



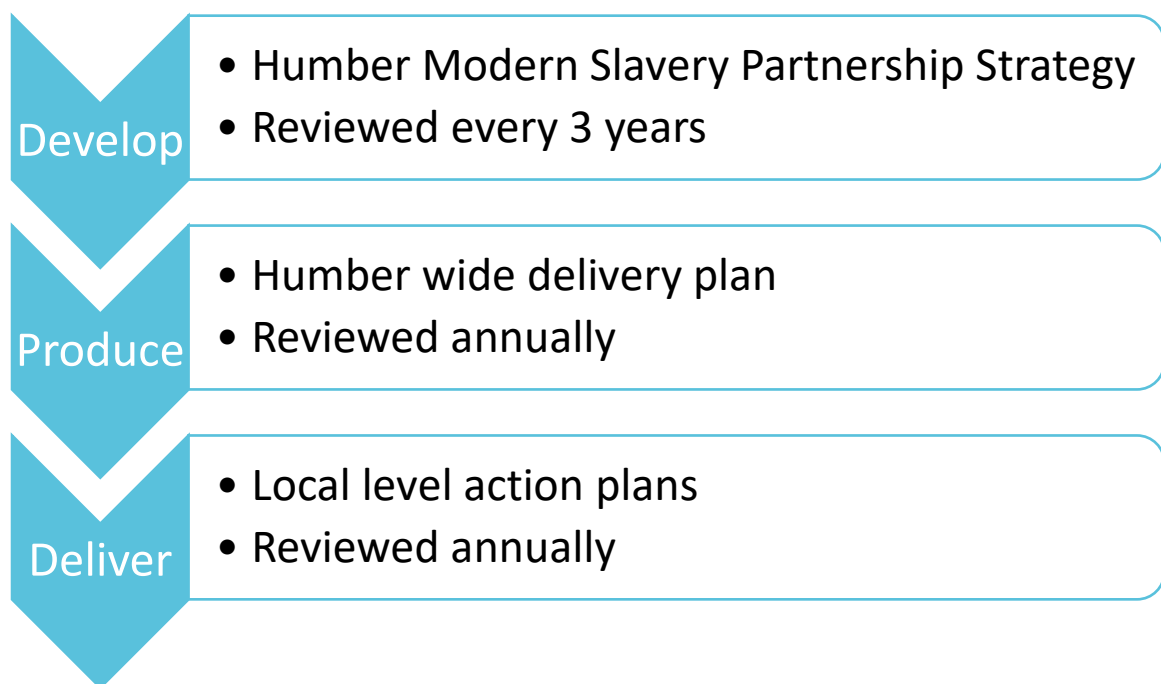
Humber Modern Slavery Partnership  
(HMSP)  
Delivery plan  
April 2021 – March 2022

## Contents

2. Introducing our Partnership delivery plan
3. Our purpose and mission
4. Our partnership structure and governance
5. Monitoring and evaluation
6. Implementation and National Strategy
7. Our twelve-month plan
10. Associated documents
11. Further information

## Introducing our Partnership Delivery Plan

Welcome to the first Humber Modern Slavery Partnership delivery plan. This delivery plan aims to summarise how we will work across Humberside to achieve the strategic priorities set out in our three-year Humber wide [strategy](#).



This Delivery plan exists to inform all partners of the planned work and objectives over the next 12 months and will provide an overview of activities undertaken to ensure suitable governance and accountability. An outcome approach is used to evaluate progress for all deliverables in this plan under the wider Humberside strategy.

## Our Purpose and Mission

### 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.

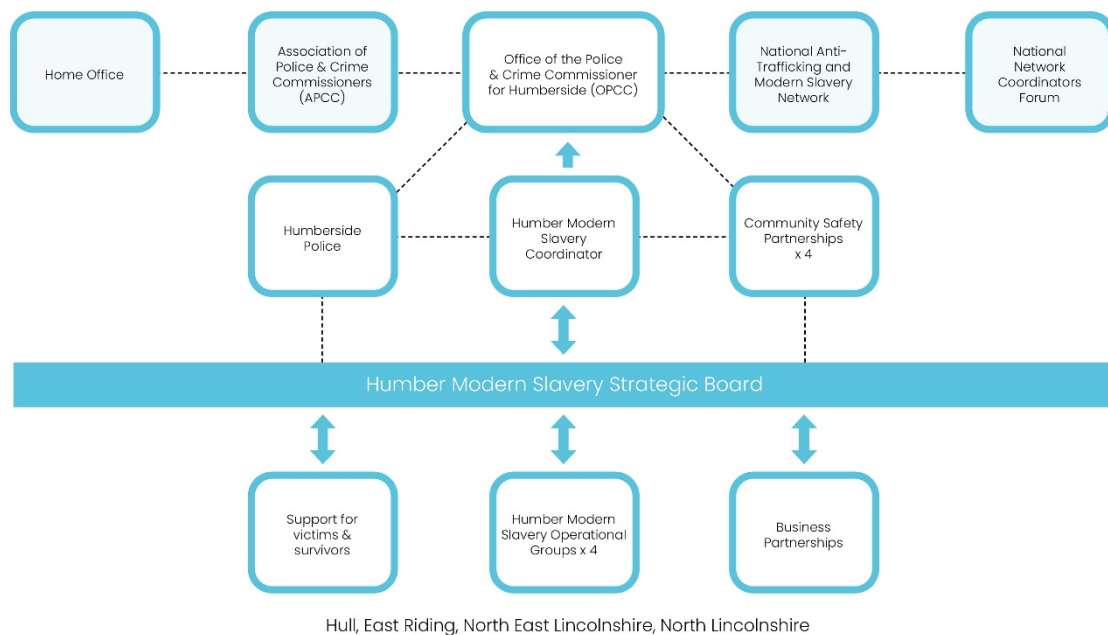
## Our Partnership Structure and Governance

The Humber Modern Slavery Partnership is 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.

The governance structure diagram detailed below 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 develops its performance.

The partnership strategic board will provide oversight and direction to local partners to ensure they are working towards achieving our strategic priorities.

### Partnership Structure Diagram



## Monitoring and Evaluation

Monitoring and evaluation of our strategic objectives and delivery plans is conducted by the HMSP strategic board on a quarterly basis. Each local forum will record and report back progress at each strategic board meeting.

Each local authority area forum 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.

Below is an example of a local forum structure that works to ensure all appropriate agencies and organisations are represented.

### Local Operational Group Structure

To be replicated across all four local authority areas

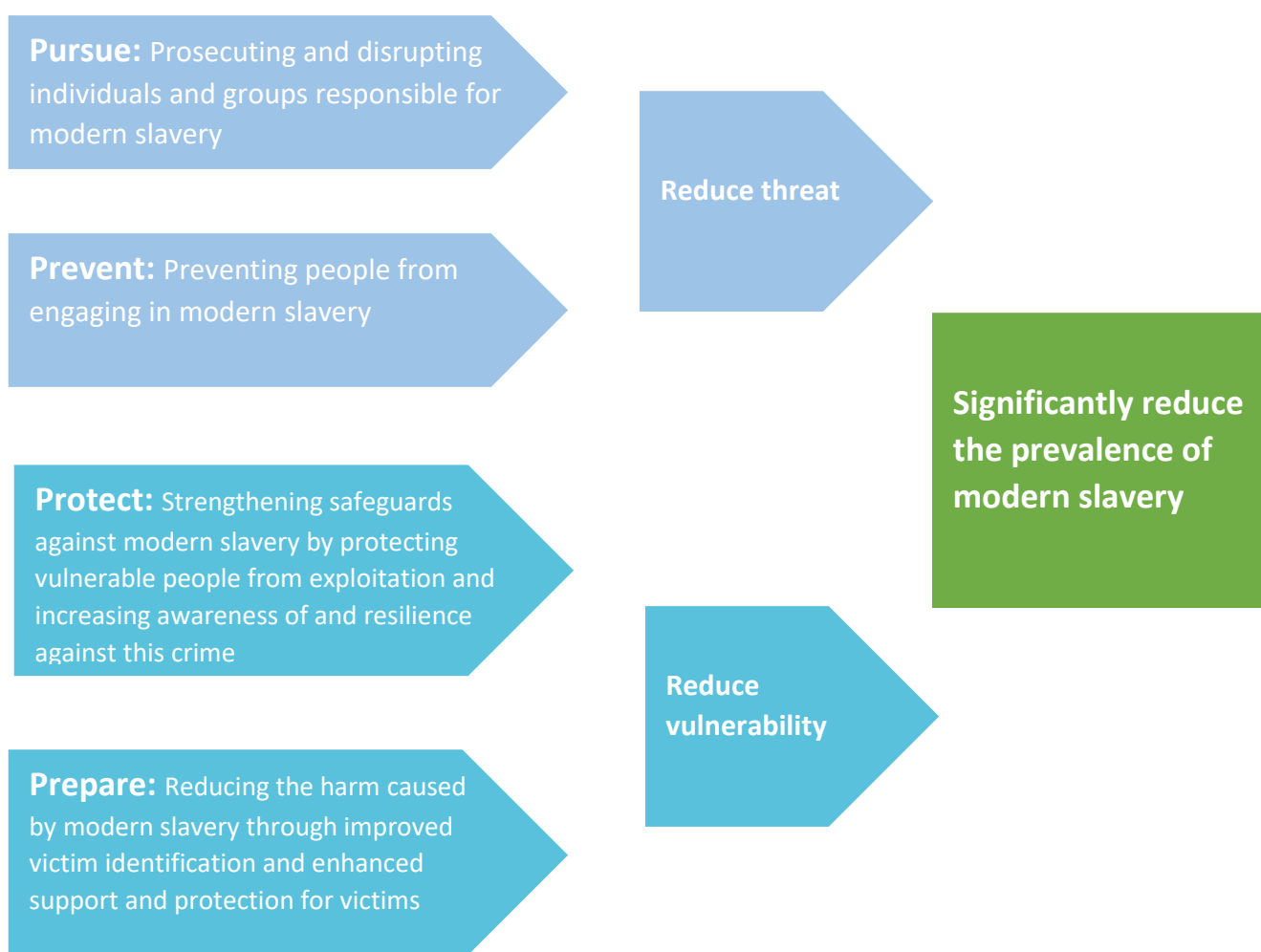


## Implementation

This delivery plan builds on our strategic approach to tackling modern slavery and how this can be achieved with an effective partnership-led focus. This delivery plan has been developed by taking into consideration the priorities of 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 use this delivery plan to build more resilient communities, free from exploitation, using 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.

## National Strategy at a Glance



## Our Twelve-Month Delivery Plan

STRATEGIC PRIORITIES	KEY OUTCOMES	ACTIVITIES
<b>SUPPORTING VICTIMS</b>	<ul style="list-style-type: none"> <li>• Statutory partners meet their statutory duties towards vulnerable people at risk of modern slavery</li> <li>• Non-statutory partners are able to identify, support and refer victims into the appropriate service</li> <li>• A multi-agency approach to victim support</li> </ul>	Local level modern slavery forums map out Modern Slavery Act statutory duties and key owners
To fully support victims in each local authority area of Humberside and equip them with the tools they need to make meaningful recoveries		Local level modern slavery forums develop agreed pathways of support in line with their statutory duties and ensure these compliment non-statutory provision in a way that best supports victims
		Local forums use the agreed pathways of support to ensure the correct representation of services at all stages of the victim journey and to effectively manage resources by avoiding duplication
<b>DISRUPTING ORGANISED CRIME</b>	<ul style="list-style-type: none"> <li>• All services fully support modern slavery law enforcement operations</li> <li>• Operation Wilberforce are able to reach and safeguard at-risk communities across Humberside</li> <li>• Humberside Police have the required tools to disrupt organised crime and tackle modern slavery long term</li> </ul>	Operation Wilberforce team ensure regular representation at local modern slavery forum meetings and executive board meetings
To disrupt organised crime that fits the definition of modern slavery under the Modern Slavery Act 2015		Humberside Police and local forum partners work together to produce periodic public facing campaigns that send a message to exploiters and organised crime groups
		Local modern slavery forums and Humberside Police collaborate in modern slavery operations that safeguard vulnerable people and disrupt organised crime
		Provision is made for improved information sharing and joint working between different task forces within Humberside Police that enriches enforcement and surveillance operations for crimes under the Modern Slavery Act

<b>TRAINING AND AWARENESS</b>		Use data and intelligence to inform targeted awareness campaigns in each local authority area that inform the public and empower potential victims
To raise awareness with the public and improve the knowledge and skills of professionals in responding to modern slavery	<ul style="list-style-type: none"> <li>• Provide accessible and up to date training opportunities for professionals</li> <li>• Deliver targeted awareness campaigns in each local authority area regularly</li> <li>• Appoint and embed modern slavery champions in services across Humberside</li> </ul>	<p>Use a coordinated and collaborative communications approach that includes monitoring and evaluation</p> <p>Local modern slavery forums develop and implement modern slavery champion programmes across their estate using North East Lincolnshire Council as an example of best practice</p> <p>Continue to develop and deliver sector-leading interactive training workshops to front line professionals</p> <p>All partners implement modern slavery training for all new starters within their organisations</p>
<b>IMPROVING THE LOCAL RESPONSE</b>		Both adult and children’s safeguarding boards in all local authority areas to be represented in the strategic oversight of the partnership response
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>•Build resilient communities</li> <li>•Statutory and law enforcement partners increase capacity to identify and refer victims</li> <li>•Health partners are able to safeguard potential victims across the health estate</li> <li>•Develop a public health approach to modern slavery and trafficking</li> </ul>	<p>Map the current health response to modern slavery in each local authority area with particular attention on identifying, reporting and supporting potential victims</p> <p>Use knowledge exchange to understand how a public health approach to modern slavery can build resilient communities and safeguard potential victims</p> <p>Local modern slavery forums provide mechanisms for the public to report concerns and ensure reporting methods are easily accessible to all</p>



<b>GOVERNANCE AND ACCOUNTABILITY</b>	<ul style="list-style-type: none"> <li>• Develop sustainable strategic oversight in the form of the newly reorganised Humber Modern Slavery Partnership strategic group</li> <li>• Develop methods of ensuring accountability</li> <li>• Develop methods of ethical reporting and evaluation</li> </ul>	Strategic and local delivery plans are produced and used to outline agreed expected outcomes
To develop a suitable and effective governance structure that incorporates accountability and performance monitoring		Agreed outcomes are used to measure performance on an annual basis across Humberside
		Partnership Information Sharing Protocol to be produced and agreed by strategic board members
<b>SUSTAINABILITY</b>	<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 income and resources for partners</li> </ul>	Sustainable income stream that supports the longevity of the partnership and its leadership
To ensure the sustainability of our partnership response including continued leadership and shared resources		An annual strategic delivery plan that is overseen and monitored by the strategic board
		Strengthen local services and possible sources of government funding by contributing to the national agenda at all levels including parliamentary
<b>PARTNERSHIPS</b>	<ul style="list-style-type: none"> <li>• Maintain a proactive Humber wide partnership</li> <li>• Develop sustainable and effective local modern slavery forums in each local authority area</li> <li>• Contribute to national initiatives and collaborative projects</li> </ul>	Gaps in provision and missed opportunities for partnership working are identified by local modern slavery forums
To improve our multi-agency response to modern slavery as defined under the Modern Slavery Act 2015		Take part in national partnership events and collaborative pieces of work that benefit victim services across the country and in Humberside
		Use a knowledge exchange model and academic research partners to inform practice in a collaborative way
<b>PROCUREMENT</b>	<ul style="list-style-type: none"> <li>• Increase private sector buy-in to producing annual modern slavery statements</li> </ul>	Public sector partners across Humberside lead by example by publishing modern slavery statements, providing insights into their procurement practices

To take a progressive approach to Section 54 of the Modern Slavery Act 2015	<ul style="list-style-type: none"> <li>• Strengthen public sector ethical procurement processes</li> <li>• Collaborate nationally to improve transparency in supply chain standards in Humberside and the enforcement of duties under the Modern Slavery Act</li> </ul>	Local forums work in partnership with labour providers to increase training and dialogue that supports the local economy and safeguards vulnerable workers
		Increased enforcement action with national enforcement agencies and local statutory partners that tackles issues such as labour exploitation and supports victims to make meaningful recoveries

## This Delivery Plan was developed with consideration of the following:

Humber Modern Slavery Partnership [Strategy](#) 2020 – 2023

Humberside Police and Crime [Plan](#)

The Care [Act](#) 2014

Independent Anti-Slavery Commissioner Strategic [Plan](#)

HM Government Modern Slavery [Strategy](#)

National Policing Plan for Modern [Slavery](#)

The Modern Slavery [Act](#) 2015

Trafficking Survivor Care [Standards](#)

The Housing [Act](#) 2004

Home Office Statutory Guidance on Modern [Slavery](#)

Chapter 25 (modern slavery) of the Homelessness Code of Guidance for Local [Authorities](#)

## 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)

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)

Click here for the full Modern Slavery Act:

<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>



Certificate of Excellence Award to mark significant innovations in transforming local public services



UNIVERSITY OF HULL | WILBERFORCE INSTITUTE

