

THE HUMBER MODERN SLAVERY  
PARTNERSHIP STRATEGY  
2020 – 2023



**WORKING IN  
PARTNERSHIP  
TO TACKLE  
MODERN SLAVERY**

# Contents

Foreword – by Keith Hunter, Police & Crime Commissioner for Humberside	3
Our purpose and mission	4
Why we need a strategy in Humberside	5
Partnership working	6
Strategy development	7
Strategic priorities	8
Strategy and objectives explained	9
Governance	13
Partner members	12
Governance structure	15
Implementation	11
Action Plans	11
Monitoring and Evaluation	13



## Foreword

Keith Hunter, Police & Crime Commissioner for Humberside

“Modern Slavery and Human Trafficking continues to be a high priority for us all, we are only just beginning to uncover the true scale of this despicable serious and organised crime. The impact on victims is often that of complete devastation, leaving many destitute and even more vulnerable than before. As professionals we have a duty to ensure not only that we bring to justice perpetrators and exploiters, but that we are best prepared to identify and support victims to a meaningful and lasting recovery.

We have been encouraged and thrilled to see such commitment and passion by the many partners and agencies across our regions in the fight against Modern Slavery and accessing justice for victims. However, there is still much to do, from National Referral Mechanism reforms, the response of statutory services, third sector input and criminal justice initiatives; we all have work to do to ensure every victim has the highest level of support and care once identified and that serious organised crime groups are consistently disrupted and prosecuted.”



Keith Hunter – Police and Crime Commissioner for Humberside



## Our Purpose

The Humber Modern Slavery Partnership is a strategic network of agencies across Humberside, committed to tackling Modern Slavery and Human Trafficking by prosecuting perpetrators, disrupting identified organised crime and supporting victims in or out of the National Referral Mechanism.

## Our Mission

To generate a coordinated, efficient and proactive response to Modern Slavery and Human Trafficking across all four local authority areas in Humberside (East Riding, Hull, North Lincolnshire, North East Lincolnshire) comprising all relevant statutory, non-statutory and non-governmental bodies. To have a victim focused approach that sees improved identification and support for victims as well as improved knowledge among the public and professionals. To make Humberside a hostile environment for perpetrators.

# Why we need a strategy in Humberside

## Modern Slavery

Modern Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

Someone is in a situation of Modern Slavery if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanised, treated as a commodity or bought and sold as 'property'
- Physically constrained or have restrictions placed on their freedom

The following definitions are encompassed within the term 'Modern Slavery' for the purposes of the Modern Slavery Act 2015:

- 'Slavery' is where ownership is exercised over a person
- 'Servitude' involves the obligation to provide services, imposed by coercion
- 'Forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily
- 'Human Trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them

## Who is Affected?

The number of people identified as potential victims of Modern Slavery has been rising year on year, with over 10,000 people referred to authorities in 2019. The true number of people trapped in Modern Slavery is estimated to be much higher.

Modern Slavery in the UK can take many forms including sexual exploitation, labour exploitation, criminal exploitation, domestic servitude and organ harvesting.

Forced labour is the most commonly identified form of Modern Slavery in the UK, fuelled by a drive for cheap products and services, with little regard for the people behind them. Criminal exploitation is a growing form of Modern Slavery. In the UK, British children are commonly forced into 'county lines' drug trafficking and Vietnamese nationals are trafficked to work in cannabis production.

**Modern Slavery can affect children and adults irrespective of age, ethnicity, gender, religion or background.**

## Partnership Working Success

Since its inception in 2015, the Humber Modern Slavery Partnership has made significant progress towards making the Humber region a hostile environment for organised crime gangs looking to exploit people through modern slavery. Whilst there is still much work to do across all agencies, we now have a solid foundation upon which to build a successful and sustainable working partnership across all four local authority areas in which we consistently support victims and bring the perpetrators of Modern Slavery and Human Trafficking to justice.

In Humberside, our partnership approach has ensured the appointment of a new Coordinator position for the Humber Modern Slavery Partnership (HMSP). The post is based at the Wilberforce Institute and funded by the Office of the Police and Crime Commissioner for Humberside.

The Operation Wilberforce taskforce within Humberside Police has been established to tackle Modern Slavery and Human Trafficking within the Humber area. The newly launched dedicated team provide specialist training, support and guidance to colleagues to help them understand this complex issue in more detail. They also take the lead in investigating and responding to any allegations of Modern Slavery and Human Trafficking.

## Training

The Humber Modern Slavery Partnership has led the way in developing training within the region.

A resource pack of workshops has been developed, led by the Wilberforce Institute, with funding from the Modern Slavery and Human Rights Policy and Evidence Centre, based on a model established by the Humber Modern Slavery Partnership. This resource is available to every Modern Slavery Partnership in England and Wales, and each workshop is based on a different scenario that is relevant to each target audience. Partners work through the scenario together, looking at how they could and should respond, identifying gaps in knowledge and provision, enhancing understanding, and thus generating actions to improve identification and response. The workshops encourage open conversation where attendees can share experiences and best practice, and seek advice from other partners.



## Strategy Development

The development of this strategy and associated action plan was undertaken in consultation with partner organisations across Humberside throughout Spring/Summer 2020. This consultation assisted with the formation of this strategy and helped to determine the future governance and structure of the Humber Modern Slavery Partnership. Contributors to the consultation included a cross section of strategic and operational partners across all four local authorities in Humberside.

The consultation allowed for the development of key themes and areas of action to determine what has been working well in Humberside since 2015, challenges we have faced and feedback on how we can make our partnership approach to Modern Slavery consistent and sustainable.



**The consultation invited partners to comment on what they considered to be the strengths, weaknesses, opportunities and threats of the HMSP, and allowed them to input on its structure, focus, sustainability and governance.**

- > Partners overwhelmingly suggested that the structure should be streamlined to have a smaller Humber strategic board and 4x local operational groups and then VARM/MACC for operational staff to work on cases. This is a good established method of working in all areas.
- > Partners thought that local operational/tactical groups would allow practitioners to contribute to the agenda in their areas and advocate for the needs and views of the communities they serve.
- > Partners thought that training was a major achievement of the partnership and that this should remain a priority.
- > Partners commented that having a dedicated Coordinator was essential and praised the creation of the role. However the post risks lack of sustainability and relevant powers to influence change locally. No partner offered funding to assist in making the role sustainable.
- > Partners thought awareness raising of Modern Slavery had been carried out successfully, but that there was still much more to do.
- > Partners suggested that clear pathways and identified SPOCs are the most important issues. Governance needs defining with a clear route via the OPCC to have oversight of combined CSP and MDS Coordinator's funding.
- > Partners consider local authorities' input and attendance to be inconsistent and weak. They argued that local authorities have a statutory duty to respond to Modern Slavery and should be held to account locally.
- > Partners highlighted the need to consider under-represented groups and communities and support them to have a voice in how Humberside tackles Modern Slavery.
- > Partners commented on the increased data gathering and intelligence sharing, but noted this was still inconsistent and not accessible at times.
- > Partners told us the partnership was doing an excellent job of challenging agencies and bringing partners together to share in the Modern Slavery agenda. However this was also identified as an area requiring improvement.

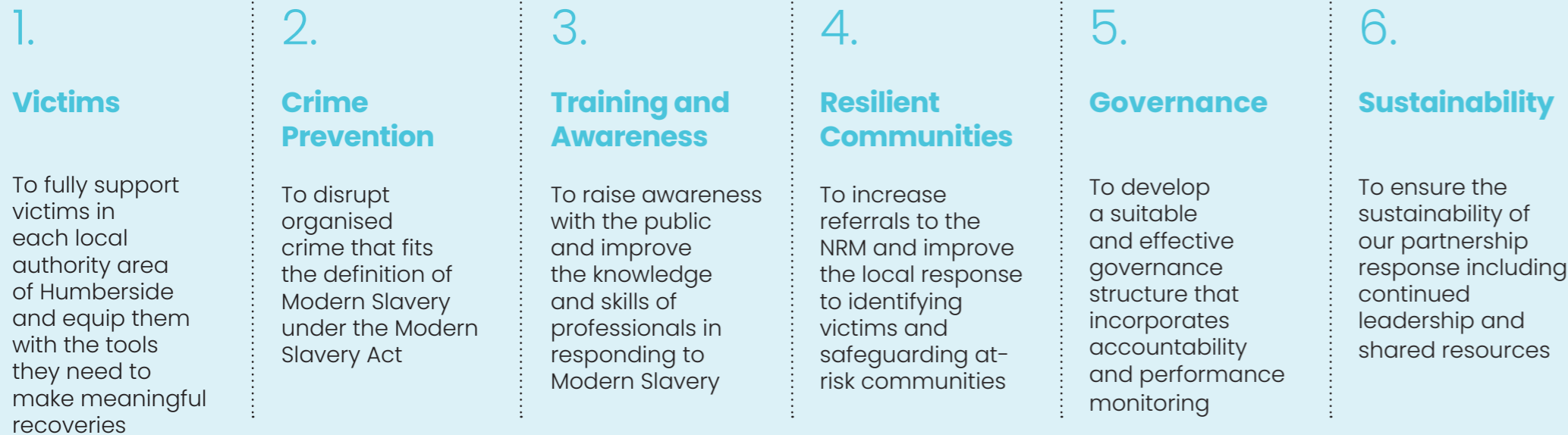
VARM: vulnerable adults risk management  
MACC: multiagency case conference

SPOC: single point of contact  
CSP: community safety partnership

This strategy aims to set out Humberside’s approach to tackling Modern Slavery and how this can be achieved with an effective partnership-led focus. The strategy builds on existing frameworks such as the Police and Crime Plan for Humberside as well as the 4Ps approach (Prevent, Protect, Prepare, Pursue) which is the recognised framework to counter Modern Slavery and Serious Organised Crime in the UK. We will build more resilient communities free from exploitation with an effective multi-agency approach with strong strategic direction, governance and dedicated local responses by law enforcement, local authorities, health providers, the third sector and the business community. We have identified six key themes to take forward as our strategic priorities.

# Overview

## Six Strategic Priorities for 2020 – 2023



Strategic Priorities	Objectives	Governance	Partners
<p><b>1. To fully support victims in each local authority area of Humberside and equip them with the tools they need to make meaningful recoveries</b></p>	<ul style="list-style-type: none"> <li>• Ensure statutory partners are meeting their statutory duties to vulnerable people at risk of Modern Slavery</li> <li>• Work in partnership to support commissioned and non-commissioned services to ensure sustainable funding to support the diverse needs of victims</li> <li>• Engage Community Safety Partnerships to address Modern Slavery in their daily business with their partners and stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• HMSP strategic board</li> <li>• Office of the Police and Crime Commissioner</li> <li>• Local Authorities</li> <li>• Local Government</li> <li>• Local Government Association</li> <li>• Community Safety Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Statutory partners that have a duty to act under the Modern Slavery Act</li> <li>• Third sector organisations which support vulnerable people</li> </ul>
<p><b>2. To disrupt organised crime that fits the definition of Modern Slavery under the Modern Slavery Act</b></p>	<ul style="list-style-type: none"> <li>• Fully support law enforcement operations</li> <li>• Support Operation Wilberforce to reach and safeguard at risk communities across Humberside</li> <li>• Ensure law enforcement have the required tools to disrupt organised crime and tackle Modern Slavery long term</li> </ul>	<ul style="list-style-type: none"> <li>• HMSP strategic board</li> <li>• Office of the Police and Crime Commissioner</li> <li>• Chief Constable</li> <li>• Community Safety Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Statutory partners that have a duty to act under the Modern Slavery act</li> <li>• Law enforcement partners</li> </ul>
<p><b>3. To raise awareness with the public and improve the knowledge and skills of professionals in responding to Modern Slavery</b></p>	<ul style="list-style-type: none"> <li>• Continue to develop and provide accessible training opportunities</li> <li>• Support the development of targeted awareness campaigns in each local authority area</li> <li>• Appoint and embed Modern Slavery champions in services across Humberside</li> <li>• Develop an ethical and culturally sensitive package of imagery and resources that respects victims and breaks stereotypes associated with modern slavery</li> </ul>	<ul style="list-style-type: none"> <li>• HMSP strategic board</li> <li>• Local Authorities</li> <li>• Community Safety Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• All partners</li> </ul>

Strategic Priorities	Objectives	Governance	Partners
4. To increase referrals to the National Referral Mechanism and improve the local response to identifying victims and safeguarding at-risk communities	<ul style="list-style-type: none"> <li>Strive to build resilient communities</li> <li>Support statutory and law enforcement partners to build capacity to identify and refer victims</li> <li>Engage both adult and children's safeguarding boards in strategic oversight of the partnership response</li> <li>Support health partners to understand Modern Slavery and how they can safeguard potential victims across the health estate</li> </ul>	<ul style="list-style-type: none"> <li>HMSP strategic board</li> <li>Office of the Police and Crime Commissioner</li> <li>Local Authorities</li> <li>Community Safety Partnerships</li> <li>Safeguarding Boards</li> <li>NHS Clinical Commissioning Groups</li> </ul>	<ul style="list-style-type: none"> <li>Statutory partners that have a duty to act under the Modern Slavery Act</li> <li>National Network partners</li> <li>NHS and commissioned health providers</li> <li>Law enforcement partners</li> </ul>
5 To develop a suitable and effective governance structure that incorporates accountability and performance monitoring	<ul style="list-style-type: none"> <li>Develop sustainable strategic oversight in the form of the newly reorganised HMSP strategic group</li> <li>Develop methods of ensuring accountability</li> <li>Develop methods of ethical reporting and evaluation</li> </ul>	<ul style="list-style-type: none"> <li>HMSP strategic board</li> <li>Office of the Police and Crime Commissioner</li> <li>NATMSN</li> <li>Home Office</li> </ul>	<ul style="list-style-type: none"> <li>Statutory partners that have a duty to act under the Modern Slavery Act</li> <li>Third sector organisations which support vulnerable people</li> <li>Law enforcement partners</li> </ul>
6. To ensure the sustainability of our partnership response including continued leadership, and shared resources	<ul style="list-style-type: none"> <li>Develop sustainable funding for leadership</li> <li>Develop strategy and action plan that supports longevity</li> <li>Work in partnership to generate sustainable methods of incomes and resources for partners</li> </ul>	<ul style="list-style-type: none"> <li>HMSP strategic board</li> <li>Office of the Police and Crime Commissioner</li> <li>Local Authorities</li> <li>Local Government</li> <li>Community Safety Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Statutory partners that have a duty to act under the Modern Slavery Act</li> <li>Third sector organisations which support vulnerable people</li> <li>Law enforcement partners</li> </ul>

## Implementation

The overriding focus in delivering this strategy will be on effective partnership working. In accordance with the strategic priorities and objectives detailed in this strategy, no single agency should need to tackle any aspect of the local agenda alone.

The Partnership Coordinator will work with partners across Humberside to develop effective methods to coordinate work at a strategic and tactical level, encouraging all organisations involved to share and use the same information, processes and protocols to strengthen our resilience.

A focus on building and maintaining resilient communities is essential for us to collectively tackle Modern Slavery in Humberside. The Partnership Coordinator will work with partners alongside engagement officers, local groups and other partnerships to ensure integration of the Modern Slavery agenda into daily business.

## Action Plans and Pathways

A comprehensive Delivery plan and four bespoke local action plans and pathways will underpin this strategy. These will guide partners to share information and intelligence in a timely manner, produce good data recording, and offer proactive support for victims and witnesses. These action plans and pathways will enable statutory, non-statutory and law enforcement agencies to work productively together.

An overarching partnership delivery plan is essential, with measurable, achievable outcomes that reflect the objectives outlined in this strategy. An outcome-based approach is being developed to enable the partnership to objectively assess and improve its actions in accordance with this strategy. All action plans, pathways and outcomes will be reviewed in line with local and national policy and priority revisions.



## Partners

Humberside Police  
 OPCC  
 Wilberforce Institute, University of Hull  
 National Probation Service  
 Crown Prosecution Service  
 Gangmasters & Labour Abuse Authority (GLAA)  
 East Riding of Yorkshire Council  
 Hull City Council  
 North Lincolnshire Council  
 North East Lincolnshire Council  
 Yorkshire Ambulance Service  
 Hull NHS CCG  
 North Lincolnshire CCG  
 East Riding CCG  
 North East Lincs CCG  
 Border Force  
 HM Revenue and Customs

Humbercare  
 Healthwatch  
 Immigration Enforcement  
 Citizens Advice Bureau  
 Refugee Council  
 Hull Community Safety Partnership  
 East Riding Community Safety Partnership  
 North East Lincs Community Safety Partnership  
 North Lincs Community Safety Partnership  
 Adult Safeguarding Boards  
 Children’s Safeguarding Boards  
 City Health Care Partnership CHCP  
 Humberside Fire and Rescue Service  
 Hull Homeless Community Project  
 Emmaus Hull

Safer NEL  
 Victim Support Humberside  
 Preston Road Woman’s Centre  
 CIAC  
 Yorkshire Mesmac  
 Riverside  
 Hull Culture and Leisure  
 Ashiana  
 Snowdrop Project  
 The Red Cross  
 The Human Trafficking Foundation  
 The Modern Slavery Helpline  
 Migration Yorkshire  
 Crimestoppers  
 Migrant Help



## Governance

The Humber Modern Slavery Partnership is currently led by a Partnership Coordinator post funded by the Office of the Police and Crime Commissioner for Humberside and hosted at the Wilberforce Institute, University of Hull.

A governance structure diagram is detailed on the next page and incorporates a wider set of national partners that make up an effective network of governance, best practice and accountability. Despite the fact that Modern Slavery Partnerships in England are not currently subject to any statutory governance or reporting, every effort is being made to make the Humber Modern Slavery Partnership an integral part of a robust governance structure that best serves its sustainability and helps to drive performance.

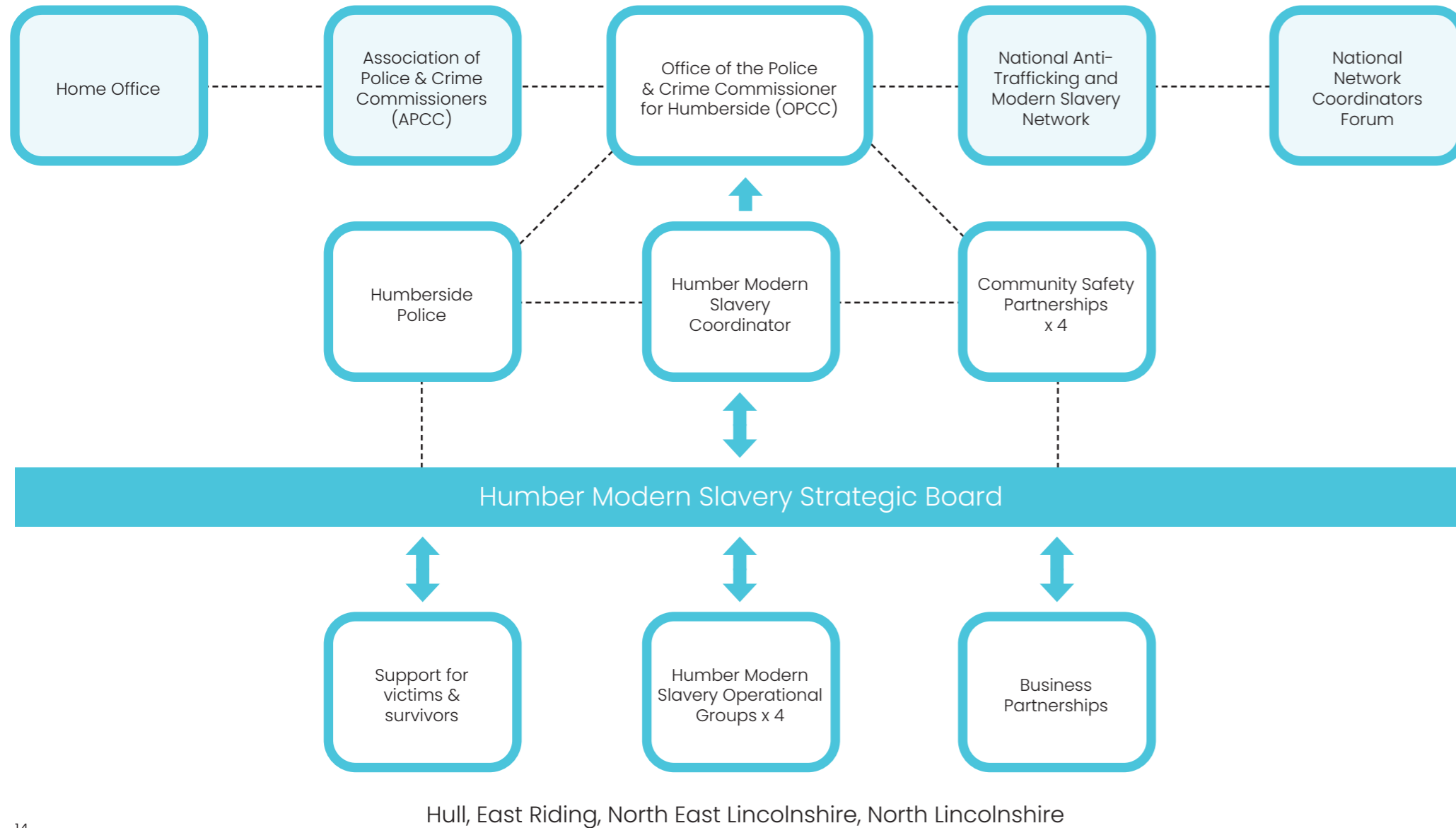
The HMSP Strategic Board provides oversight and direction to local partners to ensure they are working towards achieving strategic priorities.

## Monitoring and Evaluation

After the consultation period in Summer 2020, it was agreed by partners that monitoring and evaluation of our strategic objectives and action plans would be conducted by the newly organised HMSP Strategic board on a quarterly basis. All four local authority areas will be responsible for setting their own individual action plan in response to their locality’s specific needs and will be encouraged to update and report on their own area-specific challenges and progress to the Strategic Board on a quarterly basis. Each local authority area should aim to set local actions in line with the wider Humber strategic objectives, the following page outlines a best practice example of the membership of local Operational Groups.

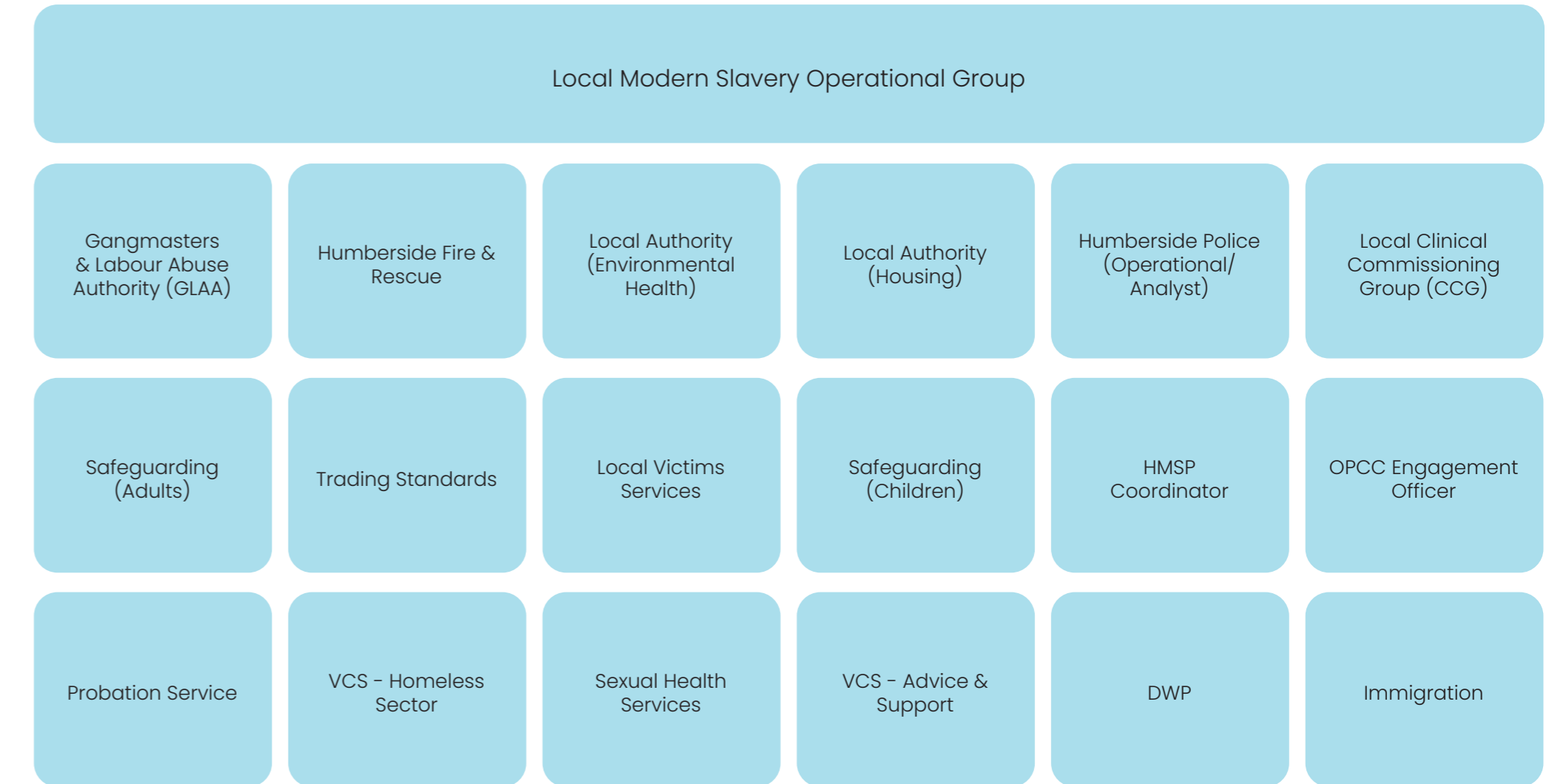
A key element of the Partnership Coordinator role is to maintain oversight of local activity and support partnership working. The Office of the Police & Crime Commissioner, whilst providing governance and funding to the post of the Coordinator, is also concerned with ensuring progress against the delivery plan and that the Partnership is achieving progress toward the priorities set out within this strategy.

## Partnership Structure Diagram



## Local Operational Group Structure

To be replicated across all four local authority areas





# Reporting for Members of the Public

Call Humberside police on 101  
Or 999 for an emergency



Call the **Modern Slavery Helpline** if you have suspicions or concerns about someone being exploited



Call Crimestoppers and report concerns anonymously

## THE SAFE CAR WASH APP

The Safe Car Wash app is a new tool that will enable the largest community intelligence gathering exercise ever attempted in the United Kingdom.

Download the free app onto your smartphone. When you are using a hand car wash, simply open the app and complete a short survey about the working conditions of the car wash.

[www.theclewerinitiative.org/safecarwash](http://www.theclewerinitiative.org/safecarwash)

## THE UNSEEN APP

The Unseen App makes reporting to the Modern Slavery Helpline even easier. The App provides a simple guide to recognising the signs of modern slavery and reporting concerns in confidence to free more victims of slavery.

The app was developed for Unseen by the Helpline's founding partner BT and can be found by searching "Unseen UK" in app stores.



## Further Information

To contact the Humber Modern Slavery Partnership please email the HMSP Coordinator, Andrew Smith: [a.smith9@hull.ac.uk](mailto:a.smith9@hull.ac.uk)

For more information and advice visit our HMSP website: [www.humberantislave.co.uk](http://www.humberantislave.co.uk)

Click here for the full Modern slavery Act: [www.legislation.gov.uk/ukpga/2015/30/contents/enacted](http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted)

For more information on the work of the police and crime commissioner for Humberside visit: [www.humberside-pcc.gov.uk](http://www.humberside-pcc.gov.uk)



## This strategy was developed with consideration of the following:

- Humberside Police and Crime Plan
- The Care Act
- Independent Anti-Slavery Commissioner National Strategy
- HM Government Modern Slavery Strategy
- National Policing Plan for Modern Slavery
- The Modern Slavery Act 2015
- Trafficking Survivor Care Standards
- The Housing Act
- Home Office Statutory Guidance on Modern Slavery
- Section 25 Code for Local Authorities



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## Notes

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**MODERN  
SLAVERY**  
**PARTNERSHIP**

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