

Modern Slavery Strategy
London Borough of Barnet
2024 – 27

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Foreword – Cllr Conway

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Vision

Barnet’s Safer Community Partnership Board’s (SCPB) Strategy 2022-27 highlights our pledge to work together to make Barnet a place where everyone feels safer, taking a pro-active approach to improving safety, tackling crime and supporting victims.

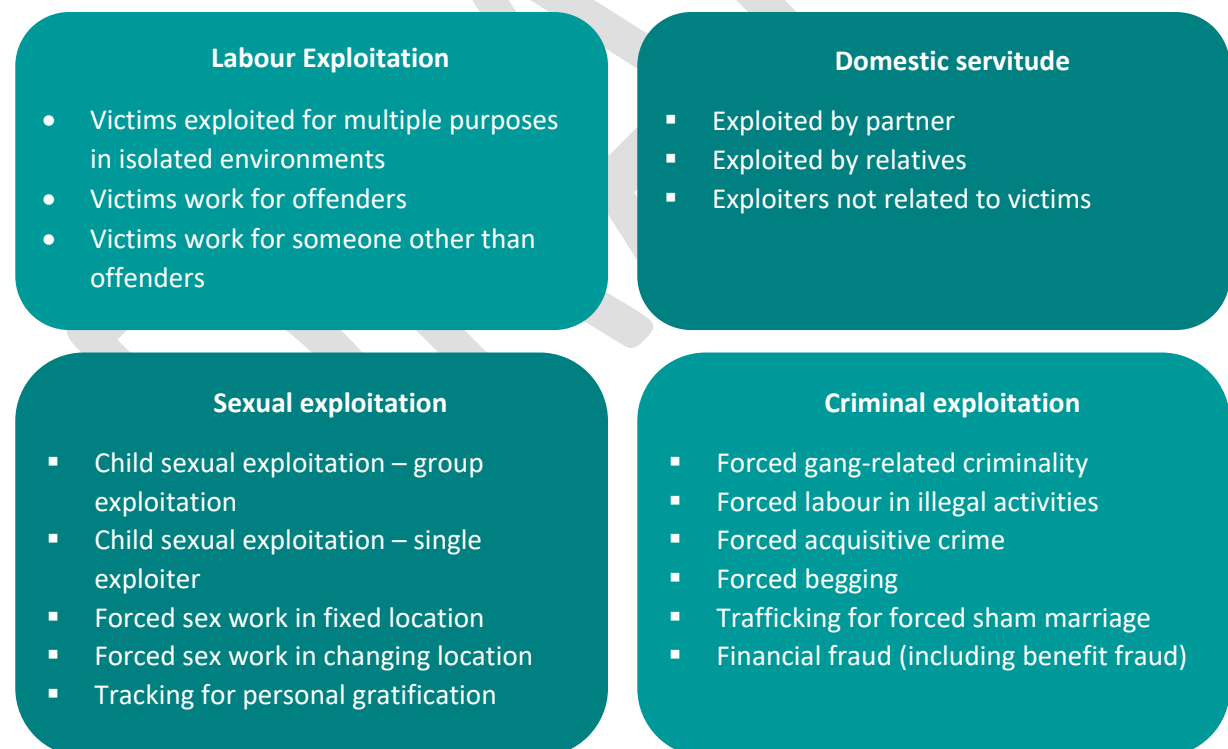
We recognise that modern slavery is happening in Barnet and this strategy outlines our commitment to combatting modern slavery. This document explains what modern slavery is, the range of issues we are working on, and how to report issues of concern to help stop modern slavery in our borough.

The SCPB has agreed the development and implementation of this modern slavery strategy and action plan, focused on prevention, protection, and prosecution. This board will also act as the monitoring and evaluation body for the strategy, and report to the Overview and Scrutiny Committee on an annual basis as part of the Crime and Disorder Regulations 2009.

What is modern slavery?

Modern slavery encompasses 1) human trafficking and 2) slavery, servitude and forced or compulsory labour. Modern slavery is a complex crime but can be understood as **deception or coercion for the purpose of exploitation.**

Most common types of exploitation:



Modern slavery is a violation of people’s freedom and human rights. It is often hidden or undetected, meaning that identifying victims or perpetrators can be extremely difficult. Modern slavery can encompass the movement and/or recruitment of victims not only internationally but within local areas too. Modern slavery can impact anybody of any age, gender, or ethnicity but some

people may be more at risk due of money, social or health issues or similarly their age or immigration status.

We know that in Barnet, our most at-risk communities are those experiencing poverty, homeless people, sanctuary-seekers (people who are new to Barnet and seeking sanctuary), women and girls and young adolescents facing hardships.

This strategy has been built with these groups and all those who may be vulnerable to exploitation at the heart of it. We will build on our existing services and develop a new referral pathway to better identify and support modern slavery victims.

How does this link with other strategies?

This strategy must be considered and implemented alongside other strategies, policies and interventions.

- [Borough of Sanctuary Strategy](#)
- [Reducing Poverty](#)
- Vulnerable Adolescent Strategy (in development)
- [Safer Communities Strategy](#)
- [Our Plan: Caring for our Places, People and Planet 2023-26](#)
- [VAWG \(Violence Against Women and Girls\) Strategy](#)
- [Serious Violence Strategy \(co-produced with our VCFS and young people\)](#)
- [Modern Slavery Statement - Brent Cross Town](#)
- [Barnet Safeguarding Adults Board](#)

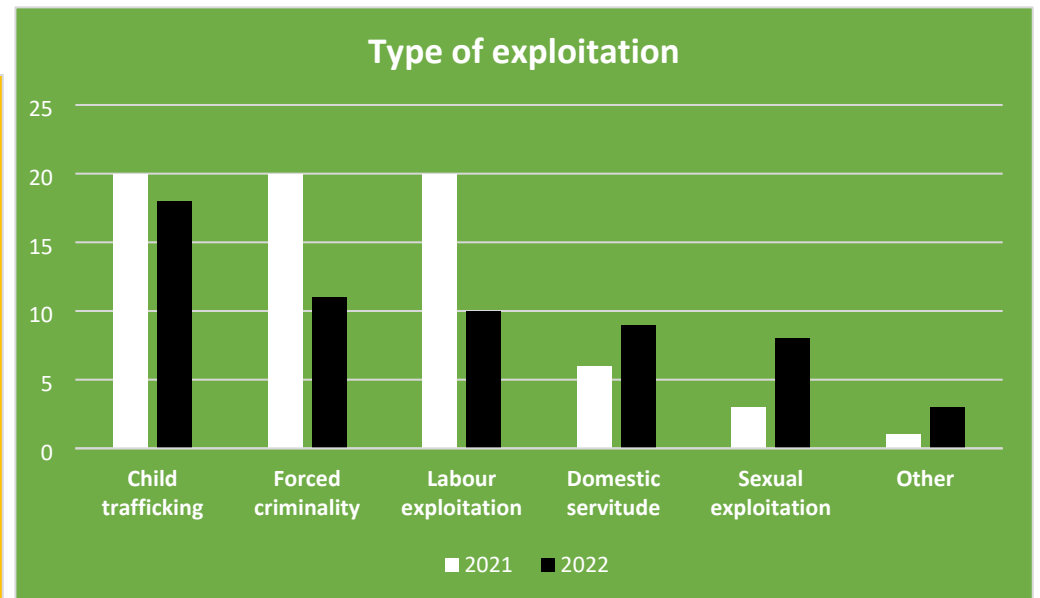
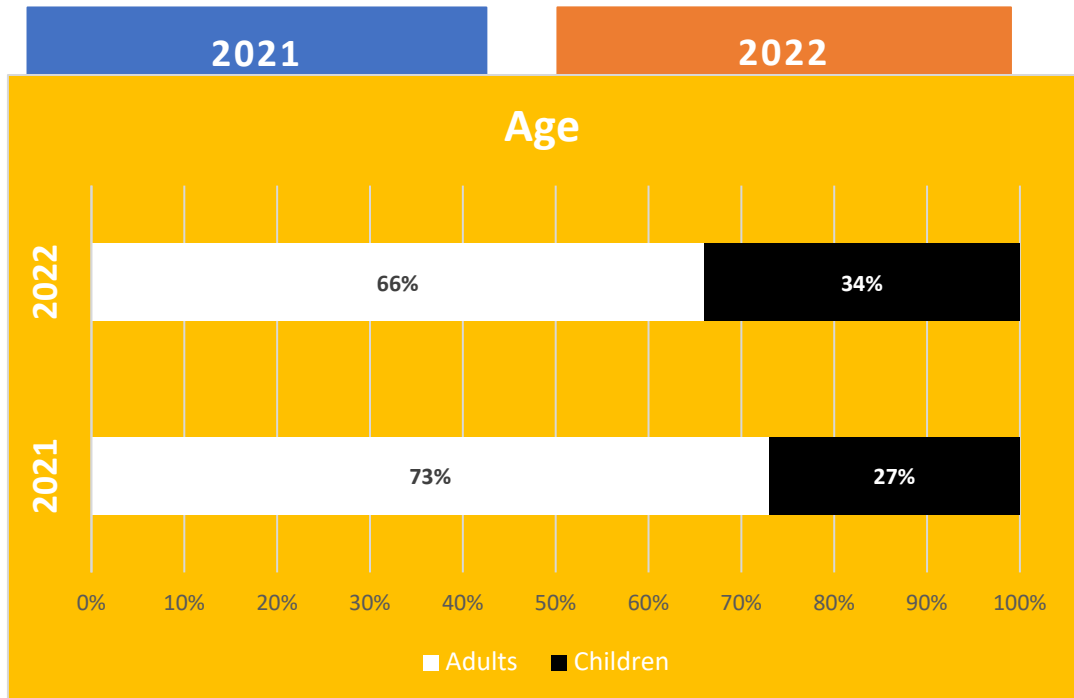
Much of the work surrounding modern slavery is already under-way through these interventions mentioned above, and other activity across the council and the borough. We will not be duplicating work but using this strategy as an overarching approach that fosters join-up, collaboration and working together to combat modern slavery.

Local picture – data and current provisions

We have been working with partners and VCFSE organisations to identify the level of exploitation in the borough.

The Metropolitan Police publish data on modern slavery offences that were submitted by first responder agencies in the borough. This data does not necessarily indicate that the exploitation took place in the borough, but that it had been recorded in Barnet. According to this data, there were 106 offences in both periods (November 2021 to October 2022 and November 2022 to October 2023). The data is broken down by local wards and indicate that the highest number of recorded offences happened in the West and East of the borough, where we border neighbouring local authorities.

Stop the Traffik had been previously funded to record data across London for years 2021 and 2022. This data only accounts for cases known to partners who shared the data so it is anticipated that the actual numbers would be higher. The data is broken down by type of exploitation, age, gender and ethnicity and it only corresponds to cases where victims were either recruited or exploited in Barnet. This gives us the best picture of modern slavery in Barnet.



Top nationalities	
2021	2022
Albanian	British
British	Albanian
Sudanese	Other

Data source: Stop the Traffik

Nationally, modern slavery is a significant problem with year on year increases in the number of victims identified.

There were 16,938 potential victims of modern slavery referred into the National Referral Mechanism and through the Duty to Notify process in 2022. This represents a 33% increase from the previous year, and is the highest number since NRM began in 2009. The national picture is representative of the picture in Barnet with Albanian nationals being the most referred nationality, followed closely by British nationals.

It is likely that the full scale of modern slavery in the UK and Barnet is higher than the numbers that are reported. According to crime data, many cases are not currently logged or reported as modern slavery. The modern slavery crime tag was only introduced in 2016 and there is still further awareness and training needed for police officers. There are many barriers in place that prevent victims from seeking help, from lack of awareness to feeling dependent on their exploiters. Working with victims to understand their concerns and address these is part of the ambition set out in our strategy. We hope that by working in partnership with key organisations, we can improve our reporting and develop a more accurate picture of Barnet.

Priorities

Our three priorities in addressing and combatting modern slavery are:

1. [Prevent](#) – we will increase awareness of modern slavery through training and sharing our new referral pathway
2. [Protect](#) – we will proactively protect and support victims through effective safeguarding and appropriate policies
3. [Prosecute](#) – we will pursue perpetrators of modern slavery

This will all be done through strong partnerships with Barnet Homes, the Metropolitan Police, and VCFSE organisations (e.g. Hestia).

1. Prevent

In our commitment to combatting modern slavery, we aim to amplify the awareness of modern slavery, exploitation and trafficking at the council and amongst our partners too. By providing training and establishing a multi-agency referral pathway, we aim to cultivate a collective understanding of what modern slavery is, how to spot and report it. Our referral pathway will establish a clear outlined process with relevant signposting.

We will raise greater awareness of modern slavery within the council, providing our senior managers and all front-line social workers with awareness training. We will extend this training to partners including our VCFSE organisations. Furthermore, to improve our understanding of the modern slavery landscape in Barnet, we will implement effective recording to enable a better flow of information across all services.

We are committed to reducing the risk of modern slavery within our supply chain, working with our suppliers to enhance awareness and provide necessary right support to identify and report instances

of trafficking and exploitation. We will tighten our own procurement processes and prioritise transparency.

2. Protect

In order to protect victims of modern slavery, we will ensure a proactive approach to safeguarding and supporting victims. We have a number of policies and framework in place that will enable us to protect those most at risk.

We will establish a dedicated email address to report concerns about modern slavery in which any member of the public can email in.

3. Prosecute

Pursuing justice for victims of modern slavery is key to our strategy, and through better partnership working and collaboration with the police, we will ensure that those responsible are held accountable for their decisions. This will be carried forward by the Metropolitan Police and we will support where we can.

Governance

Our Safer Communities Partnership Board is responsible for overseeing the delivery, monitoring and review of our Modern Slavery Strategy. Our statement will be reviewed annually, and this strategy will be updated in 2027 or in light of any local and national changes. We will be the lead agency across our partners responsible for co-ordinating our response.

We have published our Modern Slavery Annual Statement on our website, where further useful information is available.

Modern Slavery Referral Pathway

This referral pathway has been created to help LBB staff and other organisations know how to respond when a victim of modern slavery is identified.

What are the indicators of Modern Slavery?

- Fearful, anxious or distrustful of authorities
- Shows sign of trauma (physical/psychological)
- Suffers injuries that have been left untreated
- Do not know their home or work address
- Has a story that sounds rehearsed
- Someone else speaks on their behalf
- Believe they have debt to pay off
- Separated from their passport
- Do not have days off or unable to leave the workplace
- Has limited/no social interaction
- Reveals threats have been made against them or their family

Further indicators can be found at www.stopthetraffik.org

Do's and Don't's

DO – focus on the individual

DO – ensure the individual has understood the NRM process and who their details will be shared with

DO – treat the individual as a victim of modern slavery and not a criminal

DON'T – raise your concerns with anyone accompanying the potential victim

DON'T – use an accompanying person as an interpreter.

DON'T – re-traumatise the individual. Use sensitive language, find a safe place to talk and be led by need

What is Modern Slavery?

Modern Slavery is an umbrella term used when somebody is forced or coerced to do something they don't want to do, and another person gains from this exploitation. A key part is human trafficking which happens in 3 stages.

1. Act: recruitment, transportation, harbouring/restriction of movement
2. Means: threat, violence, coercion, deception, debt bondage
3. Purpose: sexual exploitation, forced labour, domestic servitude, forced criminality, organ harvesting, forced/sham marriage

What is the National Referral Mechanism?

The National Referral Mechanism (NRM) is a framework for identifying victims of modern slavery and ensuring they receive the appropriate protection and support. It was introduced in 2009 to meet the UK's obligations under the Council of European Convention on Action against Trafficking in human beings.

Only first responders can make referrals to the NRM. Adult victims of modern slavery must give informed consent to enter the NRM. If they do not wish to enter, an anonymous Duty to Notify referral can be made. All children who are suspected of being a potential victim of modern slavery must be referred into the NRM.

For adult victims, the NRM provides support through the Victim Care Contract. The NRM does not safeguard a child so existing child safeguarding procedures should be followed first and foremost.

Resources

LBB Website

Modern slavery helpline: 0800 0121 700

The Salvation Army: 0300 303 8151

[Hestia](#)

[Stop the Traffik](#)

If you have identified a potential victim of modern slavery

If at any point in the process there is an immediate risk, call 999

OUT OF HOURS
Outside of office hours, you must contact the following:

IN HOURS

Refer to **Adult's MASH** who will screen for Section 42, Safeguarding 3-point test.
Report concern to AdultMASH@barnet.gov.uk

Refer to **Children's MASH** or call:

Contact the **Homelessness Duty Team**

HOMELESS

CHILDREN

Duty Team to determine whether there is reason to believe the person is homeless and eligible.

Explain **National Referral Mechanism (NRM) Process**
Go to: modernslavery.homeoffice.gov.uk and enter details
Has victim given their informed consent to enter the NRM?

Complete a **Duty to Notify** Form via [Report modern slavery – GOV.UK](https://www.gov.uk/report-modern-slavery)
Once submitted, email a copy to XXX@barnet.gov.uk to ensure a record of Duty to Notify is kept
Ensure victim is aware they can enter the NRM to access support at a later date

NO

YES

Complete NRM form via [Report modern slavery – GOV.UK](https://www.gov.uk/report-modern-slavery)
Once submitted, email a copy to XXX@barnet.gov.uk to ensure record is kept
Consider Pre-Reasonable Grounds Decision Report

Reconsideration request

NEGATIVE DECISION

45 Day Rest and Reflection Period
If the victim requests support, The Salvation Army will provide this

POSITIVE DECISION

- Signpost:**
- Housing
 - Immigration advice
 - Legal advice
 - Health
 - Psychological support
 - Employment and training
 - ESOL classes