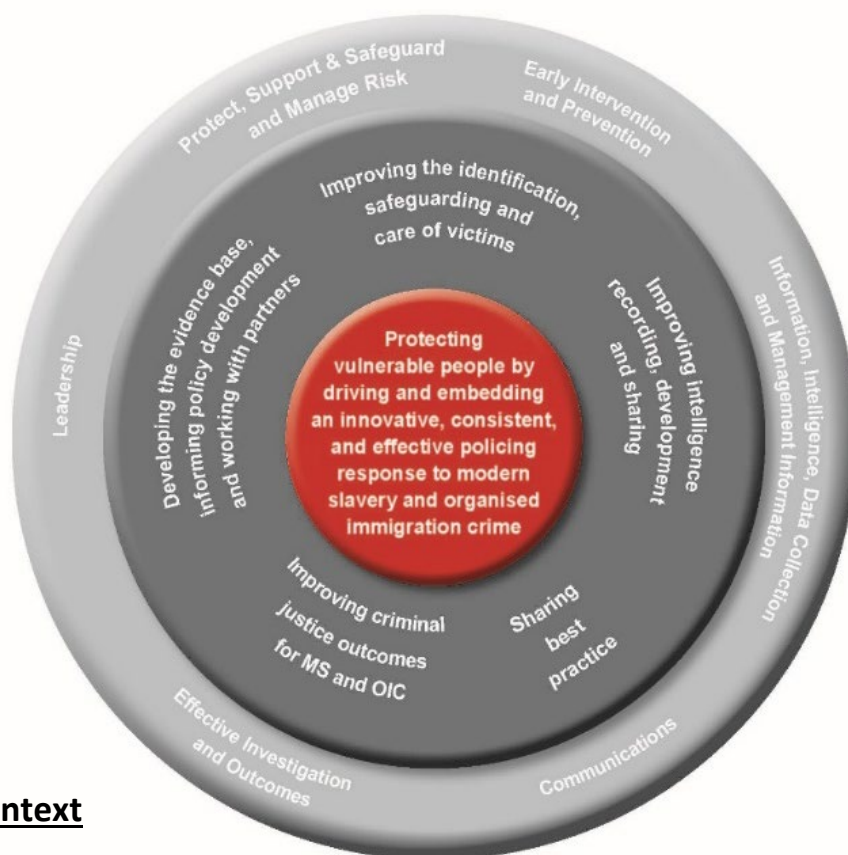
OIC: Funding was provided at the start of the year to enable work to explore how policing could build capability to disrupt and investigate OIC and to enhance the safeguarding of vulnerable migrants. In July an additional grant was allocated to form a pilot OIC Operational Team based in the South East and South of England to work closely with IE and Border Force to uplift performance to tackle the threat of OIC.

In total £2.180m has been allocated across the year, with approximately £1.0m allocated to OIC and the remainder to modern slavery. More information on the history of the programme is provided in **Annex 2**.

Funding in 2021/22: The Home Office has agreed further investment of £1.4m enabling the Modern Slavery and Organised Immigration Crime Programme to be extended until 31st March 2022 to ensure that the learning of the programme is effectively embedded and the ongoing response to the threat, this will cover completion of the Modern Slavery Programme and extension of the OIC activity programme.

² Home Office Modern Slavery Annual Report 2020 Home Office p. 4

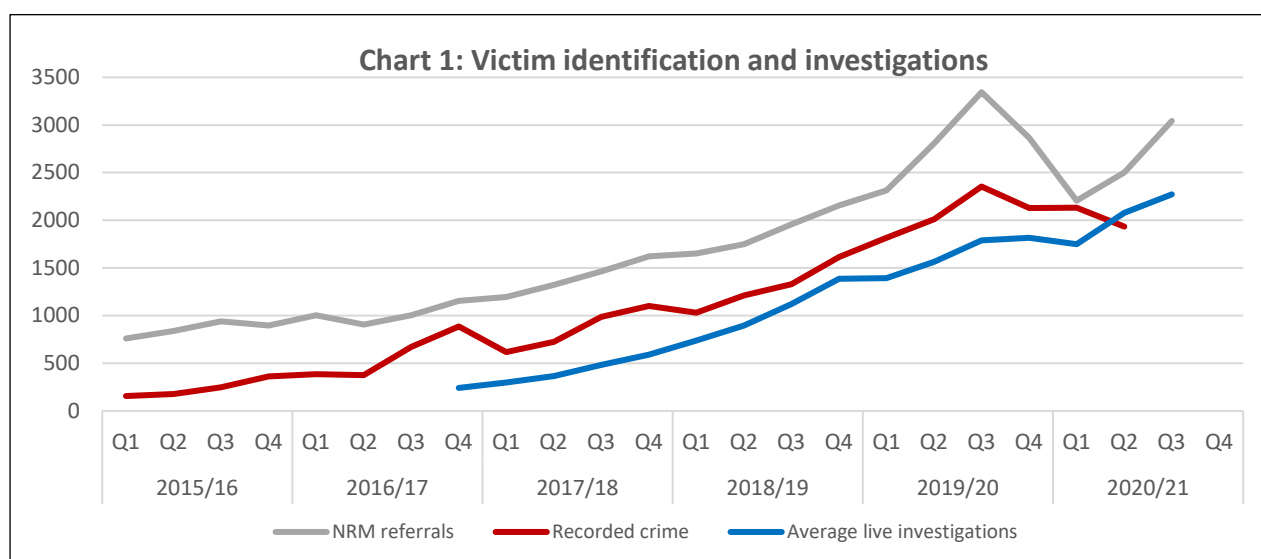
The Mission Statement for the 2020/21 MSOIC Programme.



National Context

Impact of the COVID-19 Pandemic

Data and results set out in this Annual Report show the COVID-19 pandemic has not significantly impacted on the policing effort to identify and tackle modern slavery. The graphs below demonstrate that, although there was a small dip in the number of police investigations in early 2020/21, the numbers quickly recovered and have subsequently continued to increase. The number of police referrals to the NRM have continued to grow in 2020/21.



The COVID 19 pandemic did impact the nature of modern slavery criminality. Whilst the number of people being trafficked to the UK reduced, the risk of exploitation for British victims or overseas victims already in the country increased. It is particularly concerning to note that lockdown restrictions over the last year have not impacted on the level of activity in relation to County Lines and drug distribution, an area of exploitation which often targets children.

Whilst policing activity recovered quickly after the first lockdown, the impact across the criminal justice process has been greater and the closure of the courts, although for only a few months has led to significant delays in cases coming to trial. Since the reopening of courts, whether in a physical or virtual capacity, steps have been put in place by the CPS and The National Police Chiefs Council (NPCC) to prioritise and focus demand to ensure the most serious cases are put into the court system immediately.³

In terms of OIC, lockdown restrictions inhibited the opportunities for illegal migration via established routes; inland clandestine detections were reduced, and in the summer months activity was displaced to small boat crossings. The culmination of an improved multi-agency response and the onset of winter weather conditions saw a reduction in small boat activity and evidence of a greater diversification in the methods used by organised crime groups to bring people into the country illegally many of which involved high risk methods. Further information on the impact of the pandemic is contained in **Annex 1**.

High Risk Methods of OIC

The tragic event in Essex in 2019 where 39 individuals died in a refrigerated lorry is a stark illustration of the risks that traffickers are prepared to take to profit from irregular migration. Intelligence on clandestine events in 2020/21 demonstrates migrants continue to be transported by high risk methods, with significant numbers of being found in situations where there is a potential threat to life, these include hard sided and refrigerated units and bulk containers.

Increasing links between Modern Slavery and Poly-Criminality

The police are increasingly identifying poly-criminality in modern slavery offences, where offenders are engaged in criminality across exploitation types, in particular links between sexual exploitation and criminal exploitation investigations with money laundering and fraud are being identified. This increases the complexity of cases and the need for operational coordination across forces. The Programme has focussed on working with the National Crime Agency (NCA) and ROCUs to tackle organised modern slavery crime.

Court Rulings and Legal Precedents

The final quarter of the Programme saw a court judgement that will significantly impact on the policing of modern slavery. The recent High Court judgement DPP v M held that whilst not binding in the criminal context, an SCA conclusive grounds decision may be admitted, at trial, on the basis that it is expert evidence. The case has been appealed to the Supreme Court but has the potential to have a significant impact in terms of both the prosecution of non-modern slavery offences linked to exploitation and the safeguarding of victims.

Delivery Against Our Key Objectives

Improving intelligence recording, development and sharing

Planned Outcome: Implementation of the Police National Database PND direct data entry business change project to upload modern slavery operational data entry within PND in support of improving investigations

Working with the National County Lines Coordination Centre (NCLCC) and the College of Policing the Programme completed the implementation of the PND direct data entry business change project in December 2020.

³ Home Office Modern Slavery Annual Report 2020 Home Office p. 8

This will allow investigators to make direct connections between investigations taking place across the country and in turn increases opportunities to identify and safeguard victims and improve the quality of investigations.

Outcomes: Since going live 31 forces (72%) are engaged with this process and inputting and updating investigations on a regular basis with just under 800 investigations created in the first three months of going live.

Improving Criminal Justice Outcomes for Modern Slavery

Planned Outcomes:

- **Promoting an effective coordinated multi-agency operational response, with better use of legislative tools to improve outcomes for victims.**
- **Increased number of modern slavery investigations co-ordinated by the police and the National Crime Agency.**
- **Increased modern slavery prosecutions by overcoming barriers that prevent prosecution.**

Prosecutions Oversight Group (POG): The Programme has continued to coordinate a multi-agency effort to increase the number of modern slavery prosecutions. Working with the NCA, the Home Office, the CPS, Gangmasters and Labour Abuse Authority and representatives from policing across the country the POG has sought to overcome the barriers to successful prosecutions and share good practice. Examples of work managed through this group are cross agency input to the guidance for forces on Slavery and Trafficking Risk and Prevention Orders and inter-agency working to establish the correct response to court rulings and changes in legal precedents.

Operational Coordination: The Programme has supported the NCA in establishing a Modern Slavery and Organised Immigration Crime National Tasking Centre which aims to provide National Intelligence Model (NIM) compliant products for local, regional, NCA or national tasking. In addition, the programme has supported the NCA with four Aidant intensifications.

Regional Coordinators: Have worked collectively to coordinate cross force cooperation on 13 complex investigations this is in addition to support to individual forces on investigations and operations where 491 instances of support have been recorded

s45 MSA 2015 defence: The programme has worked with the Home Office, CPS, NCA and the Independent Anti-Slavery Commissioner, to understand the prevalence and appropriateness of the use of the s45 defence. In addition, advice and support has been provided to forces and investigators in respect of specific cases and a training course has been developed in collaboration with the NCA and the NCLCC.

Outcomes: The most direct indicator of policing effort in respect of modern slavery criminal justice outcomes is the number of police referrals to the CPS which have increased by 20% despite the impact of the pandemic as shown in table 1 below.

The number of charges and prosecutions are influenced by several factors which are outside of the direct control of the Programme. In 2020/21 the closure of courts has had a significant impact on the number of prosecutions in the first two quarters of the financial year. The Programme continues to work with criminal justice system partners to drive up the number of successful prosecutions.

Table 1: INCREASING EFFECTIVENESS IN THE POLICING AND CRIMINAL JUSTICE RESPONSE TO MODERN SLAVERY

Key data	Calendar Year	Total	Change
Modern Slavery Live Investigations*	2019	1534	+27%
	2020	1952	
Growth in Police referrals to the National Referral Mechanism	2019	2748	+24.9%
	2020	3431	
Growth in the number of police referrals to the Crown Prosecution Service in connection with Modern Slavery Offences	2019	275	+20.4%
	2020	331	
Change in Crown Prosecution Service - "flagged modern slavery defendants" **	2019	349	-23.5%
	2020	267	
Increase in Crown Prosecution Service - Conviction rate**	2019	71.9%	n/a
	2020	73.8%	

*average of monthly live investigations

**CPS data are available through its Case Management System (CMS) and associated Management Information System (MIS). The CPS collects data to assist in the effective management of its prosecution functions. The CPS does not collect data that constitutes official statistics as defined in the Statistics and Registration Service Act 2007. The official statistics relating to crime and policing are maintained by the Home Office (HO) and the official statistics relating to sentencing, criminal court proceedings, offenders brought to justice, the courts and the judiciary are maintained by the Ministry of Justice (MOJ)

Developing the Evidence Base and Embedding Best Practice as Business as Usual

Planned Outcome

- **Continue to develop the Modern Slavery Evidence base and share best practice in order to improve safeguarding and criminal justice outcomes**

In 2020/21 the emphasis has been on embedding good practice as business as usual and developing guidance that will lead to a sustainable improvement in modern slavery outcomes.

Improving Modern Slavery Outcomes Report: This comprehensive report references the Slavery and Trafficking Policing Standards 2020 and describes 11 key functions identified as best practice and how they are used in operating models in six selected forces. It provides a resource for those forces who wish to review their modern slavery operating models to ensure they have the optimum model to reflect their local situation.

Benchmarking: Benchmarking against the Slavery and Trafficking Policing Standards was initially undertaken with Forces in February 2020 and repeated in January 2021. Advice and peer support have been available from Regional co-ordinators to generate transformation in identified areas in need of improvement.

Disruptions: Work during the year has shown the recording of modern slavery disruptions is not accurate. Consultation with forces and the NCA has led to process changes to resolve this issue. This will be followed up in 2021/22 with continued support to forces to both increase the number of disruptions and to improve their recording.

National Enforcement Powers Guide: Working with the National Network Coordinator Forum (NNCF) the Regional Coordinators have produced the **National Enforcement Powers Guide** a major new tool for policing and law enforcement partners (see **Annex 4** for further detail).

Victim Liaison Officers Course: 20 courses have been provided and over 300 police officers have received specialised training to build trust with victims to facilitate positive engagement with the criminal justice process, using a victim centred approach. Feed-back from the course showed 98% of respondents thought that the course was excellent or very good. Subsequent feedback indicates that the learning is already being put into place *“The knowledge of the officers utilised as VLO’s was of great benefit to me investigators working on the case who had attended the VLO course were able to see the bigger picture assisting the initial investigation.”* Senior Investigating officer.

Training: The programme has provided modern slavery and human trafficking learning content to UK Universities to compliment the police recruit curriculum, kept training and briefing material updated and worked on innovative ways to disseminate guidance materials. In addition a suite of training materials has been provided direct to all forces to support their modern slavery training needs.

Slavery and Trafficking Risk and Prevention Orders: Comprehensive written guidance has been provided to forces and the programme and regional coordinators continue to encourage the use of orders as a tactic to interdict organised crime groups and protect potential victims. This work was coordinated with efforts by the National County Lines Coordination Centre to increase the number of Slavery and Trafficking Risk Orders obtained by police forces.

Outcomes

We’ve seen increases in charges for modern slavery related offences. There has been a positive uptake of the VLO course and the Programme continues to support forces undertaking modern slavery training. We believe this is contributing to the increases to outcomes, charging rates and referrals to the Crown Prosecution Service.

Improving the Identification and Safeguarding of Victims

Planned Outcome

- **Improved identification of victims to enable rapid safeguarding measures to reduce repeat victimisation**

Improving policing’s interaction with the National Referral Mechanism: The Programme has worked closely with the Home Office to provide online NRM and Safeguarding training to first responder organisations and other organisations with a role in supporting victims.

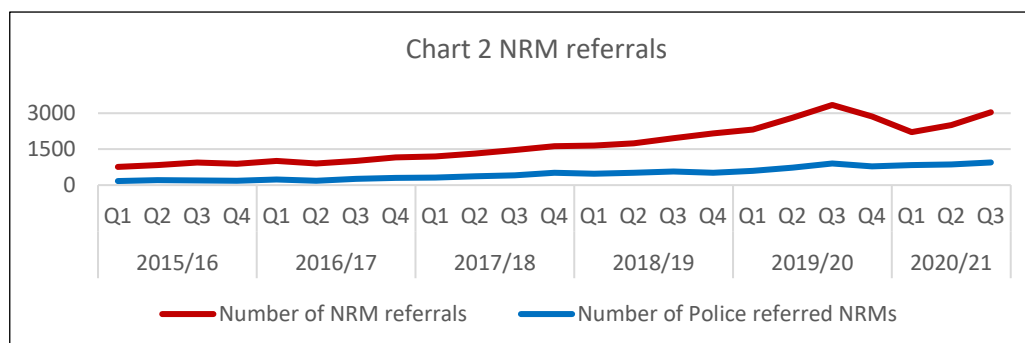
Process improvement leading to better safeguarding: During 2020/21 the programme has worked closely with the Home Office and the Single Competent Authority (SCA) to ensure the current information flows between policing and the SCA are effective and has assisted forces with complex NRM issues. Areas covered by this work include:

- Assistance with resolving at least 45 separate cases raised by forces and 27 cases raised by the SCA
- Work with IE to research the quality NRMs from Immigration Referral Centres (IRCs) and potential changes to the N200 recording criteria for non-UK footprint modern slavery incidents resulting in the production of guidance and training for IE staff

Taking a practical problem-solving approach, the Programme has contributed both to the safeguarding of individual victims and to wider process improvement. The Programme has also assisted with framing the remit for the new NRM Transformation Programme.

External Indicators

The overall number of NRM referrals peaked in quarter 3 of 2019/20. Quarter 2 of 2020/21 saw the return to closer to the long-term trend. Police NRM referrals have been less variable with a steady growth in numbers.



Outcome

The pandemic clearly had effect on the number of NRM referrals. However policing referrals were not impacted at the same rate. This suggests improved identification and safeguarding of victims by police.

Work with Partner Agencies to Strengthen Safeguarding

Planned Outcome

- **Improve understanding and provide specialist expertise to all relevant agencies of their safeguarding responsibilities for Modern Slavery and Human Trafficking and Organised Immigration Crime**

Safeguarding of Unaccompanied Migrant Children: Working with local authority Directors of Children's Services and IE the Programme re-invigorated an existing operation which aimed to improve the multi-agency safeguarding response to unaccompanied migrant children. Policy and processes were strengthened and training was provided to all 43 police forces in England and Wales and their respective local authority Children's Services Departments. In total 214 police officers and police staff and 274 local authority staff have been trained.

Outcomes: Survey results show that for those trained the average levels of knowledge and confidence in safeguarding unaccompanied migrant children increased from low to high. In addition, nearly 200 unaccompanied migrant children have received a more consistent professional service from the relevant agencies.

Work with a national abortion clinic: To improve the safeguarding of trafficked women and girls has involved training of staff on how to provide intelligence to policing and a pilot project with an individual clinic and West Yorkshire Police.

Outcomes: the national training has already yielded improvements as result of improved intelligence sharing with at least two victims identified and safeguarded and has strong potential to reduce repeat victimisation. This project has had positive interest from several forces who wish to take the work forward in their area.

National Anti-Trafficking and Modern Slavery Network

The National Anti-Trafficking and Modern Slavery Network (NATMSN) is an integral part of the Programme. Police and Crime Commissioners (PCCs) play an important role in focusing the attention of the wider community to identify those who could be subject to exploitation. PCCs also have significant commissioning powers, both directly and in collaboration with partners and hence a further essential role is making sure appropriate local services are available to support survivors and those groups vulnerable to this form of crime.

Transparency in Supply Chains: This year Mark Burns-Williamson the PCC for West Yorkshire and Chair of NATMSN has driven forward the collective commitment of the seven PCCs and Chief Constables in the Yorkshire/North-East region to develop and publish a modern slavery transparency in supply chains statement. In the future (pending legislative change) forces and PCCs will be required to publish their own Modern Slavery Statements. To take this forward in policing this work has been shared via NATMSN network and the Programme is working with Blue Light Commercial and the Home Office to further support policing bodies to develop their statements.

Small Grants: Additional funding was allocated during the year by the Home Office to Police and Crime Commissioners to undertake preventative work. A range of innovative projects have been undertaken and are described in **Annex 8**.

Increase knowledge and understanding of Organised Immigration Crime in Local Policing

Planned Outcomes

- **Progress towards a sustained operational change in the policing response to OIC, by working in collaboration with our law enforcement partners and building understanding and knowledge amongst frontline police officers.**
- **Improved understanding and identification of OIC cases by the police through the roll out of a training package.**

Police officers and police staff are the first responders to 85% of incidents of clandestine activity and only a small portion of lorry drops result in a criminal justice outcome. The programme has therefore focused on; improving the police “golden hour response” to inland clandestine events (lorry drops) (see page 32 for additional details on the golden hour response) and preventative work to increase the collection of civil penalties and work with hauliers to increase security measures. A key area of work was to address the lack of guidance available to forces on the correct response to inland clandestine events.

The Programme has worked closely with IE, Border Force, the NCA and the Clandestine Channel Threat Command and improved inter-agency working has been at the heart of much of the work.

OIC Tactical Advisers established in every force and provided with appropriate training.

Improvements to the volume and quality of intelligence gained from roadside incidents

Multi-agency review of the **National Response Plan** and production of a revised plan with template and materials for forces to use to generate a bespoke version according to local geography, operating model and policies.

Development of an **accredited one-day training package** aimed at operational staff across law enforcement and delivery to 500 staff. A post training survey showed the training was well received and 94% of respondents felt confident they could now respond appropriately to an OIC incident. This package will be available as a NCALT package in 2021/22

Monthly bulletins to raise awareness of points of investigative opportunities, partner agency collaboration and matters of dynamic operational learning – such as civil penalties and refrigerated lorry protocols.

Expanding the work of the **OIC Road Haulage Group**, this group works collaboratively with hauliers to disrupt OIC activity.

Clandestine Entry Initial Actions aide memoire - a pocket guide for front line policing and responders to use as a quick reference for the initial actions to be taken at the scene of an inland incident of OIC.

Outcomes

The forces within the OIC Pilot area, where OIC training and awareness briefings have been delivered, are seeing increased OIC intelligence referrals and an improved policing response to inland lorry drops.

Operational Pilot in the South Eastern and Southern England

In July 2020 additional funding was provided for a six-month pilot project in South Eastern and Southern England to create an operational team of police officers and staff to improve the response to inland detections and wider general maritime events.

The forces involved in the pilot were:



The pilot has been successful in reaching out to frontline officers across the pilot force areas. Almost 4400 staff have been briefed and 68 multi-agency operations have been run.

OIC Operations Team Engagement metrics		
	Target	Actual as at 31 March 2021
Number of Operational Briefings	70	235
Number of officers and staff briefed	N/A	4,340
Number of control room visits	N/A	30
Number of Multi-agency operations	10	68
Number of Op Kraken visits conducted	28	37

Outcome

One of the key outcomes of the Programme lead to **£594,000 in civil penalties being collected** during the six month pilot by Programme initiated operations. Anecdotal evidence indicates that multi agency operations and the increased collection of civil penalties is having an impact on drivers' attitudes to increased security.

Ongoing Challenges – Modern Slavery and OIC

Challenges for the Criminal Justice System - the exploitation of modern slavery victims is complex and challenging and this poses challenges for the criminal justice system and recent court judgments have shown policing will continue to need to dedicate appropriately trained and well supported staff to modern slavery investigations to ensure victims are safeguarded and perpetrators are brought to justice.

OCGs involved in modern slavery are increasingly involved in poly-criminality - this results in high levels of harm to individuals and communities. Bringing such offenders to justice must remain a priority for policing.

OCGs continue to use high risk methods to bring people to the UK- these routes are also used by foreign national offenders to enter and leave the country. The Clandestine Channel Threat Command has taken up

the challenge of small boats in the channel, policing is keen to be part of a comprehensive response to potential displacement from small boats to lorries and containers.

We welcome the additional resources allocated by the Home Office to continue the work of the Programme in 2021/22. More information of the Programme's planned objectives for the next financial year can be found in sections 7 & 8 and Annex 9.

The work of the Programme is a collaborative effort and we would like to thank all our colleagues and multi-agency partners for their contribution to this endeavour.

Superintendent Sheon STURLAND
NPCC Modern Slavery and Organised
Immigration Crime Portfolio Staff Officer
and Commander, Modern Slavery and OIC
Unit

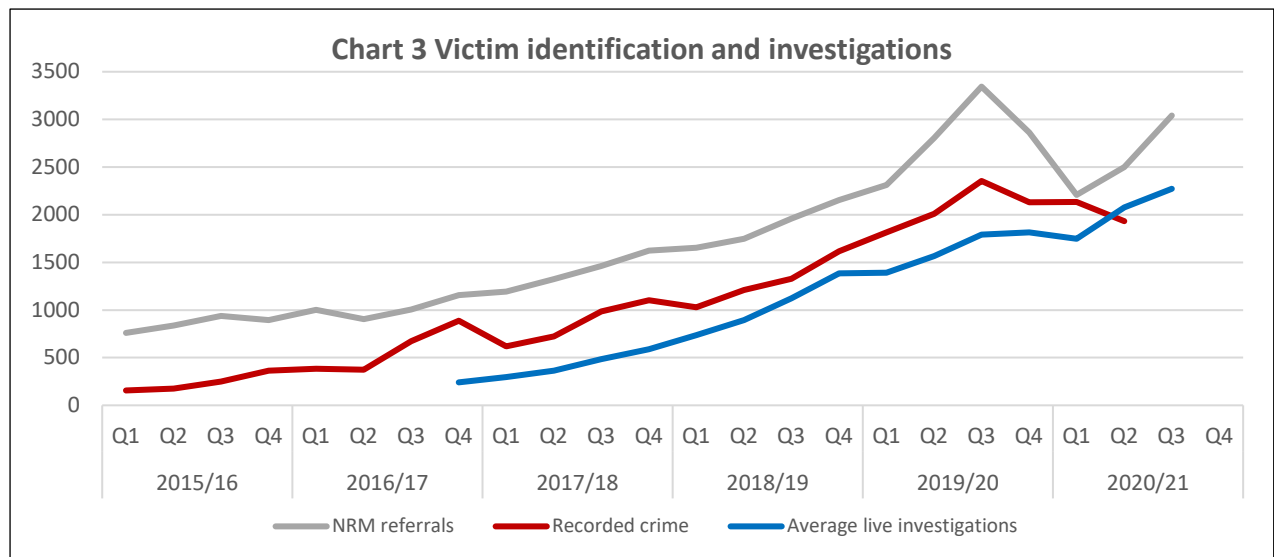
Angela DAVENEY
Programme Manager
Modern Slavery and Organised
Immigration Crime Programme

6. NATIONAL METRICS, LONGER TERM TRENDS AND UNDERLYING DATA

Modern Slavery – Long Term Trends

Ongoing Improvements in Victim Identification and Investigations

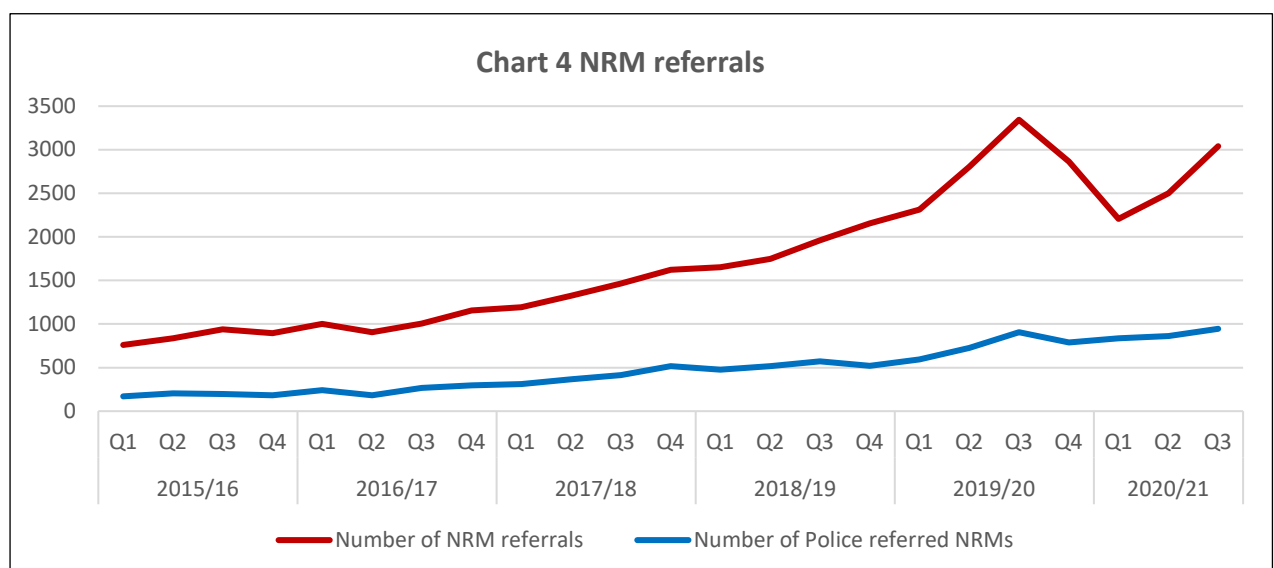
Identification of exploitation and modern slavery offences has been increasing consistently since 2015 as identified in Modern Slavery Investigations data, recorded crime data and NRM referrals.



The number of live modern slavery investigations reported each month has continued to rise throughout 2020/21, by February 2021 there were over 2500 modern slavery investigations.

Since the Modern Slavery Act was introduced in 2015 there has been over 22,000 modern slavery crimes recorded within England and Wales.

The overall number of NRM referrals dipped in quarter 1 of 2020/21 as a result of the Covid-19 pandemic (see **Annex 1** for further details of the impact of the pandemic) but the number of police referrals has remained stable through the year.

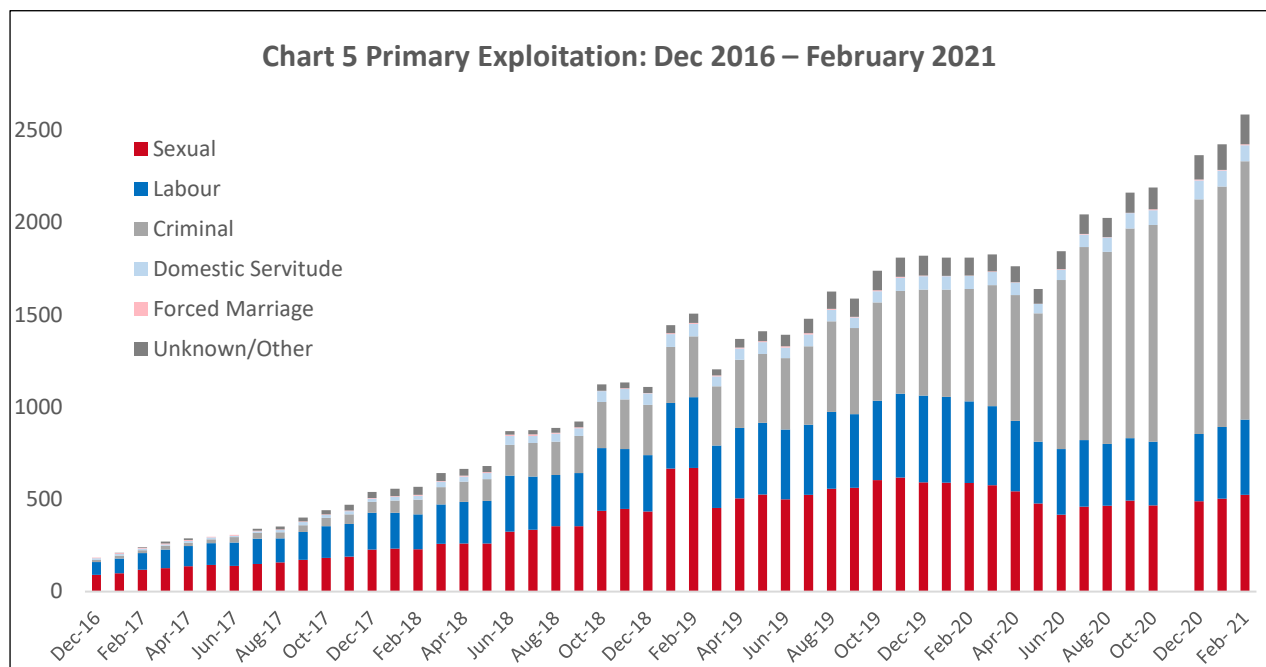


There were 10,613 NRM referrals in the calendar year 2020 which is 225% higher than 3,264 in 2015, of the 40,418 referrals received from 2015 to 2020 28% were made by police first responders.

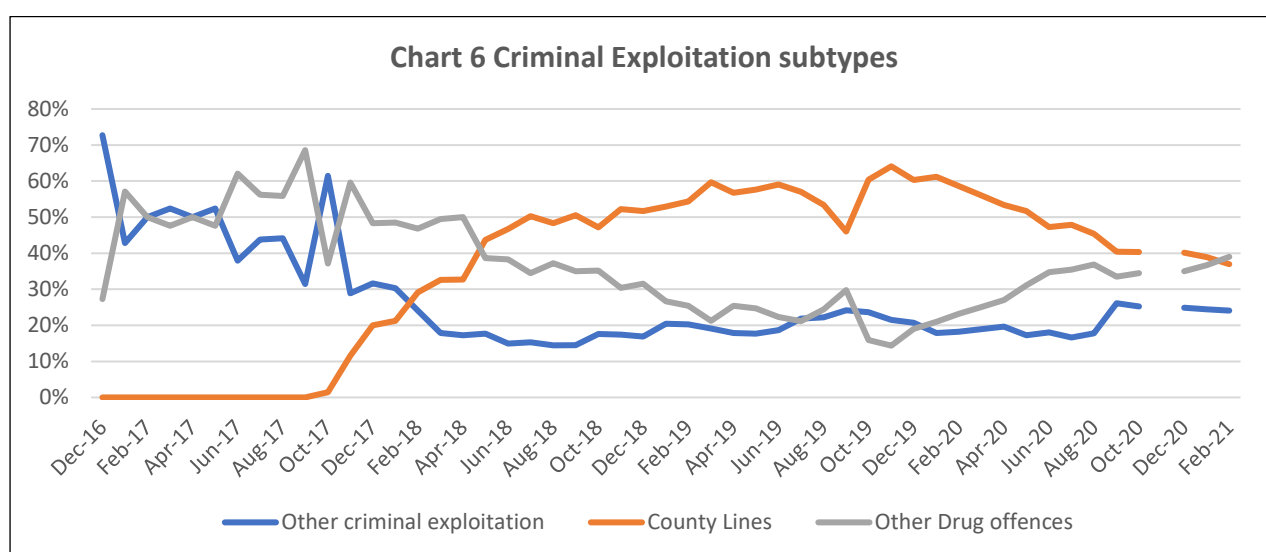
Underlying data on victims, crimes and investigations

Changes in the Type of Exploitation

The proportion of investigations that relate to criminal exploitation have been increasing significantly and now account for over 50% of all reported investigations in the UK. This figure has been rising month by month and has increased by approximately 10% each year. This rise is primarily due to an increase in the identification and reporting of County Lines investigations involving exploitation.

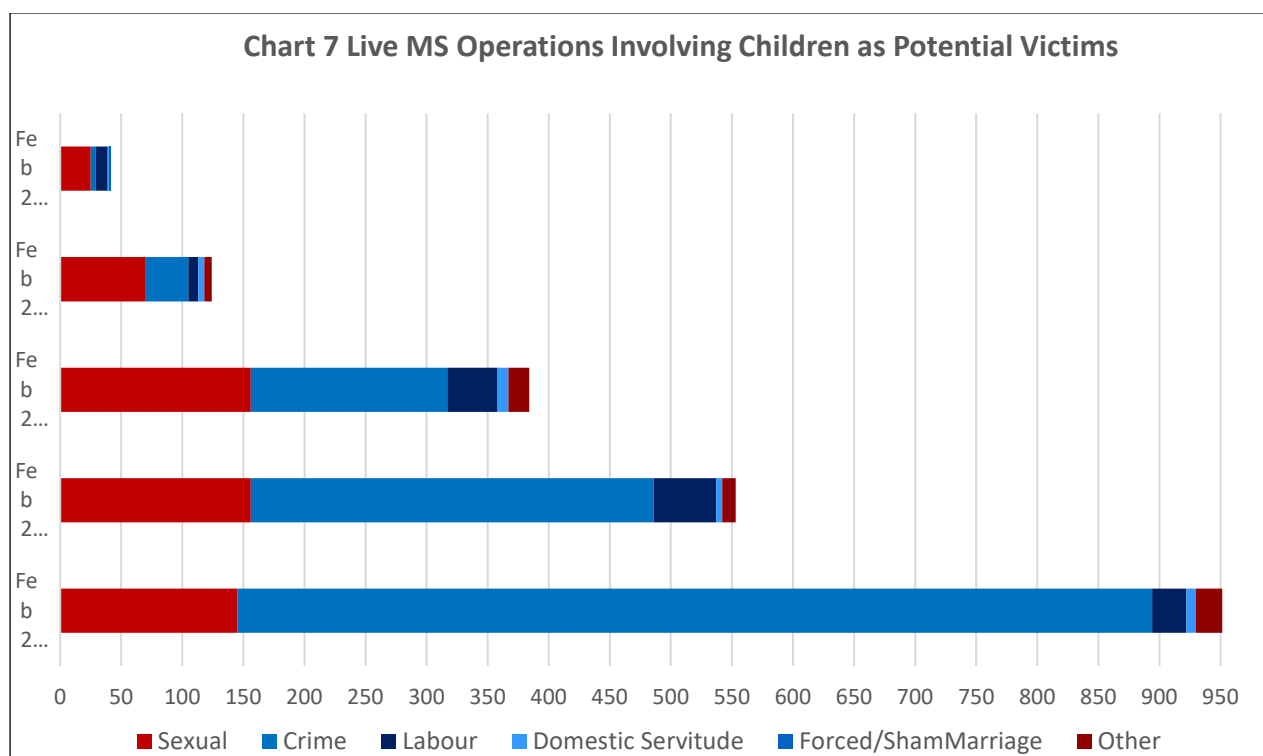


Of the criminal exploitation investigations, around 40% are explicitly linked to County Lines offences with a further 34-40% being reported as drug related offending. Whilst the number of County Lines related investigations has been increasing at a rapid rate, it has only been within the last 7 months that investigations related to other drug offences have been increasing. This increase is primarily made up of children who are involved in the supply of drugs which is not County Lines or has not yet been identified as County Lines.



Number of Child Victims

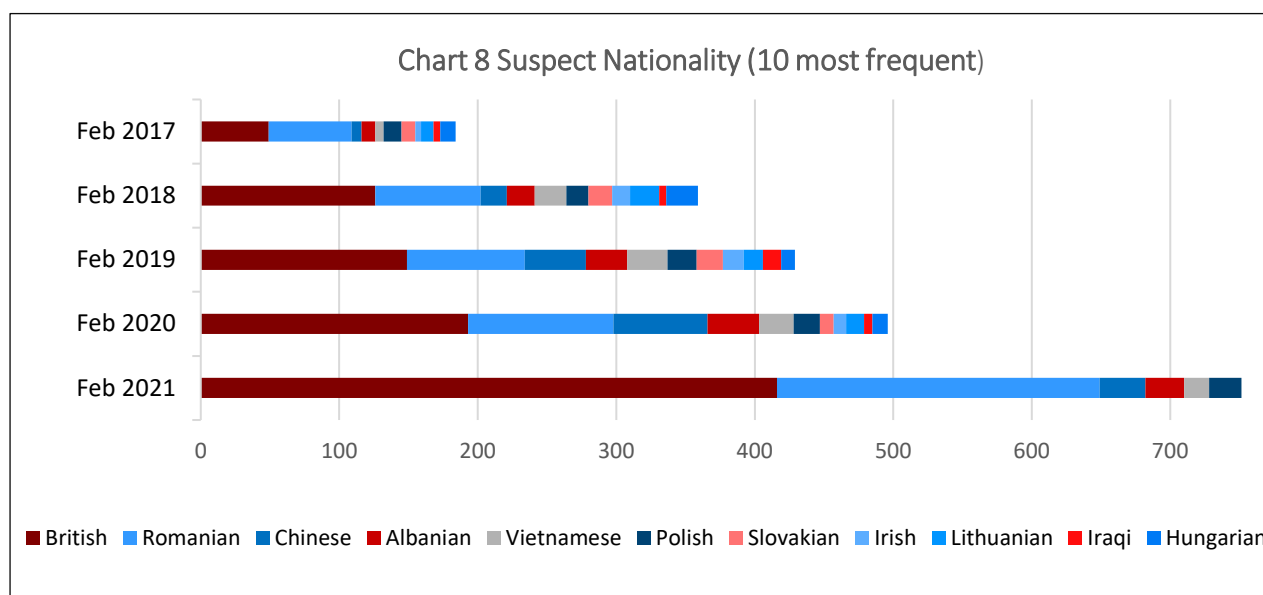
The number of investigations involving children has increased by 76% in the past year. This increase is primarily for criminal based exploitation which largely consists of drug related offending such as County Lines or other forms of drug distribution.

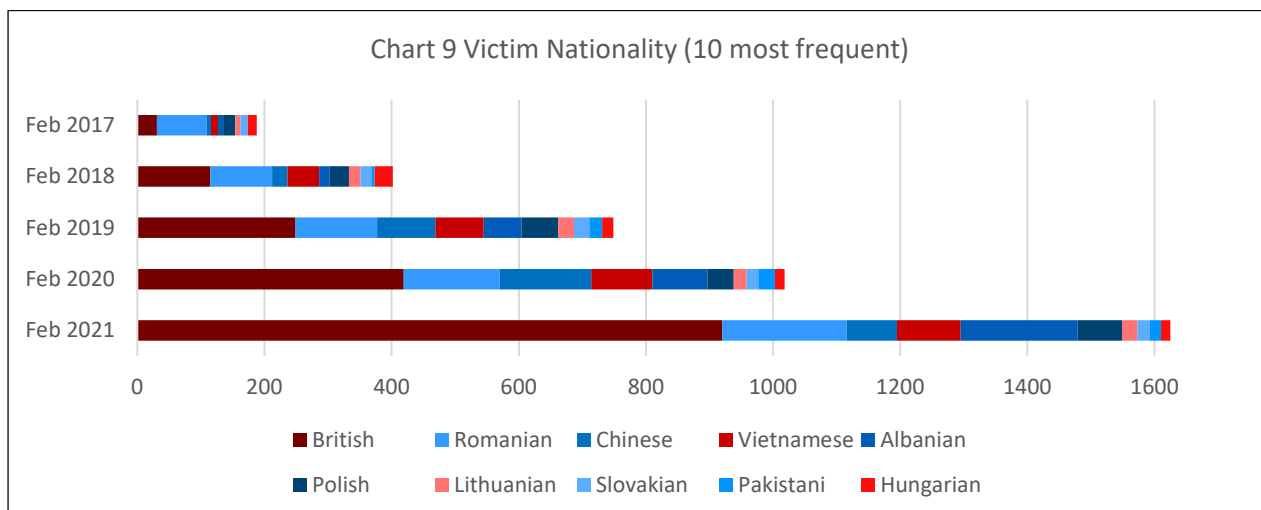


Victim and Suspect Nationality

Modern slavery investigations are typically complex and draw both victims and suspects from a range of different nationalities. Often investigators may be working based on scant information from those involved in the offence as either a victim or suspect.

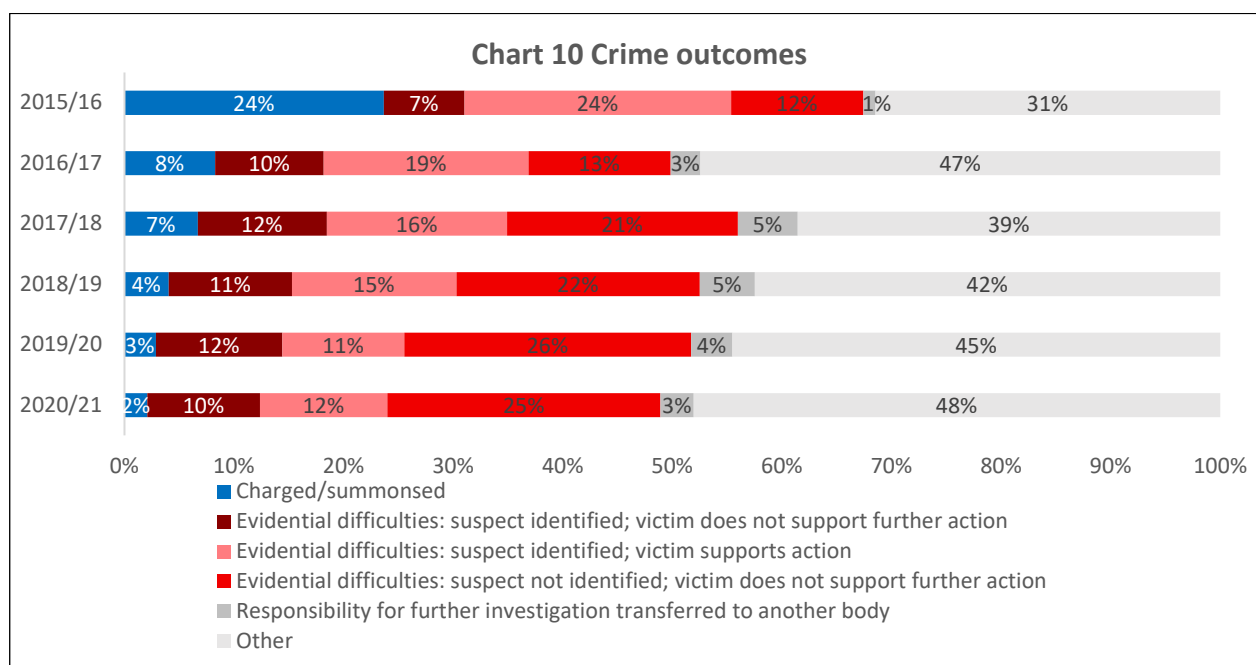
Data from the MSOICU maintained Investigations database shows that British suspects account for over 50% of suspects where the nationality is known, an increase from the previous year. Similarly, the number and proportion of British victims has also increased. British victims account for over 50% of victims where the nationality is known, this has more than doubled compared to the previous year. This is in line with the increase in criminal exploitation investigations linked to County Lines offending which tends to predominantly involve British victims and offenders.





Modern Slavery Criminal Justice Outcomes

Outcomes are recorded on the basis of the year that the offence was recorded. Due to the length of time it takes for a case to go from recording to prosecution there are a large number of cases that have not yet been assigned an outcome and this is higher for the more recent years. The MSOICU have been working closely with forces and the CPS to improve the number of investigations that are referred to the CPS for charging and subsequently result in a prosecution. Between 2016 and 2019 the number of charges authorised by CPS increased by 37% and convictions increased by 16%. Whilst the Covid-19 pandemic has had some impact on the proactive police activity in respect of modern slavery in 2020 as compared to 2019, there has still been an increase in referrals to the CPS. The pandemic has inevitably resulted in a delay in convictions due to the closure of courts and the need to re-schedule cases.



Criminal Justice Outcomes in terms of quarterly **pre charge receipts, charging decisions and convictions** are provided in chart 11 on page 26.

7. MODERN SLAVERY AND SAFEGUARDING: WHAT WE HAVE DELIVERED

Improving intelligence recording, development and sharing

Planned Outcome: Implementation of the PND direct data entry business change project to upload Modern Slavery operational data entry within PND in support of improving investigations.

The recording of information in the Police National Database (PND) on modern slavery victims, offenders, and organised crime groups (OCGs) allows direct connections to be established between investigations taking place across the country. This in turn increases opportunities to identify and safeguard victims and can improve the quality of investigations.

Working with the National County Lines Coordination Centre (NCLCC) and the National College of Policing the Programme completed the implementation the PND direct entry business change project in December 2020.

Outcomes - since going live 31 forces are engaged with this process and inputting and updating investigations on a regular basis with just under 800 investigations created in the first three months of going live. The move to PND has meant the identification of connections between those involved in Modern Slavery and Human Trafficking (MSHT) offences as either a victim or suspect and over 8000 records relating to crime, intelligence, child abuse, domestic abuse or custody records have been entered. It has also enabled us to identify a significant increase (36%) in the number of associations between those involved in MSHT offending and those who are also involved in a recorded organised crime group.

Improving Criminal Justice Outcomes for Modern Slavery

Planned Outcomes:

- **Promoting an effective coordinated multi-agency operational response, with better use of legislative tools to improve outcomes for victims.**
- **Increased number of Modern Slavery investigations co-ordinated by the police and the National Crime Agency.**

At the end of 2019/20 there were welcome signs of an improved criminal justice response to Modern Slavery. The number of live investigations, modern slavery recorded crimes and NRM referrals were all steadily improving (see **Charts 3** and **5** on page 19/20). There was also an upturn in the number of police referrals to the CPS and the number of convictions. Although the volume of prosecutions and convictions were low by comparison to incidents, the data indicated that the criminal justice system was starting to have greater success at bringing offenders to justice.

Resolving Reoccurring Barriers to Effective Prosecutions and Criminal Justice Outcomes

To improve criminal justice outcomes the Programme has adopted a multi-faceted approach to resolving the reoccurring barriers to effective prosecutions and criminal justice outcomes.



Regional Coordinators: A key aim for Regional coordinators is to promote within policing a much greater understanding of the risk, threat and harm in respect of modern slavery. Their holistic peer support to forces and ROCUs and their expert knowledge of the legislation have led to a focus on successful outcomes to prosecution and safeguarding. The improving picture in terms of criminal justice outcomes is shown in **Chart 11** below.

They have had a significant effect on the way forces work, leading to; early offender intervention through crime scrutiny and wider intelligence development, greater prioritisation of modern slavery investigations and improved investigative and disruption strategies.

The unique expertise of the network has allowed agencies such as the NPCC, the NCA and the Home Office to connect with policing and gather vital practical information to inform policy and national strategy. For example, the East Midlands Regional Coordinator provided significant support to the multi-agency task force set up by the Home Secretary and led by the GLAA to investigate allegations of unsafe working conditions and illegal employer practices in the textiles industry in Leicester.

Outcomes for Regional Coordinators:

- During 2020/21 Regional Coordinators have been closely involved in the driving forward of 13 level 1 and 2 operations and provided peer support to 491 investigations.
- Evidence of the impact of this work can be seen in the increase in the number of modern slavery investigations and the number of referrals to the CPS which have risen by 27% and 20% respectively in 2020/21.
- In addition the Regional Coordinators have been involved in a large number of individual initiatives with forces, ROCUs and other stakeholders (see Annex 6 for further details).

Prosecutions Oversight Group: The delivery plan for the group seeks to make improvements to the number of modern slavery prosecutions across England and Wales. This is achieved through increasing confidence and knowledge of investigators, overcoming complex challenges and barriers to success nationally on behalf of policing, providing peer support and specialist advice, increasing the use of CPS early investigative advice and embarking on specific projects in relation to reoccurring issues, such as successful victim support and engagement. The impact of this group can be seen in the increasing referral to the CPS as shown in **Chart 11** below.

Operational Coordination: Regional Coordinators play a key role in ensuring good co-ordination at all stages of an investigation and during any tasking process. They continue to face challenges in seeking

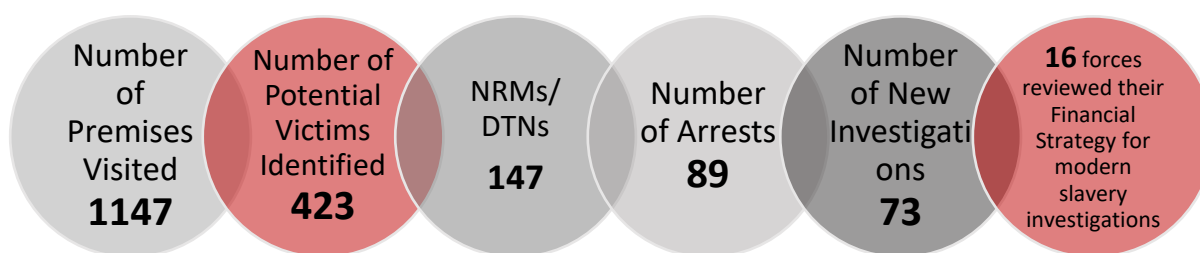
support for intelligence development and investigative capacity when OCGs are identified as operating across force, regional and international borders. Collaboration is often achieved through the Coordinators network and not embedded processes. Challenges are being escalated through appropriate channels to seek solutions nationally whilst SOC tasking processes are embedded.

To address the need for ongoing support for operational coordination the Programme has also supported the launch of the new Modern Slavery Intelligence and Investigative Group (MSIIG).

Support has been provided to four NCA Aidant Intensifications:

- **AIDANT COVID – Threat Changes:** Focused on labour exploitation after the first lockdown to examine the impact of the pandemic, particularly in the areas of agriculture and food processing, and potential high-risk enablers such as recruitment agencies.
- **AIDANT 21 – Labour Exploitation:** Farming, Food Production, Agriculture with specific focus on food packaging and processing, the shellfish industry and the textiles and garment sector.
- **AIDANT 22 – Child Trafficking:** To enhance and develop knowledge in relation to child trafficking and exploitation of under 18s.
- **AIDANT 23 – Illicit Finances:** Deliver an increase in UK law enforcement activity against the threat of MSHT related illicit finances.

These intensification periods resulted in:



To promote cross-force operational coordination the Programme has supported the NCA with establishing a **Modern Slavery and OIC Intelligence Assessment Team** which aims to provide National Intelligence Model (NIM) compliant products for local, regional, NCA or national tasking. Further details are provided in Annex 7. The Programme has also provided support to the Tackling Organised Exploitation (TOEX) Project on the development of specific test cases. Whilst the progress in respect of the NCA Intelligence Assessment Centre and the TOEX project are both welcome developments, the pace of change in terms of operational coordination is not keeping pace with the growth and complexity of criminal networks and this is an issue that requires ongoing attention which will be a focus of the 2021/22 Programme.

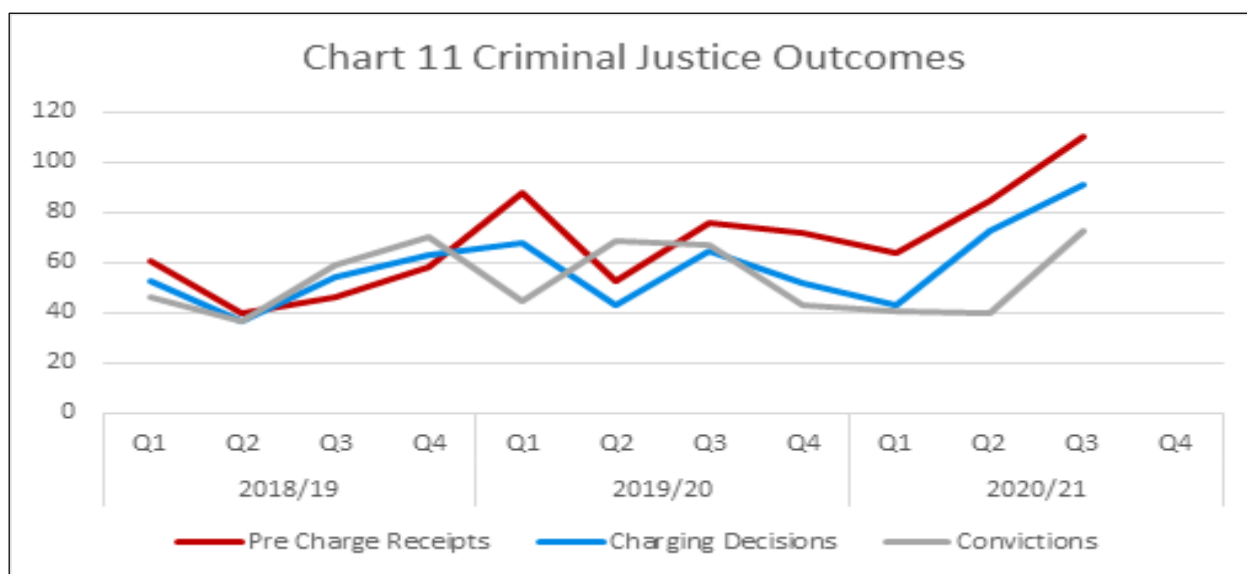
Cross Portfolio Cooperation: The Programme has worked with the National County Lines Coordination Centre (NCLCC) and other vulnerability portfolios to ensure a joined-up approach. This includes collaboration with NCLCC on the PND Direct Entry project and to produce updated training and guidance on the S45 defence

s45 MSA 2015 Defence: An IASC call for evidence took place in 2020 on the use/misuse of s45 and the findings from this were published in October 2020. These highlighted some concerns on the use of s45, including the levels of knowledge within policing. The Programme, through the work of Prosecutions Oversight Group and the Regional Coordinators, has provided support and advice to forces and investigators in respect of specific cases.

The Programme has collaborated with the NCA and NCLCC to build a training package on the use and understanding of the statutory defence. The training was delivered by webinars to forces across the UK and reached over 10,000 police officers and staff.

Local Governance Structures: 8% of forces have implemented formal crime scrutiny panels which are in various stages of maturity. They examine modern slavery investigations, with some covering the full range of exploitation crime types. Key themes highlighted include a lack of supervision, no investigative template or strategy, or a lack of understanding of the end to end NRM processes.

Criminal Justice Outcomes in 2020/21: The most direct indicator of policing effort in respect of modern slavery is the number of police referrals to the CPS (pre-charge receipts) , the 20% increase in the calendar year 2020 indicates the ongoing impact of the programmes assistance to forces to increase the number and quality of modern slavery investigations.



The number of charges and the number of prosecutions is influenced by several factors some of which are outside the direct control of the Programme. The number of convictions was affected by the closure of the court in quarters 1 and 2. The Programme continues to work with criminal justice system partners to drive up the number of successful prosecutions.

Developing the Evidence Base

The Programme has been active in both promoting the best use of current legislation and in researching and developing the evidence base for policy and legislative change. Areas covered include:

s45 MSA 2015 defence: The programme has worked with policing and partners, including the Independent Anti-Slavery Commissioner, Home Office and CPS to understand the prevalence and appropriateness of the use of the section 45 defence.

Domestic Servitude Project: The Yorkshire and Humber Regional Coordinator has worked with the West Yorkshire Police Modern Slavery Partnership to develop a guidance and awareness raising package on domestic servitude in local communities. An iLearn training/awareness package has been developed along with a range of other training and awareness products.

Outcomes Domestic Servitude Project: Since its roll out there has been an 80% increase in reports of Domestic Servitude by West Yorkshire Police.

Embedding Best Practice as Business as Usual

Throughout 2020/21 the emphasis has been on embedding good practice as business as usual and developing guidance that will lead to a sustainable improvement in modern slavery outcomes. This will be a continuing focus of work in 2021/22 as the Programme implements its exit strategy with the aim that all improvements and best practice become part of business as usual.

Improving Modern Slavery Outcomes Report: The report assists forces to review their operating model for modern slavery and compare it to successful models in place in the best performing forces. This comprehensive report, which references the Slavery and Trafficking Policing Standards 2020, describes 11 key functions identified as best practice and how they are used in operating models in six selected forces. It provides a resource for those forces who wish to review their modern slavery operating models to ensure they have the optimum model to reflect their local situation.



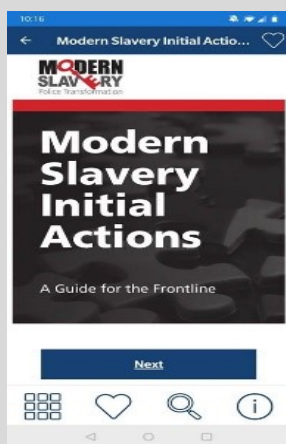
Benchmarking: The Regional Coordinators benchmarked all forces against the Slavery and Trafficking Policing Standards 2020 in February 2020. This was followed by a rolling programme of close partnership working with the modern slavery strategic and tactical leads in each force to offer advice and peer support to generate transformation in those areas in need of improvement. The benchmarking exercise was repeated in between November 2020 and January 2021 and the outcomes are available for forces to assist them with continued improvement work.

Disruptions: There is a lack of consistency in the recording of modern slavery disruptions and this is hampering effective monitoring and management of disruption activity. To solve this issue the Programme has consulted with forces and worked closely with the NCA to improve the situation.

Outcomes for disruptions work: As a result, changes will be made to APMIS to allow forces to submit more than one threat type against a disruption and hence improve the quality of data on modern slavery disruptions. This will be followed up in 2021/22 with continued support to forces to both increase the number of disruptions and improve their recording.

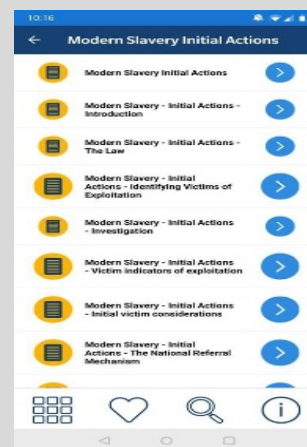
Training and Guidance: Key areas of work on training and development have included:

- Updating all guidance and training documents to reflect most recent best practice, legislative change and court judgements
- Maintaining the Policing Slavery Open Source Website
- Guidance on referrals and safeguarding processes when dealing with a child victim of Modern Slavery
- Providing modern slavery content to UK Universities to compliment the PEQF curriculum.
- Providing all forces with an updated suite of training materials



Development of a Policing Modern Slavery App

In 2020, the NPCC International Crime Coordination Centre (ICCC) partnered with Police ICT to create an app for forces to install on the mobile data devices of frontline officers and staff. The app now contains the Modern Slavery Initial Actions Guide. 30 forces have adopted this app.



Victim Liaison Officers Course: Victims of modern slavery present unique challenges to law enforcement and services that seek to support them. They are vulnerable for a variety of reasons and may either be reliant upon their exploiters, in fear of them, in fear of authorities, or simply fail to appreciate that their circumstances are exploitative. Evidence collected within the Programme consistently shows that early and effective victim engagement is critical to enhancing the victim's experience. This increases the likelihood of positive continued engagement and maximises safeguarding opportunities, whilst improving the chances of achieving successful prosecutions.

The Modern Slavery Victim Liaison Officer (MSVLO) course was developed for face to face delivery but was adapted for online delivery using Microsoft Teams due to the impact of Covid-19. Funding was awarded by the Home Office for the MSOICU to deliver a limited number of courses to forces over the period of October 2020-March 2021.

Outcomes for the VLO training: During this period the training has been provided to 20 forces and over 300 officers and staff. Following this training 98% of respondents felt that the quality and delivery of the information shared in this training session was excellent or very good. 85% of respondents felt they could confidently respond appropriately to a potential victim of Modern Slavery (see Annex 3 for further details). Police officers who have attended the course are putting the learning into action:

"The Knowledge of the officers utilised as VLO's was a great benefit to me..... investigators working on the case who had attended the VLO course were able to see the bigger picture assisting the initial investigation."
Senior Investigating Officer

The expertise of the trained VLOs allowed them to separate victims from perpetrators and gain intelligence to widen the case to a national scale.

Slavery and Trafficking Risk and Prevention Orders: The guidance produced by the Programme provides practical advice to law enforcement when applying for slavery and trafficking prevention and risk orders. It also outlines important considerations for the management of individuals subject of those orders within the community. The guidance is intended to be used in conjunction with, and to complement, the current existing Home Office MS Orders Guidance (2017).

The Regional Coordinators have worked to drive-up use of Risk and Prevention Orders as a tactic to interdict organised crime groups. Raising awareness with force's legal services teams of civil orders and holding regional forums and workshops to raise awareness of their use and their effectiveness in safeguarding victims.

Outcomes for Slavery and Trafficking Risk and Prevention Orders

Unpublished Ministry of Justice statistics indicate that this work has resulted in a continued effort from forces seeking to use and effectively manage STROs and STPOs as a means to reduce repeat victimisation.

National Enforcement Powers Guide: Working with the National Network Coordinator Forum (NNCF) the Regional Coordinators have produced the National Enforcement Powers Guide, a major new tool for policing and law enforcement partners. Effective joint working is important not only for fighting modern slavery and human trafficking abuses, but also for disrupting offenders of other related crime types. It is widely understood that crimes committed by OCGS cross a multitude of different agency remits. In addition, a single agency might not have strong enough intelligence or powers to allow them to gain entry to a site where they suspect such crimes are taking place, hindering the disruption of criminals.

"I welcome the publication of this guide which will serve as a crucial tool in supporting our work to provide victims with the help they need to rebuild their lives and prosecute offenders behind these cruel crimes."

Victoria Atkins MP, Minister for Safeguarding

Improving the Identification and Safeguarding of Victims

Planned Outcome

- **Improved identification of victims to enable rapid safeguarding measures to reduce repeat victimisation.**

Improving the identification and safeguarding of victims has been a key theme of the work of the Programme in 2020/21. This has included work with the Home Office on the NRM and work with partner agencies to strengthen safeguarding.

Improving Policing's Interaction with the National Referral Mechanism (NRM)

Deliver training on the National Referral Mechanism aimed at improving awareness and identification of victims: This involved the provision of training materials to the Home Office to assist with First Responder eLearning training package and the development of training for non-first responder organisations. The Programme acted as subject matter experts to review the training products and to develop the eLearning package which is hosted on the Programme's Policing Slavery website.

Improved information sharing between SCA and Policing: The Programme has worked with the SCA and the Home Office Modern Slavery Unit on several initiatives aimed at improving the flow of information between the Home Office and policing. These include:

- Criminal Procedure and Investigations Act (CPIA) disclosure – establish proposals for a service level agreement to be adopted once a request for disclosure is received from police /CPS;
- Establish proposals for a gold standard referral and police SCA update email;
- Establish proposals for a process to allow Police First Responders to be made aware of any previously submitted NRM/DTNs relating to the potential victim by the SCA;
- Research and improve the flow of information from the SCA concerning re-trafficking data to police forces to assist wider decision making.

These process changes support both more-timely decision making for victims and improved information for forces to conduct modern slavery investigations. In addition, the Programme has provided advice and guidance to forces on individual issues on an ad-hoc basis. This has led to the identification of at least 45 separate cases raised by police forces and discussed with the Home Office, and 27 cases where the Programme NRM team has acted to deal with an issue raised at the request of the SCA.

Assist in potential Home Office NRM related future improvement programmes: MSOIC represent the police at the reference group which has been established by the Government to help ensure the 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, is systematically reviewed and updated. The Programme has also provided input to the Victim Care Contract, the review of modern slavery typologies and several other areas by collecting observations and feedback from policing.

Work to drive up the quality of NRMs from Immigration Removal Centres (IRCS) and potential changes to the N200 recording criteria for non-UK footprint MSHT incidents: The quality of referrals from IRCS has implications both for police efficiency and victim safeguarding. Close and effective work with Immigration Enforcement (IE) resulted in the development of new best practice documentation by IE and the provision of nine training sessions to IE staff. There are ongoing discussions on the implementation of changes to N200 recording criteria.

Contributing to the NRM Transformation Programme: Building on recent reforms to the NRM, the Home Office has established the NRM Transformation Programme. It is important that any reforms to the NRM process work in tandem with the criminal justice system to ensure victims are properly identified, public confidence is upheld by minimising misuse by those seeking to take advantage of the system, and the criminal justice process is not compromised. The programme is working closely with the Home Office Modern Slavery Unit and the SCA to address these potential conflicts.

Work with Partner Agencies to Strengthen Safeguarding

Planned outcome

- **Improve understanding and provide specialist expertise to all relevant agencies of their safeguarding responsibilities for Modern Slavery and Human Trafficking and Organised Immigration Crime**

Operation Innerste, Safeguarding of Unaccompanied Migrant Children: A multi-agency safeguarding response to unaccompanied migrant children was initially designed and delivered in 2017 as a pilot in Hertfordshire. The Programme has reviewed and refined the process, professionalising the product through strategic and tactical operation orders, devising an umbrella Data Protection Impact Assessment, Memorandum of Understanding and Equality Impact Assessment. The Programme has also developed training products to support the roll out. The Programme received strategic support from the NPCC, the Association of Directors of Children's Services and IE. All forces in England and Wales, and their respective local authority partners, have attended an online engagement event designed to present the process and how to implement it within force. 214 police officers and police staff and 274 local authority staff have been trained. Survey results show that those trained have increased their levels of knowledge and confidence knowledge about safeguarding unaccompanied migrant children from low to high (see Annex 3 for further details).

Outcomes for Operation Innerste: To date 26 forces have registered with the National Command and Control Unit in IE to go live with Operation Innerste. From September 2020 nearly 200 unaccompanied migrant children have received a more consistent professional service from the relevant agencies at first point of contact as a result of the changes introduced by this project. This figure should increase as the number of forces and local authorities go live with the new arrangements.

Combatting the Exploitation of Women and Girls: The Programme has worked with a national abortion clinic, and the Immigration Enforcement Vulnerability Team (IVET) to improve the identification of victims, their referral to policing and to improve the multi-agency response to cases of organised exploitation and modern slavery. A training package was developed and delivered, both face to face and through webinar, to over 200 clinic safeguarding leads. The training dealt with how to identify a victim of modern slavery or OIC, how to submit intelligence to policing and how to engage with IE and policing to overcome the barriers to victims reporting and to improve the service they receive from law enforcement.

Outcomes Combatting the Exploitation of Women and Girls: This training has already yielded improvements in safeguarding as result of improved intelligence sharing with a number of women receiving enhanced support and there is strong potential to reduce repeat victimisation.

Operation Mandevilla: A pilot between a national abortion clinic, IE and West Yorkshire Police to improve the response to incidents of reported exploitation. The pilot has been affected by the Covid-19 lockdowns, however the project has had positive interest from several forces who want to take the work forward in their area.

Other work to understand the victim's experience: This includes work with the IE vulnerability portfolio on safeguarding improvements, review of the IE NRM toolkit, working with the Home Office to review their national guidance for Modern Slavery Orders and working with the National Policing Vulnerability Knowledge and Practice Programme (VKPP) to explore more streamlined processes for sharing of information between courts and policing on the imposition of court orders.

Priorities for 2021/22

As 2021/22 will be the final year for the modern slavery work-strand the focus will be embedding best practice as business as usual. This will involve:

- Assisting forces to develop strong links to the appropriate national and regional governance structures and national and regional capabilities to ensure ongoing and sustainable improvements in the response to modern slavery.
- Maintain close working relationship with TOEX and the IAT to ensure that information is effectively shared in year and a clear exit strategy is established in terms of operational coordination and intelligence.
- Provide advice and support to police forces to enhance/ develop specialist units to help identify MS poly criminality and victims to increase investigations and cases referred to the CPS. This could include structured support for forces aimed at improving both safeguarding and investigative outcomes.
- Assist with a review of the NRM and SCA working practices and how they interact with the practices of police forces and the Criminal Justice System.
- A focus on safeguarding particularly in relation to the NRM.
- To improve police forces' understanding of the scale of the threat posed by OIC to local communities by investigating the link between MSHT offending and OIC.

8. ORGANISED IMMIGRATION CRIME: WHAT WE HAVE DELIVERED

Planned Outcomes:

- Progress towards a sustained operational change in the policing response to OIC, by working in collaboration with law enforcement partners, and building understanding and knowledge amongst frontline police officers.
- Improved understanding and identification of OIC cases by the police through the roll out of a training package.

The Programme has used data provided by IE to frame its work in this area, this includes the following:

Police officers and staff are the first responders to 85% of incident of clandestine activity

0.6% of lorry drops result in a conviction

Data for the period July to Sept 2020 shows that for 87% of inland events the port of departure is not recorded preventing the identification of organised routes

The tragic incident in Essex in November 2019 when 39 irregular migrants lost their lives exposed a gap in the support available to policing when investigating incidents of OIC. There was no comprehensive guidance or policy for officers dealing with incidents of OIC as the first responders and therefore the potential for an inconsistent approach to vulnerable migrants. A benchmark survey by the Programme identified that the knowledge of correct procedures for OIC in volume policing was low.

A key issue is the golden hour response to an inland clandestine event this is the period of time immediately after a criminal offence has been committed which offers the best chance of officers securing and preserving evidence. Positive action at this time minimises the amount of material that could be lost to an investigation and maximises the opportunities of securing material that will be admissible in court. Examples include identifying victims, suspects and witnesses, securing CCTV, forensic opportunities and searches of crime scenes.

Uplifting the National Policing Response to OIC

The aim of this part of the OIC workstream was to uplift the national response to OIC, to provide guidance documents and training materials that can be used by forces to improve awareness and guidance on how to respond to incidents and provide the best possible service to migrants who may be victims of wider criminality.

Planned outcome

- Increase knowledge and understanding of Organised Immigration Crime in local policing to generate a greater operational response to volume organised immigration crime and related issues that affect local communities

OIC One Day Workshop: a one-day training course designed to target front line response officers, roads policing and control room staff to understand their roles and responsibilities when responding to an inland OIC event. This focussed on case studies with breakout discussions and inputs from IE Subject Matter Experts. This package is now being developed as a College of Policing training package that will be available for forces to use locally.

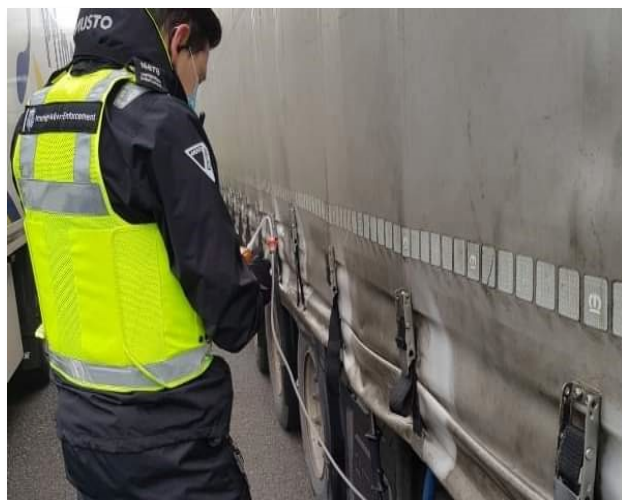
Outcomes for One Day Workshop: This training was originally targeted to the forces who according to the IE data, had the highest prevalence of inland clandestine events nationally and also towards those forces within the OPT pilot. In addition to the 514 delegates who have currently been trained, we are now being approached by forces directly to deliver further courses online and are receiving excellent feedback – **94% of officers having completed the training have said they feel much more confident in their ability to now respond to an incident of OIC**, which shows a significant uplift in confidence from the feedback in the benchmarking survey at the start of the portfolio year. See **Annex 3** for further details.

Pilot with the Immigration Enforcement National Command and Control Centre (NCCU): The purpose of the pilot project was to enhance the current police collation of information from inland clandestine lorry incidents and ongoing flow of captured information by way of lorry scripts.

Outcomes for the NCCU pilot: The improvement in intelligence as a result of the pilot has provided more detail about the UK entry ports for lorries, the new script incorporates additional fields to capture geo-location coordinates of events, details of overseas exit ports and UK entry ports and an emphasis on front line officers to capture photographic copies of the driver's vehicle security checklist. This work has led to an improvement in the information capture and sharing between Police and IE which enables them to map and assess the national threat more effectively and for those forces with a higher prevalence of incident, to be able to better allocate resources and understand their responsibilities. On 1st March 2021 the lorry script and process were rolled out nationally and remain under review with the MSOICU providing support to all forces and acting as the conduit between Policing and IE.

Organised Immigration Crime Road Haulage Group: Is a multi-agency group, which originated in Essex, it has now expanded nationally. The group is chaired by policing and the NCA and focuses on working collaboratively and intuitively with road hauliers to disrupt OCG activity.

Senior Investigating Officer Manual: Significant groundwork has been completed to explore the roles and responsibilities of policing and other key stakeholders in response to incidents of OIC, and to understand how agencies work together to achieve a best practice model. The Programme has worked closely with the Operation Melrose team, Essex Police and regional threat groups to debrief OIC incidents and understand lessons learned and what has worked well. This is being used to build an operational manual of guidance for SIOs to direct and manage incidents of OIC.



Multi-agency review of existing National Response Plan: Has been refreshed and brought up to date in line with evolving practices and legislation. This is designed to be an overarching, all-encompassing response plan to provide forces with the template from which to build their own, bespoke response plan according to local geography, operating model, and policies.

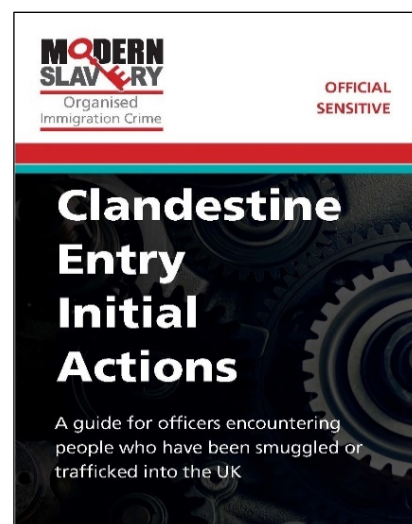
Outcome for Review of the National Response Plan: Feedback has been received about the good useability of the document and the benefit it will provide to forces to improve their response and consistency of service to these events.

Organised Immigration Crime Typologies: Working with CPS, IE and policing to develop guidance and typologies to support investigations and prosecutions in cases of facilitation. Including, but not restricted to prosecution strategies, identifying offences that might be disclosed, evidential requirements, relevant public interest factors and approaches to irregular migrants on board.

Clandestine Entry Initial Actions Aide Memoire: A pocket guide for front line policing and responders to use as a quick reference for the initial actions to be taken at the scene of an inland incident of Organised Immigration Crime.

Monthly Bulletins: A monthly information bulletin is circulated to national policing to raise awareness of investigative opportunities, partner agency collaboration and general matters of dynamic operational learning. These include Civil Penalties, Document Fraud Guidance, Food Standards Agency protocols, refrigerated lorry protocols and Border Force guidance for identifying points of forced entry and signs to look for at the scene of an in-country lorry drop.

Pursue Board Data: The team compiles a list of the top 10 OIC investigations which are provided to the NCA.



Overall Outcomes: The increase in the number of OIC investigations during 2020/21 shows that there is an uplift in the response by policing nationally and an improvement in policing's ability and willingness to investigate such crimes. Forces are showing a broader understanding of OIC in the fact that the MSOICU are fielding an increasing number of enquiries from operational Officers who have been dealing with incidents and are showing an understanding of their responsibilities and asking for support. This is also reflected by the number of enquiries we have had for ongoing training, both for the OIC Workshop where forces have approached us directly asking for delivery and also the OIC Hydra.

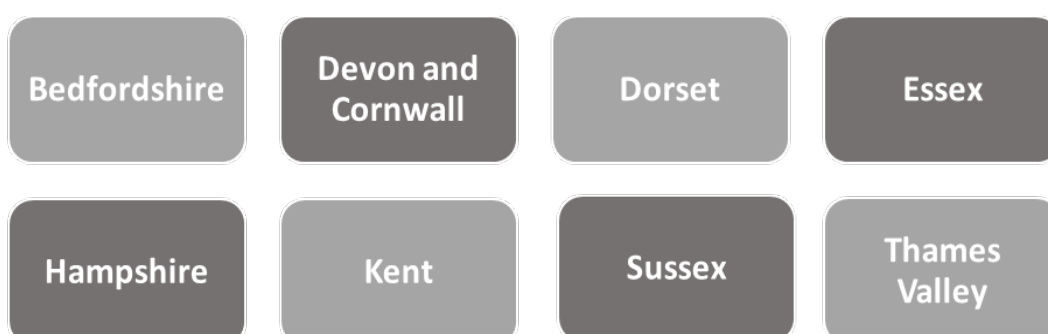
Regional Coordinators: Taking Forward Policing's Approach to Organised Immigration Crime

All Regional Coordinators have been working with forces and regions to raise awareness of OIC. This has involved liaising with ports officers and local IE teams, and Border Force at airports to improve intelligence flows. Key activities include:

- Promoting the role of OIC Tac Advisers in each force.
- Supporting the rollout of specialist OIC training to selected forces.
- Supporting forces work with local airport and ports.
- Developing upstream intelligence opportunities from modern slavery investigations.
- Supporting safeguarding work in relation to vulnerable migrants, in particular support to the Operation Innertse programme to uplift the safeguarding of unaccompanied migrant children.
- Working with overseas Customs and Borders agencies to extend intelligence sharing disrupt Albanian and Chinese OCGs.

Organised Immigration Crime Operational Policing Team (OPT) Pilot

Additional funding received in July 2020 funded a pilot project to test the impact of a multi-agency approach to tackling OIC. Ten police officers and police staff were deployed across the eight forces listed below.



In addition two managers coordinated the work of the team and led the collaboration work with Home Office agencies.

Key Deliverables

As this was a pilot project with a significant level of multi-agency working setting realistic targets was difficult. The potential impact of the pandemic on an outward facing team also needed to be acknowledged in the targets. The actual results show that a small policing team can have a significant impact over a short period of time.

OIC Operations Team Engagement Metrics 01 Oct 2020-31 Mar 2021		
	Target	Actual as at 31 Mar 2021
Number of Operational Briefings	70	235
Number of officers and staff briefed	n/a-	4,340
Number of control room visits	n/a	30
Number of Multi-agency operations	10	68
Number of Operation Kraken visits conducted	28	37
Outstanding Civil Penalties collected	n/a	£594,000

Civil Penalties

A highlight for the OPT has been the operational activity focussed on civil penalties. Having received training from Border Force's Clandestine Entrants Civil Penalty Team (CECPT) the Team were able to put learning into practice operationally. A key success in this regard has been Operation Barham in Kent. By working with experienced local Roads Policing officers and using up to date intelligence the OPT was able to identify a large number of hauliers with outstanding civil penalties. The OPT in just a limited number of operational deployments working with partners have recovered **over £594,000** of unpaid clandestine penalty fines. Thames Valley Police has added to this by using their new dedicated resource to recover over £65,000 in outstanding civil penalties. In addition, this activity will go some way to prevent future OIC events as hauliers will introduce measures to target harden their vehicles to avoid future clandestine finds.

The OPT is involved in facilitating training of police officers nationally on the Civil Penalty Scheme to further enhance the policing response to this issue outside of the eight-force pilot area.

This work stream has also been the catalyst for ongoing discussion with senior Border Force officers about future partnership working in this area and how the CECPT can adapt to match the increased Policing response.

OIC Awareness Sessions

To date the team has delivered 235 OIC awareness raising sessions to nearly 4400 officers. Due to Covid-19 these have been a mixture of classroom and online briefings. The main theme of the briefings has been the police response to OIC, in particular the requirement for officers to focus on evidence gathering and investigative potential when dealing with incidents. Recipients of these briefings have been a mix of ranks, roles and responsibilities in all force areas. They include response officers, roads policing units, custody officers, senior leadership teams, neighbourhood teams and proactive investigative teams. The OPT has also been able to use debriefs of live incidents as operational debriefing opportunities to capture learning and feedback on potential areas of improvement.

Crimestoppers Campaign

The OPT has been involved in the design and delivery of a Crimestoppers campaign aimed at highlighting the risks and potential consequences of people smuggling. Funded by the NCA, Crimestoppers have targeted the general public at ports and service stations to make them aware of the signs to spot people smuggling. They have also targeted haulage drivers who may have information about the perpetrators of this crime.



This UK wide campaign ran for 8 weeks from Monday 8th February 2021 and during this time the OPT conducted a number of multi-agency operations where they reinforced the campaign messaging and distributed material to hauliers.

Multi Agency Operations

A total of 68 multi agency operations have taken place since October 2020, all led by the OPT. These have been in conjunction with IE (including their Rapid Response, Immigration Compliance and Enforcement and Criminal and Financial Investigations teams) and Border Force. The operations have been a combination of enforcement inbound and outbound together with awareness raising of OIC amongst hauliers.

This dedicated, overarching policing activity has started to become business as usual for policing in some areas. The OPT has seen police forces increase cross border working, working together and sharing resources across force boundaries. The OPT has also been the catalyst for forces to try new approaches. For example, since the implementation of Operation Skylark, Thames Valley Police have introduced a dedicated resource on the road network purely concentrating on OIC. They can respond to clandestine events when they occur and use intelligence to identify hauliers who have previously been involved in clandestine events.

Moving forward it is anticipated the work of the OPT will continue to encourage forces to tackle OIC and have an impact on the organised criminality behind it.

Operation Kraken

The overall aim of this operation is to safeguard the general maritime community as well as reducing the risk to migrants who are using small boats and vessels to facilitate clandestine entry to the UK by launching a public engagement campaign.

The intention is to:

- Educate UK marina staff and general maritime users on the acceptable standards of vessel security for such journeys, in order to limit the opportunities for migrants to board their vehicles and effect clandestine entry.

- Develop relations between law enforcement and the communities of small marinas, ports and docks in order to seek assistance from companies and public in reporting ongoing incidents and intelligence.
- Encourage reporting of suspicious activity of the users of general maritime.
- Educate and raise awareness of marine communities.

Intelligence Flows

One of the aims of the OPT was to improve intelligence flows between all agencies concerning OIC and the OPT has submitted 529 pieces of intelligence on OIC. This intelligence has come from the multi-agency operations and the debriefs of live incidents. Moving forward the OPT will engage further with IE's Joint Debriefing Team (JDT) to utilise their skills and experience to help enhance the overall intelligence picture on OIC.

The Gateway Multi Agency Hub has been an important partner for the OPT over the last 6 months and will continue to be so. Their Driver and Haulier Team developed intelligence which they were then able to share with the OPT making deployments more intelligence led. Essex Police have built on this relationship and will be looking at UK based hauliers with a focus on preventing further clandestine events.

The OPT is also working with Immigration Enforcement's Criminal and Financial Investigation and Intelligence teams and the Gateway Multi Agency Hub to establish a process for clandestine event intelligence to be created, reviewed and developed into potential OIC investigations.

Lessons Learnt

The main lessons learned from the OIC Operational Policing Team pilot project are:

- Multi-agency operations between policing and Home Office departments have the potential to yield significant new intelligence and to disrupt and deter OIC activity
- Policing can make a significant contribution to the overall prevention effort in relation to irregular migration in terms of collection of civil penalties, engagement with hauliers and maintaining a presence on key routes and at key locations
- Prevention activity can become part of business as usual for those forces with a high level of OIC activity
- More work is required to progress intelligence sharing between policing and IE

Priorities for 2021/22

The priorities for 2021/22 will be to build on the learning from 2020/21 and to widen the scope of the geographical scope of the Programme. This will involve the following activities:

- Continue to develop the OIC evidence base, input into policy development and share best practice in order to improve safeguarding and criminal justice outcomes
- Work with the CPS to explore opportunities to improve prosecution of facilitation offences and understand the barriers to successful prosecution of incidents of OIC
- Leverage an increased response to inland OIC Events in each of the forces participating in the Programme
- To continue work with Home Office agencies to improve in the quality, volume and routing of intelligence flows
- To encourage forces to embed a 3Ps approach to OIC

9. NATIONAL ANTI-TRAFFICKING and MODERN SLAVERY NETWORK

Overview

As the elected voice of communities for the delivery of policing and community safety, Police and Crime Commissioners (PCCs) have an important role to raise awareness of modern slavery and exploitation locally. They have a strong and unique understanding of the needs and issues of their communities, are consistently informed of the force threat picture and are able to work collaboratively with their forces and partners to safeguard those who would be vulnerable to exploitation and abuse and hold the perpetrators of these crimes accountable.



West Yorkshire PCC Mark Burns-Williamson OBE, launched the National Anti-Trafficking and Modern Slavery Network in January 2016 and it continues to successfully operate as an effective platform to bring together PCCs and senior strategic leaders to raise awareness of modern slavery and discuss the links to other areas of vulnerability and serious and organised crime. PCC engagement in the national modern slavery agenda has continued to improve year on year and the NATMSN has continued to help support the delivery of key outcomes for the Programme.

During 2020/21, the NATMSN has supported PCCs and its members with access to the assets and resources of the Programme and has provided coordinated communications, briefings and online events to help embed good practice and support local partnership work. Four NATMSN virtual events were delivered this year, each attended by representatives from the Independent Anti-Slavery Commissioner's office, the Home Office Modern Slavery Unit and the Modern Slavery Organised Immigration Crime Programme.

In addition, the NATMSN has supported PCCs to engage with opportunities to inform national reports such as 'It Still Happens Here: Fighting UK Slavery in the 2020s' by the Centre for Social Justice and Justice and Care and to submit evidence in several consultation processes including the APPG for Human Trafficking and Modern Slavery rapid inquiry in to the impact of Covid-19, Independent Anti-slavery Commissioner's call for evidence on the Modern Slavery Act section 45 defence and the NRM Transformation Programme.

Small grants funding

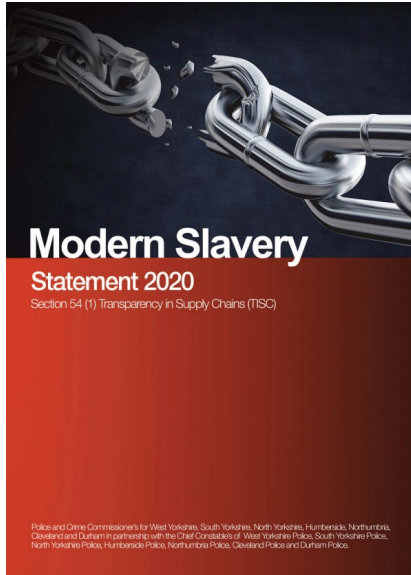
Following the success of previous rounds of small grants through the Programme, this year has seen another opportunity for PCCs to apply for additional funding to deliver targeted prevention activity in collaboration with their forces, regional coordinators and partnership networks, within vulnerable sectors of their communities. Approximately 60% of PCCs received grants of up to £3000. The majority of projects were for awareness raising activities and educational initiatives, many as part of social media campaigns and all with a typology approach. Further detail is provided in **Annex 8**.

10. TRANSPARENCY IN SUPPLY CHAINS

Joint North East 7 Force/PCC Modern Slavery Statement

Background

Following the Independent Review of the Modern Slavery Act 2015 (MSA) and subsequent recommendations, of which the provision section 54 was considered, the APCC lead for modern slavery



and human trafficking and Police and Crime Commissioner (PCC) for West Yorkshire Mark Burns-Williamson, committed to begin work to develop and publish a modern slavery Transparency in Supply Chains (TISC) statement. PCC Mark Burns-Williamson proceeded to present this matter to the North East Collaboration Board (NECB), which he Chairs, to propose this work should be undertaken collaboratively across the seven force areas and to discuss how the implementation of the work to examine their business' supply chains would be undertaken locally. The board members agreed that the North East forces and PCC's would take a collaborative approach to the development and publication of a Modern Slavery TISC statement with local action planning and the development of a working group to coordinate action.

The Modern Slavery North East seven force/PCC TISC Statement was published to mark UK Anti-Slavery Day on 18th October 2020.

Development of the Joint North East Statement

To ensure the Modern Slavery TISC statement was clear on its intent and commitment from the seven PCC's and Chief Constables to deliver robust action on which to report, the statement content was developed under the headings below:

- Shared strategic principles
- A collaborative approach
- A risk based approach with initial categories identified
- Conduct due diligence

A Task and Finish Group was established which included representatives from each of the seven OPCCs and their force procurement leads. The seven North East Chief Executives engaged a consultant from NetPositive Futures to support this work and to provide expertise and professional experience of the Supplier Engagement Tool. Further to this, a core team from the West Yorkshire OPCC worked to consistently drive this work forward throughout.

Collective commitments

Each force and PCC, although collaborative in the statement, agreed to take responsibility for their own action plans as a reporting mechanism to the NECB and appoint a senior person to lead on behalf of their own organisation to support the North East Advisory Group and ensure progress.

A modern slavery reporting template/action plan was been developed to act against the commitments made in the joint Modern Slavery Statement. The reporting template/action plan can be used to review procurement processes to ensure that:

- ❖ Modern slavery risks are identified at the start of any contracting procedure and potential solutions considered throughout the procurement process;
- ❖ For purchases in high-risk categories, a more detailed risk analysis is carried out considering suppliers beyond Tier 1;
- ❖ Suppliers in high-risk categories will be asked to share their plans on engaging their staff on modern slavery;
- ❖ Modern slavery is included in contract management discussions.

There was a collective commitment across the region to ensure that all employees from each organisation were aware of modern slavery and be able to spot where abuses are taking place. All parties shared a commitment to working with suppliers to ensure that the risk of modern slavery within supply chains was addressed by ensuring all suppliers received guidance on responding to modern slavery. It was agreed that the initial focus would be on engaging with contracted suppliers with where the spend exceeded £50k per annum.

S54 TISC Reporting Template
Modern Slavery Action Plan

Introduction
This template has been provided for each of the 7 forces and PCC's to act against the commitments made in the joint Modern Slavery Statement. It is suggested that this document is updated to reflect progress on a quarterly basis. On an annual basis (following the launch of the Modern Slavery Statement on the 12th October) progress will be collated and publicly reported with an updated Modern Slavery Statement.

Commitments

Action	Lead	Evidence of progress
Modern slavery risks are identified at the start of any contracting procedure and potential solutions considered throughout the procurement process.		
Purchases in high-risk categories, a more detailed risk analysis is carried out considering suppliers beyond Tier 1.		
Suppliers in high-risk categories will be asked to share their plans on engaging their staff on modern slavery.		
Modern slavery is included in contract management discussions.		

Staff recruitment, development and support
We will ensure our own staff and employees across the whole organisation are aware of modern slavery and are able to spot where abuses are taking place. We will ensure:

Action	Lead	Evidence of progress
Our staff receive training on modern slavery considerations and how to spot the signs of abuses.		
Suppliers in high-risk categories will be asked to share their plans on engaging their staff on modern slavery.		
All of our staff and volunteers, irrespective of their role will continue to		

Next Steps for TISC Reporting in Policing

For Policing to achieve its goals it is essential to gather data on its supply chain. This can be achieved by utilising a supplier engagement tool which will inform an evolving action plan. BlueLight Commercial (BLC) have allocated funding to initiate the introduction of a Social Value Action planning tool that will enable forces to meet their Modern Slavery statutory obligations within the supply chain element. To implement the Social Value Action Planning tool nationally BLC will:

- ❖ Support each force to understand the tool and the opportunities it presents.
- ❖ Carry out training on the tool and the reporting opportunities.
- ❖ Provide guidance materials and templates for a phased roll out.
- ❖ Provide remote support to respond to any queries or questions.

In order to succeed this initiative requires each PCC and Chief Constable to understand the larger ambition and to feel equipped and supported on meeting their Social Value commitments across policing.

Details of the process undertaken in the North East to produce their joint Modern Slavery Statement were presented to PCCs at the NATMSN meeting in October. This was also an opportunity to share the reporting template/action plan that can be used by forces to develop their own strategies for producing a Modern Slavery Statement and to highlight the collaborative work with BLC.

As a sub-group to the broader TISC Modern Slavery Strategy and Implementation Group, the Home Office Modern Slavery Unit have implemented a focused working group, for UK public bodies and interested NGOs to discuss tackling modern slavery in supply chains. Both the Programme and NATMSN will be represented at this group.

11. INTERNAL EVALUATION

As part of the terms of the grant funding the Programme undertakes continuous monitoring of the progress against the deliverables set out in the agreement. This monitoring is reported to; the Home Office, the Programme Board and the Strategic Assurance Board all of which have a remit to review and challenge the performance of the Programme.

During the year the Programme reports using a Red, Amber, Green assessment to indicate the level to which the Programme will be able to fulfil the objectives set out in the deliverables. The final assessment in respect of the eight programme deliverables is shown in the table below.

Deliverable Status as at 31 March 2021	
Deliverables	RAG Status
Deliverable A Implement the PND direct data business change project to upload Modern Slavery operational data entry within PND to improve the effectiveness of investigations and criminal justice outcomes	Green
Deliverable B Continue to develop the Modern Slavery Evidence base and share best practice in order to improve safeguarding and criminal justice outcomes	Green
Deliverable C Drive work through the Prosecutions Oversight Group to resolve reoccurring barriers to effective prosecutions and criminal justice outcomes	Green
Deliverable D Provide support to the new NCA National Targeting Centre to drive the delivery of a more efficient, effective, and coordinated operational law enforcement response to Modern Slavery and Human Trafficking	Amber
Deliverable E Assist the Modern Slavery Unit at the Home Office with a range of projects aimed at improving the NRM and to deliver training in relation to the NRM that is aimed at improving awareness of and identification of victims	Green
Deliverable F Improve understanding and provide specialist expertise to all relevant agencies of their safeguarding responsibilities for Modern Slavery and Human Trafficking and Organised Immigration Crime	Green
Deliverable G Increase knowledge and understanding of Organised Immigration Crime in local policing to generate a greater operational response to volume organised immigration crime and related issues that affect local communities	Green
Deliverable H To administer a fund of small grants for PCCs to undertake preventative work in relation to Modern Slavery and to collect evaluation data from successful bidders.	Green

The requirements of all the deliverables except for deliverable D have been met in full. The work with the NCA National Targeting Centre has progressed more slowly than expected, however the centre, now known as the **Intelligence Assessment Team**, has recently become embedded within the overall NCA intelligence function for modern slavery and OIC and should now be able to move forward to focus on intelligence development, coordination and target discovery; proactively identifying and developing intelligence against tactical level problems and emerging threats.

In addition to the continuous monitoring process the Programme has undertaken an internal evaluation that looks at the ability of the Programme to effect the changes set out in the agreed deliverables and hence to improve national policing's response to modern slavery and to build capacity to tackle and prevent

organised immigration crime. The evaluation focused on five case studies that demonstrate how the Programme works collaboratively to effect change across the law enforcement landscape. Evidence including achievement of KPIs within the grant agreement and a schedule of key outcomes were used to inform the assessment.

The evaluation concluded that:

“a clear articulation of the programme’s mission, evidence-based and solution-oriented activities, and not least the passion and dedication of experienced and skilled staff generated and maintained momentum and focus across agencies and partners to improve policing’s capability across two high harm crime types to better support victims of modern slavery and organised immigration crime.” and

“The case studies show how MSOICU has generated impact across a complex organisational and thematic landscape by leveraging its expertise, identifying risks, gaps, and opportunities for innovation across the delivery landscape”.

Modern Slavery is an extremely complex and challenging crime type and perpetrators particularly organised crime groups exploit the opportunities that arise from this complexity. In the face of this difficulty and in the context of the global pandemic the Programme has achieved the outputs set out in the deliverables and hence improved the outcomes for victims and strengthened the criminal justice response to both modern slavery and organised immigration crime.

The MSOIC 2020/21 Evaluation Report is published separately and circulated to key stakeholders.

ANNEXES

ANNEX 1: Impact of Covid-19 Pandemic on Programme Delivery

In March of 2020 the UK went into a national lockdown due to the spread of the COVID-19 virus. This lockdown altered not only legitimate activity of those across the UK but also affected the way in which offenders were able to operate. Stricter quarantine methods, restrictions on movement and forced closure of businesses has directly impacted on criminality and influenced a change in criminal behaviour and the opportunities available for exploitation to occur within. Changes were observed in types of exploitation and industries that victims were exploited in during this period. The NCA's Joint Slavery and Trafficking Analysis Centre assess that it remains likely that the threat of modern slavery to the UK remain below that in the period prior to the COVID-19 outbreak and restrictions on international travel will continue to impact on those likely to become victim within the UK.

Due to the limitation of transportation through the borders there was a marked decline in the number of new potential victims entering the UK. However, there were still opportunities to exploit those who are already within the UK. Individuals with significant and multiple vulnerabilities including those who have previously been exploited, were at greatest risk during this period due to a greater reliance on victims or potential victims who are already within the UK.

Whilst some industries where labour exploitation can occur such as nail bars and car washes closed, factories, warehouses and packing plants were still operating throughout the pandemic along with agricultural work and whilst closed for a period of time the construction industry also remained in operation. This allowed for a range of opportunities for labour exploitation to still occur. An AIDANT intensification process ran during the COVID-19 period focusing on high risk industries operations including food processing, food packaging and the agricultural sectors. During this time 37 forces participated in the week of action with over 450 visits taking place. From this activity 27 new investigations were initiated as part of it with 16 arrests, 13 NRM referrals and 38 DTNs submitted.

It is understood that contact sexual services also declined during the main lockdown period due to a fall in demand for this type of service, a lack of venues available for providing these services and the increased visibility of people entering and leaving properties.

County Lines and drug distribution are one of the few areas where it appeared that offenders quickly adapted their operations to continue offending. With increased visibility of those travelling across various parts of the country by train or car offenders had to look to potentially recruit new victims locally rather than rely on existing victims. It was widely publicised in the media that criminal gangs had adapted and were using drug mules dressed as key workers, delivery drivers or looking like they were doing exercise to move drugs. Despite this adaptation there was a significant increase in the number of NRM referrals for County Lines during this period.

During this period there continued to be a drive for the identification and safeguarding of victims with the Home Office and other law enforcement agencies producing guidance for businesses, NGOs and first responders in mitigating potential risks, spotting the signs and providing support to victims. NRM referrals submitted in Q1 and Q2 of 2020/21 highlighted that whilst there was a decline in the total number of referrals submitted, this was primarily due to a significant reduction in the number of potential victims being identified by Immigration Enforcement, UK Visas and Immigration and Border Force due to the closure of the borders and lack of opportunity to interact with potential victims. Referrals from Local Authorities increased significantly during this period whilst referrals from Police remained at a consistent rate during this period.

COVID-19 impacted throughout the whole criminal justice process with not just identifying and investigating offending but also progressing investigations through court. Cases were still put forward to CPS for early investigative advice and charging decisions however the closure of courts and subsequent

move in some areas to virtual courts has inevitably impacted on the number of cases that can progress through to trial and conviction. This closure, although only for a few months will have caused a greater demand on the courts to schedule trials, impacting on both victims and defendants for the pending trial. Since the reopening of courts in a physical or virtual capacity steps have been put in place by the CPS and NPCC to prioritise and focus demand to ensure the most serious cases are put into the court system immediately⁴.

⁴ Modern Slavery Annual Report 2020 Home Office p. 8

ANNEX 2: History of the Modern Slavery and Organised Immigration Programme

Programme Background and Phases

Over the period of November 2016 to March 2020 £11.6 million of police reform and transformation funding was made available for the Modern Slavery Police Transformation Programme. The award of funding followed the July 2016 Haughey Review of the Modern Slavery Act 2015 which had identified gaps and inconsistencies in the way the criminal justice system and police forces in the UK responded to cases of modern slavery.

Activities within the Programme have been delivered through four distinct phases:

Phase 1 (November 2016 - March 2017): The delivery framework was put in place during which time over 70 roles were identified and established to support Programme activity. Devon and Cornwall Police was the host force for the Programme delivery although as part of the Programme design, staff were recruited into 20 separate organisations simultaneously supporting multi-agency improvement.

Phase 2 (April 2017 - March 2019): This operational delivery phase focused all-source intelligence gathering and analysis, information and awareness raising, generation of debriefing and guidance products, the provision of targeted training and supported ROCUs and Police and Crime Commissioners to identify and respond to MSHT issues locally. Activity in this period is reported in the Annual Reports for March 2018 and March 2019.

Phase 3 (April 2019 - March 2020): This phase focused on assisting policing make sustainable changes to the way modern slavery crimes are investigated and in ensuring that victims are safeguarded. The Programme also continued to track, analyse and share intelligence about modern slavery offending and investigation. The publication of new and revised guidance products and the delivery of specialist modern slavery investigator and other targeted training also continued.

Phase 4 (April 2020 - March 2021): At the end of March 2020, the Programme was awarded a further £1.4m in annual funding by the Home Office to continue to support police forces to improve their response to modern slavery and human trafficking. In addition to continuing to support police force responses, specific deliverables focused on national performance enablers such as the implementation of direct entry of modern slavery data to the Police National Database were also included in the programme. Work to raise awareness of OIC and improve the safeguarding of vulnerable victims of trafficking was also funded.

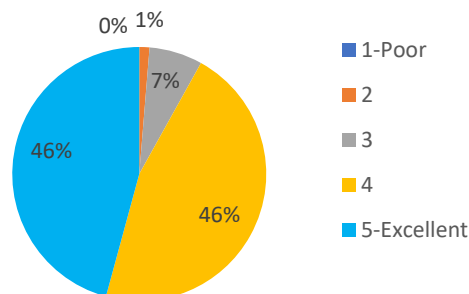
In July a further £0.6m was awarded to fund an OIC Operational pilot in the South and Southern England. Funding was also added for PCC Prevention Grants and the provision of VLO Courses. These additions mean that the total grant awarded in 2021/22 was £2.180m

ANNEX 3: Engagement Metrics

Operation Innerste – Safeguarding of Unaccompanied Migrant Children

- 21 sessions delivered with 488 people trained,
- 44% of these being from policing - it was essential that this was run as a multi-agency session due to the requirements for a multi-agency response in relation to the identification of a migrant children.
- 92% of respondents felt that the quality of the training was very good or excellent and 75% of respondents felt confident embedding this process in their organisation.

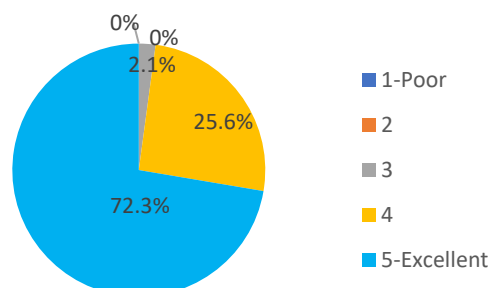
Operation Innerste - How would you rate the quality of this training?



Victim Liaison Officer Training

- 20 sessions have been delivered by the MOSICU with 324 individuals completing this training with the view of becoming a Modern Slavery Human Trafficking Victim Liaison Officers. Following this training
- 98% of respondents felt that the quality and delivery of the information shared in this training session was excellent or very good.
- 85% of respondents felt they could confidently respond appropriately to a potential victim of Modern Slavery.

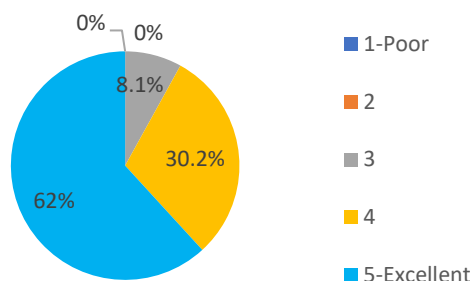
Victim Liaison Officer - How would you rate the quality and delivery of information shared?



Organised Immigration Crime Awareness

- 20 sessions of OIC awareness training have been delivered to 499 people from policing and a further 17 individuals from other organisations to improve the knowledge and skills of front-line officers responding to an incident of Organised Immigration Crime.
- 92% of respondents felt that the quality and delivery of the course was excellent or very good. Following the training 94% of respondents felt confident they could respond appropriately to an OIC incident.

Organised Immigration Crime - How would you rate the quality and delivery of information shared?

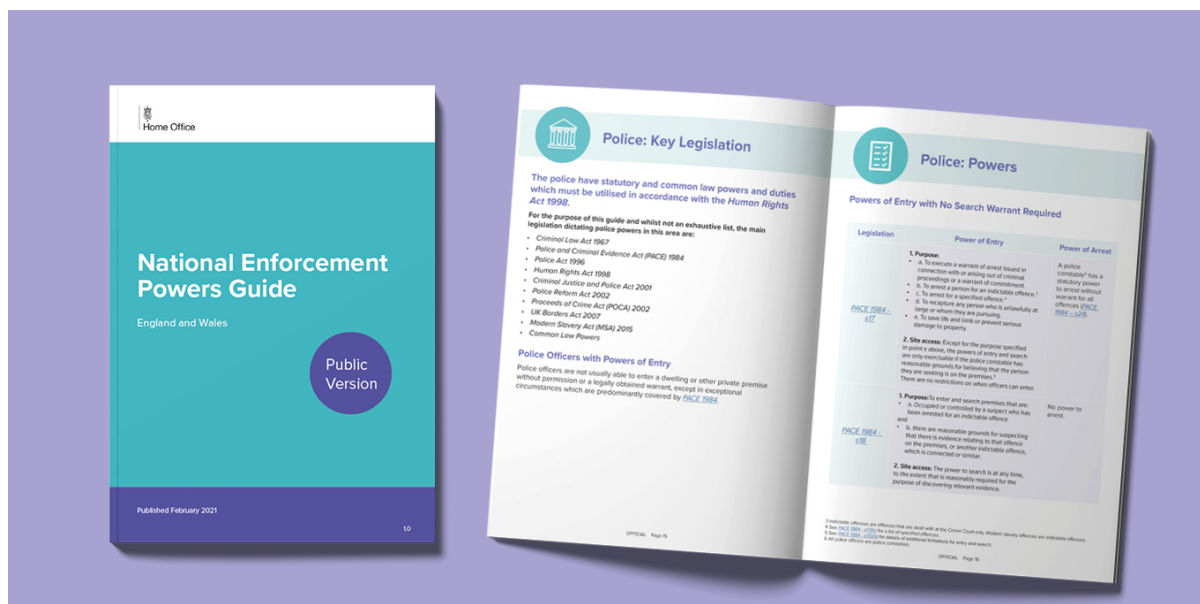


A full review into the impact of the Organised Immigration Crime training (OIC awareness and Operation Innerste) has taken place and been compared against a baseline policing response survey that was conducted between 22/05/2020 and 30/06/2020. This found general confidence increased in these areas following the training. The full report is available in Annex 5 of this document.

ANNEX 4: A National Enforcement Powers Guide

“With the challenges presented by the Covid-19 pandemic, and the UK status change within the EU, it is now more important than ever to work together, utilising all appropriate legal tools available, in the fight against exploitation”

Chief Constable Shaun Sawyer QPM



The need to create the National Enforcement Powers Guide came out of increased awareness of the gap in knowledge and understanding of different agency roles and responsibilities. Seeing the value in bringing this information together in one single document to support local stakeholders and agencies, the National Network Coordinators' Forum (NNCF) and the Modern Slavery and Organised Immigration Crime Unit (MSOIC) have worked in collaboration to produce National Enforcement Powers Guide.

The purpose of the guide is to help facilitate a faster tactical multi-agency response and to use the appropriate legislation available to gain entry into commercial and residential premises, where intelligence has indicated that there could be a potential case of exploitation or modern slavery. There are currently over 900 separate powers of entry under primary and secondary legislation allocated to law enforcement agencies across the UK, over 175 of which require the issue of a search warrant.

The guide is aimed at all professionals in law enforcement and associated organisations who may encounter victims and perpetrators of exploitation and modern slavery, along with other forms of serious and organised crime, in their day-to-day activities. It is suggested that this guide should be used as a reference document for agencies to assist in planning and working with partner agencies when considering who should be involved at the various stages of conducting activity. There are 16 partner agencies that have currently contributed to the guide with two others to be added on shortly. There is also further scope for other agencies to be included where it's felt appropriate.

There are two versions for the guide, one for law enforcement partners and the other for use by the our [wider non-LEA](#) partners.

“This guide is extremely useful in providing a single resource that includes a comprehensive overview of each agency's remit, their enforcement powers, and details on how they can support multi-agency operational activity in practice.”

Dame Sara Thornton QPM DBE
Independent Anti-Slavery Commissioner

ANNEX 5: OIC Survey Results

Summary

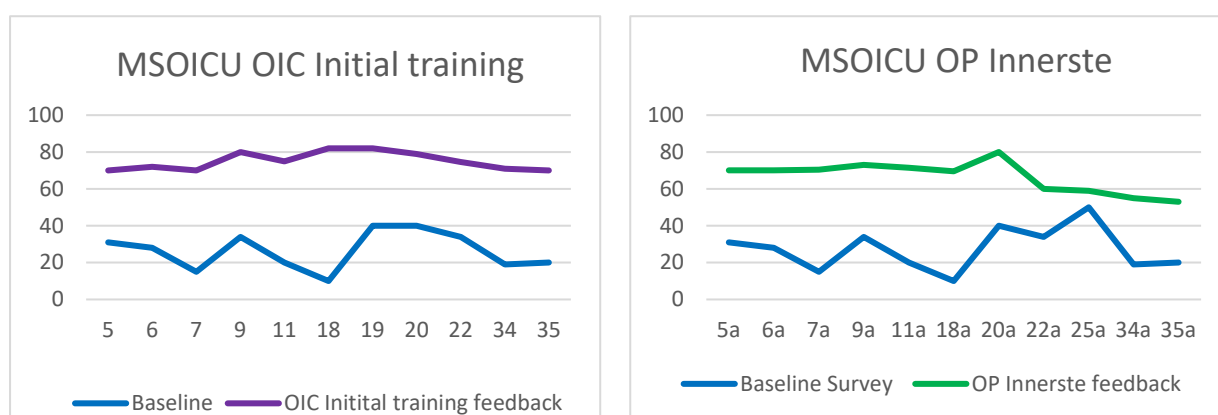
The OIC Policing Response survey captured the time period between 22/05/2020 and 30/06/2020 and established a baseline measure to allow the MSOICU to report to the Home Office on the programme's impact on the level of understanding amongst police of OIC. The survey's primary objective is to serve as a performance measure for the MSOICU deliverables F and G, while also allowing for some level of thematic reporting and focus. The baseline survey received a total of 1236 responses by police officers and staff across the whole policing family from 28 police forces in England and Wales.

After attending either the Operation Innerste Training and/or the OIC Initial Training, police officers and staff filled in a feedback survey. Importantly, the population by nature of having been nominated to attend the respective training sessions and therefore arguably, their roles requiring a more specialist understanding in the relevant areas more generally, was more targeted. As per 12/02/2021, 276 individuals provided responses to the OIC Initial Training survey, while 161 individuals responded to the Operation Innerste Training survey.

Key Findings

A review of the responses of the baseline survey has identified that a high proportion of respondents across the policing family had not dealt with an OIC incident in the last 12 months (80.66%). While both follow-up surveys confirmed the relative infrequency of OIC incidents and the majority of respondents, who had participated in the MSOICU training sessions had not dealt with an OIC incident in the past 12 months, 50.93% of individuals taking the Operation Innerste training and 32.37% of individuals on the OIC initial training course had encountered an OIC incident in the last 12 months.

The graphs below show the response to key questions within each survey that deal with confidence in dealing with or understanding of OIC or Child Migrant matters.



Where respondents had reported low levels of confidence in relation to knowing and understanding the correct procedure and legal powers they have available to them in relation to an OIC incident as part of the baseline survey, feedback to both impact surveys confirms that participants increased their knowledge and understanding in relation to OIC incidents more generally, or OIC incidents involving unaccompanied migrant children (Operation Innerste) specifically.

For example, in relation to question 5 “How confident are you that you know the correct policing procedures and responsibilities when responding to an OIC incident?” the level of confidence has increased from 32% to 70%.

For the OIC Awareness training approximately 40 percentage point increase in confidence is sustained across the range of questions. This shows that the training sessions, by the Programme have had a measurable impact on confidence of police officer to deal with OIC.

Questions 22a and 25a in relation to Operation Innerste relate to the general law enforcement environment rather than the knowledge of those surveyed and this may be the reason why the improvement in result is lower for these questions. Questions 5a to 18a that relate to the knowledge of the officer and staff involved in the training shows a similar uplift to those involved in the OIC training.

The survey allowed for qualitative feedback as well as recording the quantitative “confidence” scores. This feedback has been used to inform the development of the training packages.

Conclusion

These results confirm the positive impact on knowledge and understanding of OIC in local policing of each of the training sessions. In addition, the data from the surveys provide a rich source of information on gaps in knowledge and weaknesses in systems and processes that can be used to inform further policy development.

OIC Survey Questions

Q5. How confident are you that you know the correct policing procedures and responsibilities when responding to an OIC incident?

Q5a. How confident are you that you know the correct policing procedures and responsibilities when responding to an incident with an Unaccompanied Migrant Child?

Q6. How confident are you in determining when an OIC incident requires a leading response from policing?

Q6a. How confident are you in determining when an incident with an Unaccompanied Migrant Child requires a leading response from policing?

Q7. How would you rate your understanding of the specific legal powers available to policing when dealing with OIC?

Q7a. How would you rate your understanding of the specific legal powers available to policing when dealing with an incident with an Unaccompanied Migrant Child?

Q9. How confident are you that you can feed information into the right channels/law enforcement partners when it comes to OIC incidents (with an Unaccompanied Migrant Child)?

Q11. How confident are you in identifying all relevant organisations involved in combatting OIC (especially in relation to an incident with an Unaccompanied Migrant Child)?

Q17. Do you have contact information for the National Command and Control Centre readily available? (QUESTION FOR POLICE OFFICERS AND CMCU ONLY)

Q18. How confident are you in utilising the assistance of the National Command and Control Centre for OIC related matters?

Q20. How confident are you that you understand the responsibilities (and limitations) of the policing safeguarding response to child victims of crime during an OIC incident? (QUESTION FOR POLICE OFFICERS ONLY)

Q22. How confident are you that you effectively and efficiently utilise opportunities for cooperation and coordination across all law enforcement agencies in the policing response to OIC?

Q22a How confident are you that you effectively and efficiently utilise opportunities for cooperation and coordination with policing in your agency's response to OIC specifically when it comes to unaccompanied migrant children?

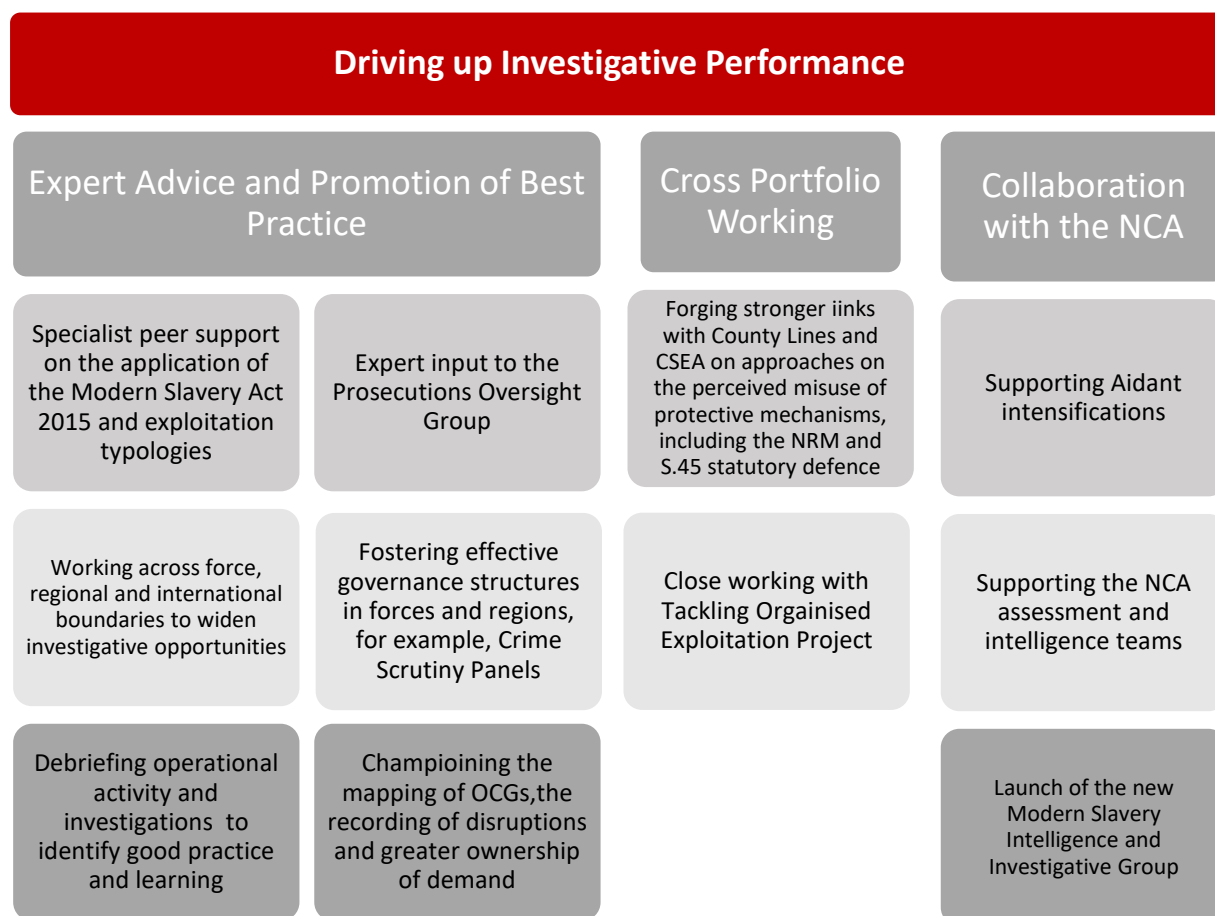
Q25a How confident are you that local police intelligence relating to OIC incidents is effectively shared across all relevant agencies specifically when it comes to Unaccompanied Migrant Children?

Q34. How confident are you in identifying best practise and guidance across the policing response to OIC (especially when it comes to unaccompanied migrant children)?

Q35. How confident are you in identifying best practise and guidance for working with law enforcement agencies outside your own organisation (especially when it comes to unaccompanied migrant children)?

ANNEX 6: Regional Coordinators – Detailed Delivery

The overriding priority for the Regional Coordinators has been to drive up investigative performance in forces to improve the safeguarding of victims and to increase referrals to the CPS.



Regional Coordinators have had over 6800 interactions with forces and partners including peer review of investigations, provision of training etc. Listed below is an indication of the type of work that has taken place across the year:

- ❖ Working with the National Network Coordinator Forum (NNCF) the Regional Coordinators have produced the **National Enforcement Powers Guide** a major new tool for policing and law enforcement partners.
- ❖ Several of the coordinators have been involved in supporting Joint Investigation Teams in Poland, Romania and the Czech Republic.
- ❖ All Regional Coordinators have assisted in promoting best practice on Slavery and Trafficking Risk Orders
- ❖ Regional Coordinators have worked closely with forces and CPS colleagues in the regions on difficult issues in relation to the Modern Slavery Act 2015 S45 defence.
- ❖ Working with partner agencies e.g. Torchlight to share strategic information around areas of vulnerability and opportunities upstream in our strand 1 countries
- ❖ All regional coordinators have championed the mapping of organised crime groups, the recording of disruptions and greater ownership of demand.
- ❖ Regional coordinators have focussed on upstream intelligence opportunities from modern slavery investigations. This includes work on the involvement of professional enablers.

- ❖ Regional Coordinators have taken forward work on different exploitation types prevalent in their regions, this includes significant work on Domestic Servitude and the Exploitation of Women and Girls.
- ❖ Regional Coordinators have provided expert advice on criminal business models and appropriate disruption tactics with a particular emphasis on criminal finances.
- ❖ Regional coordinators have been active in providing and facilitating training for forces and partners.
- ❖ Regional coordinators have strong links to NGOs within their regions and this enables them to work collaboratively to improve the delivery of support to victims of modern slavery.
- ❖ All regional coordinators work closely with the PCCs in their regions to support preventative work and support for victims.
- ❖ Regional coordinators have supported the Home Office s45 Deep Dive, including undertaking research, collecting data and promoting the survey of all forces.
- ❖ Regional coordinators have supported the development of Victim Navigator roles.
- ❖ Regional coordinators support a number of active and vibrant partnership working groups.
- ❖ Support for the multi-agency task force set up to look into allegations of unsafe working conditions and illegal employer practices in the textiles industry in Leicester
- ❖ All Regional Coordinators benchmarked forces in their region against the Slavery and Trafficking Policing Standards 2020 in January 2021 and the outcomes are available for forces to assist them with continued improvement work.

ANNEX 7: NCA Intelligence Assessment Team (IAT)



The Intelligence Assessment Team (IAT) has recently been created within the NCA to receive, triage, prioritise and action intelligence received in relation to both OIC and MSHT. The IAT has been formed by merging both the MSHT National Targeting Centre and the OIC INVIGOR Triage Team. With MSHT and OIC threats being so closely entwined this merger seizes an opportunity to create a more effective and efficient way of working whilst enabling the easier identification of links, both strategically and tactically across the threats.

The IAT will assume the roles and responsibilities of its constituent parts to apply a joined up and standardised approach to initial intelligence development, triage, prioritisation and dissemination of intelligence and risk.

- The IAT is focusing upon both MSHT and OIC intelligence development, coordination and target discovery; proactively identifying and developing intelligence against tactical level problems and emerging threats.
- Acting as the NCA 'gateway' for all OIC and MSHT Serious Organised Crime intelligence the IAT is:
 - Assessing
 - De-conflicting
 - Enhancing
 - Creating and sharing NIM compliant products for further development
 - Providing NIM compliant products for Local, Regional, NCA or National Tasking
- The IAT is also supporting NCA Threat Leadership to collect against strategic intelligence priorities and intelligence gaps to improve our understanding of the OIC and MSHT serious organised crime threat, with a mandate to develop high quality and priority intelligence packages.
- IAT will also take the lead on Project TIMELINE - the use of the internet and social media as an enabler for organised immigration crime, whilst supporting EUROPOL and UKIC thematic engagement.

The IAT is currently working to ensure robust processes are in place to improve the relevance of incoming MSHT intelligence along with its triage and prioritisation whilst in turn ensuring the outputs to partners are fit for purpose; including disseminating MSHT and OIC intelligence outside of the NCA remit to the most appropriate agency and providing developed intelligence packages at NIM levels 1,2 and 3 to the most appropriate tasking forums.

ANNEX 8: PCC Preventions Grants

This Annex provides details of an indicative selection of the 26 prevention projects undertaken by PCC in 2020/21.

Lancashire PCC

Following the success of previous training events by the Rah-Rah Theatre Company in conjunction with Hope for Justice, the Office of the Police and Crime Commissioner for Lancashire used the funding for a further three training sessions from the Rah-Rah theatre company. The first event was arranged with the Modern Slavery Regional Co-ordinator based at the ROCU. The second event was held in partnership with Lancashire Partnership Against Crime (LANPAC) and targeted the business community and the third targeted frontline safeguarding professionals. Overall, 125 partners have benefitted from this training. In addition, the funding has purchased updated materials in respect of key messages around Modern Slavery.

Humberside PCC

In identifying the need for professionals, teachers and parents to engage with children at a younger age we have designed visual icebreakers in the form of an animated short film. The film is aimed at children in years 5 and 6 of primary school who are about to make the transition into secondary school environments. Using real life case studies from Humberside, the film aims to start the conversation with very young children and to equip them with knowledge of how to stay resilient to the pressures and pitfalls of grooming, coercion and threats. Alongside the film a resource pack was produced for teachers and professionals to help them expand that conversation with their students and ensure this difficult subject can be covered in an appropriate way as part of their personal and social learning.

Derbyshire PCC

The grant has assisted the Partnership to raise awareness with our practitioners by enabling further delivery of webinar training for professionals and practitioners throughout Derby and Derbyshire. The training provides an overview as to what modern slavery is, scale and scope, signs and indicators, how to raise concerns and access help and making a referral into the NRM. On completion of the training, delegates receive a certificate and further post learning information. Further work is underway to provide a web-based document that serves as tool for all First Responders working with victims of modern slavery. This is based upon the 'Assessing Support as a victim of Modern Slavery' multi-language booklet originally developed by the West Midlands Anti-Slavery Network.

West Midlands PCC

The 'Albanian and Vietnamese Cultural Awareness for Frontline Professionals Project' aims to increase engagement with and improve outcomes for victims and perpetrators of crimes from these communities by improving cultural awareness amongst frontline professionals. The project especially targets professionals within police investigations, criminal justice processes and survivor support services. The project focuses on these communities as NRM data from the past year shows numbers of Vietnamese and Albanian survivors and offenders rising regionally in the West Midlands and across the UK.

The project will produce two short and practical booklets; one about Vietnam and one about Albania. The information in the booklets will be applicable to a range of crimes, including modern slavery and human trafficking. Once the booklets have been produced, an accompanying recorded training session will also be available.

West Yorkshire PCC

The Office of the Police and Crime Commissioner for West Yorkshire has worked in collaboration with Hope for Justice, West Yorkshire Police and partner agencies to create an animated film to raise awareness of domestic servitude within a relationship and familial setting. The film, voiced over in different languages, follows the journey of a female from their home country to the UK, highlighting signs and indicators of domestic servitude exploitation and information how to report concerns.

In West Yorkshire, we have identified a specific increase in reports of domestic servitude indicating women from Pakistan and Bangladesh are being brought to the UK on spousal visas and exploited in domestic homes. It has also been identified that family members and members of the community are reporting their concerns directly to the police. This project aims to raise awareness across the population of West Yorkshire to safeguard all vulnerable people affected by this form of modern slavery.

ANNEX 9: Looking Forward - 2021/22

The MSPTU (now MSOICU) has been working with forces for several years to help improve their response to modern slavery. The success of this strategy has been evidenced by ongoing improvements in the relevant metrics as set out in **Section 5** of this report.

2020/21 was intended as a transition year that would see forces and regions develop the appropriate capability and capacity to take these improvements forward and embed them into business as usual. The impact of the pandemic and the delayed progress of the national Serious and Organised Crime Review has delayed some of this work.

The Home Office has allocated funding for 2021/22 to complete a modern slavery exit strategy and to continue the work started in 2020/21 to tackle organised immigration crime. The Programme has nine strategic aims as set out below.

MODERN SLAVERY & ORGANISED IMMIGRATION CRIME PROGRAMME 2021-22 STRATEGIC AIMS

