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Leaders'
Briefing

# Forced labour and adult social care

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Trust

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# 1. Introduction

The subject of forced labour, under the umbrella term of modern slavery, falls within the remit of adult safeguarding in England following the inclusion of modern slavery as a form of abuse in the *Care Act 2014*. Modern slavery is a global concern, requiring adult safeguarding to reach beyond its previous national focus. It also requires adult safeguarding leaders and practitioners to consider new ways of conceptualising and addressing prevention, risk factors and responses (Kidd and Manthorpe, 2017).

This briefing sets out key information around what modern slavery and forced labour is, the methods of exploitation and how the precarity of individuals' lives are exploited. It mentions the relevant legislation local authority practitioners need to be aware of and are responsible for enacting, particularly in their role as first responders. Additionally, it provides an opportunity to consider where forced labour can be evident within adult social care's supply chains.

The *Modern Slavery Act 2015* contains provisions to support victims of modern slavery and human trafficking through the National Referral Mechanism (NRM). It also consolidated existing offences of human trafficking and slavery, and increased the maximum penalties available.

Labour exploitation, domestic servitude, sexual exploitation and criminal exploitation are the most prevalent forms of exploitation in the UK (Cooper et al., 2017). The most common type of exploitation experienced by adults and children referred into the NRM is labour exploitation, including criminal exploitation (Home Office, 2020a).

The UK is arguably a destination country, as for many it appears to offer opportunities for a better life, and where there is a demand for cheap labour. Criminals exploit this desire for a better life, as well as exploiting vulnerabilities created due to the precarity in people's lives.

Precarity refers to having insecure forms of employment, and a wider feeling and experience of insecurity (Lewis et al., 2013). Those experiencing greater precarity in their lives are often 'targeted as being easier to coerce into a situation where they can be manipulated' (Home Office, 2016, p.44).

In addition to the trafficking of human beings into the UK for exploitation, there is also much internal trafficking within the UK (Home Office, 2020a). Individuals who are homeless, use drugs or alcohol, experience mental health difficulties, or have a learning disability, are more likely to be exploited and trafficked into forced labour (GLAA, 2018; The Passage, 2017; Fitzpatrick et al., 2015).

When considering the experiences and support needs of victims/survivors of forced labour, there is also an urgent need for adult social care to carefully review its own supply chains. Particular attention is needed with the employment of people working in residential and nursing care, and the agency workers who so often supplement their numbers and work in the community (Emberson and Trautrims, 2019).

In England and Wales, local authorities are authorised as first responders to refer potential victims of modern slavery into the NRM (Home Office and UK Visas & Immigration, 2020). It is essential that adult social care practitioners understand how to identify, care for and support victims/survivors of modern slavery and human trafficking.

### A note on data

It is important to note that, due to the hidden nature of this crime and the limited history of data collected on this issue, data should be treated with caution. Work is underway to develop data collecting mechanisms to enable a better understanding of the size and nature of the exploitation to facilitate better responses. Careful recording is required to improve the data available.

# 2. Definitions

Labour exploitation can be an element of the criminal offences of forced labour, or human trafficking, both of which are covered by the *Modern Slavery Act 2015*. There are several different terms and definitions used in relation to forced labour and its intersecting exploitation, some of which are set out below.

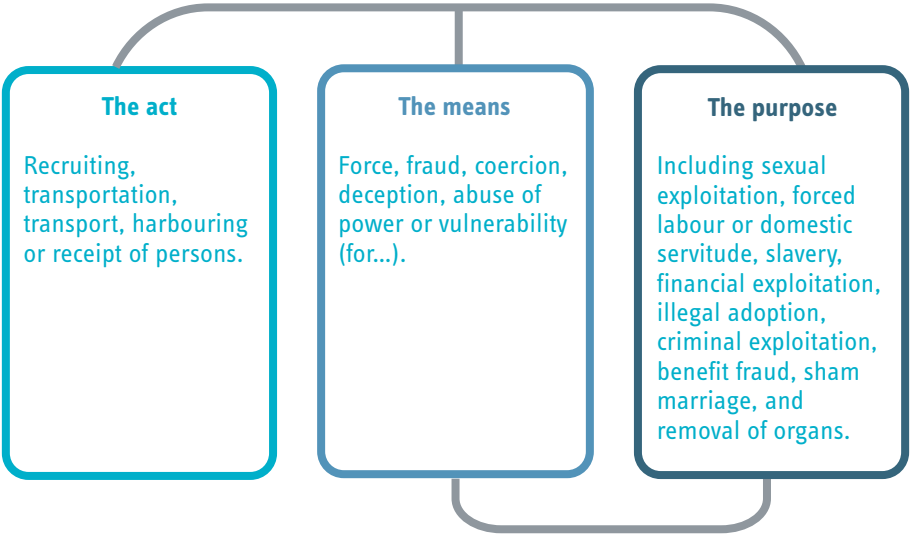
However, it is essential to understand that there may be no clear distinction between different types of exploitation and that, frequently, exploitation can take multiple forms, with individuals being manipulated and controlled in various ways. For a more detailed discussion of exploitation, please see the Research in Practice publications ***Understanding and responding to the exploitation of adults: Leaders' Briefing*** and ***Transitional safeguarding - adolescence to adulthood: Strategic Briefing.***

**Human trafficking** is the movement of a person from one place to another for the purposes of exploitation. It is defined by the UN in the 'Palermo Protocol' as the 'recruitment, transportation, transfer, harbouring or receipt of persons by means of threat, or use of force, coercion or deception...to achieve the consent of a person having control over another person, for the purpose of exploitation' (United Nations, 2000).

**Modern slavery** is an umbrella term used in the *Modern Slavery Act 2015* to encompass the crimes of human trafficking, along with slavery, servitude and forced or compulsory labour. Victims of modern slavery are prevented from leaving their situation of exploitation through the use of threats, punishment, violence, coercion and deception. It is estimated that there are 136,000 potential victims of modern slavery in the UK and that, globally, over 40 million people are living in slavery (Walk Free Foundation, 2018).

The terms human trafficking and modern slavery are often used interchangeably. However, there is a difference in the elements of exploitation that forms part of their definitions, as illustrated by the following diagram.

Elements that form **human trafficking**




Elements that form **modern slavery**

(Adapted from Anti-Slavery London Working Group and HTF, 2018b)

**Human trafficking =**
Act + Means + Purpose

**Modern slavery =**
Means + Purpose.

**Forced labour or compulsory labour** is where victims are made 'to work very long hours, often in hard conditions without relevant training and equipment, and to hand over the majority if not all of their wages to their traffickers' (NCA, 2018b). Forced labour involves coercion, frequently through verbal threats and violence, where the freedom of choice is denied. Frequently, victims will be housed with many others who are being exploited, with sleeping accommodation often being shared as individuals leave and return for shifts (NCA, 2018b).

**Domestic servitude** is where individuals are forced to work in private households, with restrictions on their movement, and forced over long hours to undertake tasks such as childcare and housekeeping for little, if any, pay. Frequently, victims have little privacy and comfort (NCA, 2018b).

**Sexual exploitation**, as defined by the Modern Slavery Act 2015 (c.30), is any non-consensual or abusive sexual acts, including prostitution, escorting and pornography. It is also evident that individuals who appear to be consensually engaging in providing sexual services are also often exploited, whether this be through an overall lack of choice in circumstances of multiple and severe disadvantage, through coercive control, or as a way to pay for basic provisions such as accommodation and food (Hodges, 2019).

**The National Referral Mechanism** is the framework used in the UK to identify victims of modern slavery and is the UK government's interpretation of its duty under Article 11 of the Directive 2011/36/EU to 'establish appropriate mechanisms aimed at early identification of, assistance to and support for victims, in cooperation with relevant support organisations'. There are several decisions and roles that form part of the National Referral Mechanism.

**First responder** is a role that forms part of the NRM process (Home Office and UK Visas & Immigration, 2020; Anti-Slavery London Working Group and HTF, 2018a). First responders are specific organisations who have the responsibility to identify potential victims of human trafficking, slavery, servitude, or forced or compulsory labour and recognise the indicators of exploitation. They also gather information to understand what has happened to potential victims. Local authorities are first responder organisations.

**Victim/Survivor** are terms used here to refer to the different ways in which individuals may reference their own experiences. Additionally, the term 'potential victim' and 'victim' are legal definitions. Where 'potential victim' is used in this resource, it is only in relation to the official terminology within the UK NRM referring to a person who has not yet received their conclusive grounds decision. Care should be given to the use of these terms, as people with lived experience may have a preferred terminology.

There is now a training framework in place which clearly specifies the knowledge and skills required by social care practitioners when identifying, caring for and supporting victims/ survivors of modern slavery and human trafficking.

This training framework can be found here:
**www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/Modern-slavery/Modern-Slavery.aspx**

# 3. Legislation

Anti-slavery legislation has consolidated trafficking offences into one place, with provisions made for the offences of slavery, servitude, forced or compulsory labour and human trafficking. Provisions have now also been made for victims to be protected, including statutory defences for victims who have been forced to commit crime.

The following legislation is enacted in the devolved parliaments and assemblies, although the support measures for victims and law-enforcement powers are broadly similar across the UK:

- *Modern Slavery Act 2015*
- *Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015*
- *Human Trafficking and Exploitation (Scotland) Act 2015*

Listed below is legislation that falls outside of the provisions of the NRM, but provides local authorities with duties and powers to provide support to victims of trafficking and modern slavery:

- *European Convention on action against trafficking in human beings 2005 CETS 197 (ECAT)*
- *EU Anti-trafficking Directive 2011/36/EU*
- *European Convention on Human Rights 1950*
- *Human Rights Act 1998*
- *Care Act 2014*
- *Localism Act 2011*
- *Housing Act 1996*

## Further reading

For a brief overview of how provisions under domestic legislation are of relevance to victims/survivors of modern slavery, please see ***Adult Modern Slavery Protocol for Local Authorities: Statutory Duties and Powers*** (Anti-Slavery London Working Group and HTF, 2018a).

# 4. Forced labour

Forced labour is 'all work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily' (Forced Labour Convention, 1930 (No. 29)). In the UK, victims of forced labour are often made to work in agriculture, food processing and packaging, construction, warehousing and logistics, the service industry (which includes car washes and nail bars) and catering, and manufacturing (in sweatshops) (GLAA, 2017).

Forced labour is understood as work that is performed involuntarily and under the menace of any penalty (ILO, 2020). Examples of menace or penalty include passports being confiscated, non-payment of wages, threatening behaviour, putting someone in a situation of dependency, or creating a risk of homelessness. Forced labour involves coercion, and frequently this coercion is enacted through verbal threats and violence, where the freedom of choice is denied.

## Prevalence

The exploitation of people through slavery and human trafficking is present in every facet of our work and personal lives. It is thought that there are 24.9 million people globally in forced labour and over the past decade the number of victims trafficked for forced labour has increased (ILO and Walk Free Foundation, 2017; GLAA, 2018). In the UK, reported victims of labour exploitation are commonly male (87 per cent) and, in the years 2015-18, the most common nationalities recorded were British, Vietnamese and Albanian (NCA, 2018a).

Whilst, GLAA (2018) intelligence observes that the exploitation of Romanian workers is most frequently reported, this is not necessarily reflected in NRM statistics. Modern slavery data also demonstrates the highly gendered nature of different types of exploitation, where men and boys are more likely to be victims of labour exploitation, and women and girls are more often victims of sexual exploitation and/or domestic servitude (NCA, 2018a).

## Characteristics of exploitation

Victims of forced labour can be exploited in several ways. Set out below are some of the methods of exploitation reported in the UK.

| | |
|---|---|
| **Victims are exploited for multiple purposes in isolated environments.** | Victims live on offenders' property in squalid conditions, are subject to repeated abuse and are very rarely paid. Due to the isolated location, lack of engagement with formal workplaces or services, and the extent of the offenders' control, victims are sometimes not detected by authorities for many years. |
| **Victims work for offenders.** | Victims are forced to work directly for offenders in businesses or sites that they own or control. In more organised examples, offenders act as gangmasters, controlling teams of victims on single, or across multiple, sites. Victims live in a single overcrowded residence. Less organised examples of this have one or two victims, who may be subject to multiple forms of exploitation, living with offenders.<br><br>Victims are either illegally underpaid or unpaid for long hours of work, which is usually manual or unskilled labour. Wage deductions and notional debt bondage are used as means of control, sometimes in combination with threats and violence. |
| **Victims work for someone other than offenders.** | Victims are employed in a legitimate and often low-skilled job, with legal working conditions, by an employer unrelated to the offenders. Most or all wages are taken by offenders, often through control of the victims' bank accounts. There tends to be more than one victim per offender. Victims are brought to the UK by offenders and are reliant on them for food and accommodation. |

(Adapted from Cooper et al., 2017)

## Precarious lives

Victims of forced labour have frequently lived precarious lives, caused by a range of intersecting experiences, and criminals exploit this precarity. These can be pre-existing factors which create precarity that can be exploited, or factors created by being exploited. Factors can include poverty, homelessness, using drugs or alcohol, experiencing mental health difficulties, having a learning disability, illness and physical disability, fleeing domestic violence or other abuse, emotional or familial or romantic relationships, religious or cultural beliefs, inequality and discrimination (GLAA, 2018; Anti-Slavery London Working Group and HTF, 2018b; The Passage, 2017; Fitzpatrick et al., 2015).

Other experiences creating precarity can also stem from a lack of legal/ immigration status, including seeking asylum, being refused asylum, being a refugee, a trafficked migrant, a legal migrant (both EEA migrants and non-EEA with work permits), or having overstayed a visa (Fitzpatrick et al., 2015, p.20).

Additionally, those who have received support through the NRM for the trafficking and exploitation they have previously experienced may be at risk of homelessness when the NRM provision expires. There is a high risk at this point of individuals being re-trafficked.

## Recruitment, transportation and accommodation

Those who exploit others for their labour range from opportunistic individuals, family groups and companies, through to sophisticated organised networks (GLAA, 2018). British nationals are as vulnerable as individuals from other countries, with the UK frequently being recorded as the second most prevalent country of origin amongst those victims recorded in the NRM (Home Office, 2020b).

For many overseas potential victims of labour exploitation, opportunities for work in the UK are considered better than those available in their home countries. Victims are frequently recruited in face-to-face meetings, with connections made through family and friends or other associates who may have been working in the UK. The reality is that many are deceived about the nature and availability of work. Many recruiters live in the UK, regularly returning to their home country to recruit workers, and sometimes they do this on behalf of UK agencies (GLAA, 2018).

Online methods of recruitment provide recruiters with some identity protection and enable them to access a wider victim base, where potential victims approach the recruiter rather than the other way around. Work offered online often involves charging potential victims work-finding fees and financially exploiting workers. Social media platforms provide both a way for 'work' to be advertised and connections to be made between potential victim and recruiter, where limited information is shared about the terms or location of the employment, with details promised once they arrive in the UK (GLAA, 2018).

Some potential victims travel independently to the UK, whereas others will either have their transport organised for them or be accompanied by their exploiter. Travel is frequently paid by an exploiter, passing on a debt which is bonded. Debt bondage is used by offenders to deceive victims into working for little or no money to repay a debt. Later on, they will be trapped into paying off the debt (often artificially high, or with high interest rates that may not feasibly be repaid), finding out that the job does not exist or is not what was originally offered (GLAA, 2018).

Accommodation is also often provided as part of employment arrangements and used as a form of control, as workers are left relying on employers for somewhere to live. It is suspected that exploiters collaborate with landlords to provide accommodation, with landlords making significant profits (GLAA, 2018). Rarely are tenancy agreements in place or receipts offered for payment. Living conditions in such accommodation is generally poor and lack basic facilities; they are often overcrowded with frequent reports of 'hot bedding' (where multiple people share a bed on a shift basis, relating to the shifts they are working for the exploiter). Sometimes victims will be sleeping on floors, in outbuildings, caravans, storage containers or tents.

## Wages and contracts

When wages are paid, they tend to be 'cash in hand' payments and frequently without payslips (GLAA, 2018). This also enables exploiters to gather extra money through the benefits system by claiming for victims. In 2017/18 HMRC identified £15.6 million of minimum wage arrears benefiting 20,000 workers (which was double that of the previous year) (HMRC, 2018). HMRC prioritised adult social care, retail, commercial warehousing and the gig economy for future enforcement activities.

Additionally, workers are forced to use self-employment contracts while not receiving any of the benefits related to self-employment. These continue to be used in multiple sectors - including car washes, transport, construction and agriculture. The use of self-employment contracts in the adult social care sector is an emerging issue (GLAA, 2018).

## Coercion and control

There are various methods of coercion used by exploiters to control victims. When coercion has been used to control and exploit an individual, then it is irrelevant if the victims have agreed and consented to the initial offer. It is also important to recognise that 'coercion does not need to include violence or the threat of violence' (Anti-Slavery London Working Group and HTF, 2018b).

The term 'inherent jurisdiction' describes a power that the High Court has to make orders and grant injunctions where a person's decision-making is compromised by the undue influence, abuse or coercion of another person (Pritchard-Jones, 2020). The Research in Practice publication ***The inherent jurisdiction of the High Court: Practice Guidance*** aims to support health and social care practitioners, including those who work in adult safeguarding, to understand and identify the circumstances in which it might be appropriate to seek orders under the inherent jurisdiction.

**Types of coercion**

- The threat or use of force. This can include physical restraint, beating, rape, abuse (against them or family members).
- Withholding travel or immigration documents.
- Ritual oaths or use of fear based on a belief system.
- Fraud - by taking control of a victim's accounts or finances, attaching their name to debts, cars, illegal activity.
- Abduction.
- Blackmail or intimidation.
- The abuse of power or of a position of vulnerability. This can be physical, psycho-social, emotional, family-related, social or economic - for example, by using the illegality of the victim's immigration status, economic dependence or fragile health.
- Debt bondage or peonage and depriving the individual of money (further detail below).
- Deception, such as employer providing false/inaccurate information about the nature of the employment, wages or working conditions.
- 'Stockholm syndrome'. As a result of unequal power, victims develop a false emotional or psychological attachment to their controller or may identify with the perpetrator as a survival or coping mechanism.
- Grooming.
- Physical confinement or restriction of movement, or confinement through threats/control.
- Threat, or the perceived threat, to the victim's relationships with other family members or peer group.
- Social stigma.

# 5. Identification, care and support

There are many indicators of trafficking and forced labour, not all of which will be experienced in every individual situation. Indicators alert practitioners to concerns that should always be investigated further, but it is important to recognise that some indicators may not be immediately apparent.

Practitioners do not have to prove that human trafficking has taken place. Where trafficking is suspected, the individual should be identified as a potential victim (if they agree) through the NRM; this low threshold is in place to encourage referrals where there are concerns (Anti-Slavery London Working Group and HTF, 2018b). The following four pages describe indicators of labour exploitation (GLAA, 2017), including:

1 Restricted freedom

2 Behaviour

3 Working conditions

4 Accommodation

5 Finance

6 Appearance.

**Indicator of labour exploitation 1 – Restricted freedom**

- Not be in possession of their passports or other travel or identity documents, as those documents are being held by someone else.
- Be unable to leave their work environment.
- Show signs that their movements are being controlled.
- Be unable to move freely.
- Be threatened with being handed over to the authorities.
- Be subject to security measures and controls to keep them on the work premises.
- Depend on their employer for work, transport and accommodation without any choice.
- May only travel with other workers.
- Be controlled through religion, witchcraft, juju, etc.
- Have limited contact with their families or with people outside of their immediate environment.
- Be unable to communicate freely with others.
- Be forced to shop at a place they would not choose.
- Have no access to medical care.
- Be in a situation of dependence.
- Be given only leftovers to eat.
- Come from a place known to be a source of human trafficking.
- Be subjected to violence, or threats of violence, against themselves or their family members and loved ones.
- Be found in, or connected to, a type of location likely to be used for exploiting people.
- Have false identity documents.

**Indicator of labour exploitation 2 – Behaviour**

- Be unfamiliar with the local language.
- Act as if they were instructed by someone else.
- Allow others to speak for them when addressed directly.
- Be distrustful of the authorities.
- Be afraid of revealing their immigration status.
- Have limited or no social interaction, either in the workplace or at their accommodation.
- Believe that they must work against their will.
- Never leave the workplace without their employer.
- Show fear or anxiety.
- Feel that they cannot leave.
- Have to resort to crime in order to get food, or money for food.
- May need to scavenge for food.
- Be forced to commit crime if there is no work available for them.
- Have acted on the basis of false promises.

**Indicator of labour exploitation 3 – Working conditions**

- Have no contract.
- Be unable to negotiate working conditions.
- Be unable to choose when or where they work.
- Be forced to work under certain conditions.
- Work excessively long hours over long periods.
- Not have any days off.
- Not be dressed adequately for the work they do.
- Not interact with work colleagues.
- Lack basic training or professional licences.
- Believe they are obliged to work without pay in return for a favour or provision of accommodation.

**Indicator of labour exploitation 4 – Accommodation**

- Not know their home or work address.
- Not been able to give their address to friends or relatives.
- Live in poor or substandard accommodation.
- Have no choice where they live or who they live with.
- Live in groups in the same place where they work and leave those places infrequently, if at all.
- Live in degrading, unsuitable places, such as agricultural or industrial buildings.

**Indicator of labour exploitation 5 – Finances**

- Receive little or no payment.
- Have no access to their earnings.
- Be disciplined through punishment or fines.
- Be under the perception that they are bonded by debt.
- Have had the fees for their transport to the country of destination paid for by facilitators, whom they must pay back by working or providing services in the destination.
- Be told they can pay debts for transport or accommodation when they are found work.
- Be charged for services they do not want or need.
- Be forced to open bank accounts.
- Be forced to sign documents to receive social security benefits, credit agreements or loans.
- Have bank cards/documents held by someone else.
- Have wages paid into an account used by other people.

**Indicator of labour exploitation 6 – Appearance**

- Suffer injuries that appear to be the result of an assault.
- Suffer injuries or impairments typical of certain jobs or control measures.
- Suffer injuries that appear to be the result of the application of control measures.
- Have injuries that appear old, untreated or that they cannot explain.
- Wear the same clothes every day.

## Care and support

Victims/survivors of forced labour and labour exploitation face a range of barriers in accessing help and support. These include their freedom of movement, issues with communication and language, believing that authorities are not to be trusted and fear of deportation due to their migrant status (particularly for those who have had passports removed) (GLAA, 2018; Anti-Slavery London Working Group and HTF, 2018b; HTF, 2018).

Additionally, victims/survivors have to know that what is happening/has happened to them is not reasonable or legal within the UK and that help and support are available (and they must be able to access it). Further challenges in seeking help and support stem from the trauma that has been experienced through the trafficking and exploitation, alongside the sets of experiences and circumstances which preceded the exploitation.

All of these factors require organisations and communities to take a multi-agency approach in identifying, caring for and supporting victims/survivors of modern slavery and human trafficking. They must:

1. Understand where exploitation can take place in their community, consider how to support individuals who are living precarious lives and reduce the risk of exploitation.
2. Provide learning and development opportunities for practitioners and volunteers across the community to spot indicators of exploitation and know what to do in response.
3. Understand that trafficking and modern slavery violates basic human rights and devastates lives. Support should respect survivors' choices and human dignity, and be provided on an informed and consensual basis.
4. Understand that every victim/survivor experience will be different, and support should be tailored to their needs - responding to all aspects of their psychological, physical, financial, legal and social wellbeing.
5. Facilitate effective and careful multi-agency working, both in the prevention of exploitation and also in the provision of care and support.
6. Prioritise a trauma-informed approach and strive to do no further harm.

(HTF, 2018)

**A systematic review of healthcare responses to human trafficking highlighted best practice as:**

> *The importance of interviewing possible victims in private, using professional interpreters, and building trust. For provision of care, key themes included the importance of comprehensive needs assessments, adhering to principles of trauma-informed care, and cultural sensitivity. Further prominent themes were the necessity of multi-agency working strategies and well-defined referral pathways.*
>
> (Hemmings et al., 2016)

## Further reading

**These essential guides set out standards practitioners and organisations should follow when providing help and support to victims/survivors of modern slavery:**

*The Trauma-informed Code of Conduct*
**www.helenbamber.org/wp-content/uploads/2019/01/Trauma-Informed-Code-of-Conduct.pdf**

*The Slavery and Trafficking Survivor Care Standards*
**www.humantraffickingfoundation.org/policy**

A training framework setting out the knowledge and skills required by practitioners in the identification, care and support for victims/survivors of modern slavery and human trafficking can be found here -
**www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/Modern-slavery/Modern-Slavery.aspx**

# 6. Labour exploitation in adult social care

There are concerns that labour shortages in several sectors will create further opportunities for exploitation (GLAA, 2018). While original predictions may be affected by Covid-19, one area where there is increasing concern about labour exploitation is in the mostly hidden sector of health and adult social care. In this sector, regulatory policies focus on protecting the human rights of adults and carers, with little attention paid to the wellbeing and risks of exploitation experienced by the care workers themselves (Emberson and Trautrims, 2019).

It is exceptionally difficult to identify labour exploitation, with the involvement of intermediaries - such as labour brokers, employment agencies or recruiters - obscuring evidence of criminal procurement of labour by using a range of coercive and controlling tactics (Kidd and Manthorpe, 2017).

Local authorities in England spent £18.7 billion on adult social care during 2018-19 (NHS Digital, 2019), but do not have a statutory duty to comply with the Transparency in Supply Chains provision in the *Modern Slavery Act 2015*. The Act requires organisations with a turnover exceeding £36 million to publish an annual Transparency in Supply Chains statement. Furthermore, few of the commercial private sector providers meet this threshold for mandatory disclosure (Emberson and Trautrims, 2019).

The personalisation of care budgets was given particular attention by Gorolan and Lalani (2009), who observed how it created an informal market for care where migrant workers are particularly vulnerable to exploitation.

**Craig and Clay (2019) cite two examples of exploitation that have occurred within social care:**

*A care home is raided by the Borders Agency and the care workers are all removed by them as they have no ID and are working disproportionate hours under poor conditions. The home turns out to be being used as a conduit for trafficking women into the UK. The agency supplying workers to the home has not been investigated thoroughly.*

*A man with severe disabilities is looked after by two young East European women who live in. He abuses them but when this is discovered they reject the opportunity to move. They say they do not want to move despite the abuse but the social worker suspects they cannot move because they have no ID: they may have either been trafficked or be in a situation of enforced servitude, or both.*

The longer and more complex the supply chain in adult social care, the more it can weaken managerial oversight, exposing care workers to a more significant risk of exploitation through forced labour (Emberson and Trautrims, 2019). There is concern that the 'transition to a contracting-out model of procurement and dismantling of employment relationships between the local authority and the care worker have altered working conditions for care workers' (Modern Slavery Evidence Unit, 2019, p.2).

Purchasers of care need to investigate and be confident that they have carried out thorough due diligence on their supply chains. This is particularly challenging and pertinent the more hidden and distant the worker is to the purchaser.

The *Independent Review of the Modern Slavery Act* (Modern Slavery Unit, 2019) recommended that the duty to publish an annual 'transparency in Supply Chain statement' is extended to public authorities, and there are already a number of local authorities who voluntarily publish annual statements.

Craig and Clay (2019, p.1) recommend 'the training of those responsible for the regulation/management of adult social care needs to ensure that they are fully equipped to understand the nature of modern slavery and how to identify its symptoms and victims'. Ensuring practitioners meet the standards set in the training framework recently published by Skills for Care (2020) would support this recommendation. The document can be accessed here:

**www.skillsforcare.org.uk/Learning-development/ongoing-learning-and-development/Modern-slavery/Modern-Slavery.aspx**

## Questions to consider

- How will you raise awareness of forced labour across people working in adult social care and the local community?
- How will you engage individuals in your community to be aware of the forms of exploitation and their role in tackling demand?
- What steps will you take to ensure adult social care practitioners and the wider community are aware of the steps they need to take when they observe indicators of forced labour and labour exploitation?
- Does your organisation need to revise its understanding of adult safeguarding to better accommodate the global nature of modern slavery and the complex nature of coercion, manipulation and abuse?
- What action do services and practitioners need to take to ensure those who have experienced forced labour and labour exploitation are met and heard by services in a way that does not cause victims/survivors further harm?
- Given the concerns about exploitation within the adult social care supply chain, what actions do you need to take to eradicate potential abuses taking place?
- Identification, care and support of victims/survivors of modern slavery requires a multi-agency response - what actions can you take to build a robust multi-agency network in your locality?

# Essential further reading

Modern Slavery Protocol for local authorities - Definitions and Indicators:
**www.humantraffickingfoundation.org/modern-slavery-protocol**

Modern Slavery protocol for local authorities - Statutory Duties and Powers:
**www.humantraffickingfoundation.org/modern-slavery-protocol**

FLEX (Focus on Labour Exploitation):
**www.labourexploitation.org**

*Home Office and UK Visas and Immigration National Referral Mechanism Guidance: Adult* (England and Wales):
**www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales**

Panorama: The Hunt for Britain's Slave Gangs (2019, BBC iPlayer).

The Slavery and Trafficking Survivor Care Standards (HTF, 2018):
**https://www.humantraffickingfoundation.org/policy**

*The Trauma Informed Code of Conduct: For all professionals working with survivors of human trafficking and slavery* (Witkin and Robjant, 2018):
**www.helenbamber.org/wp-content/uploads/2019/01/Trauma-Informed-Code-of-Conduct.pdf**

*Training Framework: Identification, Care and Support of Victims/Survivors of Modern Slavery and Human Trafficking* (Skills for Care, 2020):
**www.skillsforcare.org.uk/Documents/Topics/Modern-Slavery/Training-Framework-Identification-Care-and-Support-of-Victims-and-Survivors-of-Modern-Slavery-and-Human-Trafficking.pdf**

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