

Script for Modern Slavery Awareness Lunch and Learn Training

Slide 1- Welcome to the Lunch and Learn Session.

This training has been deliberately condensed so you can provide a brief introduction to what modern slavery looks like in the UK.

Introduce yourself and explain to the trainees why you specifically are doing the training today. What has led you to become a modern slavery trainer? (keep this brief)

Also speak about what is happening in your diocese – how does this training connect with other work going on?

Modern Slavery can be a difficult subject to talk about- mention this to the group when you begin the training. Ask them to tell you if they need a break at any point and that you are available to talk with anyone about any problems which may arise.

Slide 2- Ways of Working on Zoom

To ensure that participants get the most out of the training, we have provided a few key guidelines to set out at the beginning of the session:

Respectfully listen to each other even if views differ.

Use the hand feature on the menu bar (reactions) if you have something to say- having discussions on zoom is different to in person training and it can be useful to encourage people to use the hand feature if they would like to contribute to discussions.

Mute when you are not speaking- this ensures that everyone can hear the main speaker without any interruption.

Use the private chat feature if you would like to raise a concern with the facilitator.

Slide 3- What is The Clewer Initiative?

The Clewer Initiative is a Church of England project, helping dioceses to raise awareness of modern slavery and provide support and care to the victims. It was founded in 2016 by the then Lord Bishop of Derby, Bishop Alastair Redfern.

We believe that the tools to end modern slavery already exist within the local community. For us that means using a community development approach, working with a church or group to see what the issues are in their area, what resources they have available, and how they can work alongside statutory agencies and charities to bring change in their area.

We're working individually with dioceses across England, supporting them as they explore how they could help end modern slavery in their area.

You can find out more at our website www.theclewerinitiative.org

Slide 4- Objectives of this Session

The objectives for this lunch and learn session have been kept deliberately short to enable participants to understand the basic principles of modern slavery, including where and how victims are exploited in the UK. It will cover how modern slavery is often hidden in plain sight, how the vulnerable are easily exploited and how organized crime groups use individuals to make huge amounts of money.

It aims to provide an understanding of how to spot the signs and also learn how to report modern slavery, where to go for help and advice, and why it is important to do so.

Slide 5- Invisible Animation

Invisible is an animation explaining more about modern slavery and how it is taking place around us in our communities. It aims to highlight that victims can be any age, gender or nationality and gives voice to victims' stories, challenging us to begin noticing those around us. It is 3 minutes long- please use the YouTube link to play the video:

<https://www.youtube.com/watch?v=ttDD-BvfTxs>

Slide 6- Definition of Modern Slavery

Modern slavery encompasses slavery, human trafficking, servitude, forced or compulsory labour.

There must be three key elements present- action, means, and purpose. Examples of these are outlined in the table on the powerpoint and explained below:

- Action/Movement- this could include recruitment, transportation, transfer, harbouring or receipt of persons.
- Means- this is the way in which traffickers control their victims- it could include threat, force, coercion, abduction, fraud, deception, abuse of power or vulnerability.
- Purpose- the purpose is always exploitation- for example: sexual exploitation, forced labour or organ harvesting.

For adults, all three of these elements must be present to constitute as human trafficking. However, for children (under the age of 18) the means element is not required as they are not able to provide their consent- only the action and purpose are required.

Below are some example of the means by which victims could be exploited:

- Coercion

For example, a young woman is brought to the UK and is in debt bondage to her traffickers. They have promised her a job in return for a fee. The interest is growing on the debt and there is not enough work to pay it off. She is coerced into sleeping with a 'friend' to pay off her debts.

- Deception

For example, a man is offered a job in the UK but is lied to about the work. He is a skilled carpenter, but instead finds himself working in a hand car wash for little to no wages.

- Force

'You will work for us', someone is forced to work, under threat of violence to themselves or their family.

Slide 7- High Profits

Modern slavery is a high profit crime. It is a \$150bn (£110bn) a year industry – workers are seen as commodities to use to make a stream of income.

You might be surprised to hear that modern slavery is a low-risk crime. But it is.

It is hard to catch the perpetrators and find the victims. Many would not identify themselves as 'victims' or ask for help, control keeps them in a condition of fear and isolation. Without somebody coming forward to give evidence, it makes the job of catching and prosecuting those responsible very difficult.

For example, for the police it is easy to know what to do if they find a car full of drugs – arrest and convict the driver or supplier, and incinerate the drugs. Or if they search a car and find a cache of guns, it is easy to know what to do. Simply arrest the driver, and have the guns decommissioned.

But what about 5:30 in the morning with a minibus full of 12 workers? Unless the police are given intelligence, they would have no reason to stop them and would let them drive on by. But the reality is that each of those workers can provide multiple streams of income.

Modern slavery is the crime of choice for organised criminality whereas drugs and guns are one off deals. Exploitation provides maximum opportunity to make a profit because people can be used and sold again and again.

Modern slavery is rarely one person exploiting another (though that can occur). Usually, it is organised criminal gangs who are able to exploit multiple numbers of people, they will have a sophisticated business model and as enforcement agencies know, are always one step ahead.

It is also difficult to find the victims because many of them find it hard to leave - perhaps because they are afraid or because they are prevented from leaving – either physically or mentally.

Slide 8- Types of Exploitation

There are several broad categories linked to modern slavery. All prioritise profit over people:

- Labour exploitation

Victims of labour exploitation are made to work long hours, often in hard conditions, sometimes without relevant training and equipment. They are forced to hand over the majority, if not all of their wages to their traffickers. In many cases victims are subjected to verbal threats or violence and often large numbers of people are kept in the same house in horrific conditions.

Cases of labour exploitation can be found in any sector. Victims have been found in hand car washes, nail bars, the care, food picking and packing, cleaning, hospitality and construction sectors, but this is only the tip of the iceberg.

- Sexual exploitation

Sexual exploitation involves any non-consensual or abusive sexual acts performed without a victim's permission. This includes prostitution, escort work, or pornography. Women, men and children of both sexes can be victims and many will be controlled through violence and abuse.

- Forced Criminality

Victims are forced to commit crimes. For example pickpocketing, forced begging, or working on a cannabis farm. Some victims have been trafficked from as far away as Albania and Vietnam.

- Domestic Servitude

Victims of domestic servitude are forced to work in a private household. Their movements will often be restricted, and they will perform household tasks like childcare and housekeeping, over long hours and for little, if any, pay. They may be subject to sexual abuse and in the rare circumstances where victims are paid it will be a fraction of what they are owed as they are often charged for food and accommodation breakages or alleged misdemeanours.

Victims will lead isolated lives, often unable to speak the language and have little or no unsupervised freedom. Their own privacy and comfort will be minimal, often sleeping on a mattress on the floor. Victims in some cases can attend church and this will be their only opportunity to disclose that there is a problem.

- Organ harvesting

Thankfully, this is reported in extremely low numbers in the UK as surgery is tightly regulated. Organ harvesting is one aspect of the trade in human organs and involves any organ that can be removed and used, of which kidneys and livers are the most commonly traded. Traffickers may force or deceive their victims into giving up an organ, or victims may agree to sell an organ but are not paid or paid less than the promised price. Sometimes victims are treated for an illness, which may or may not exist, and their organs are removed without their knowledge.

- Child Exploitation

Children can be exploited for any of the above purposes. One of the most common forms of child exploitation in the UK is county lines.

Gangs operate drug dealing networks between urban areas and other deprived areas in the UK. The gangs groom the young people in urban areas. They will be bought clothes, trainers, new phones by the gang members, enticing them to believe that this lifestyle will bring them money and power. They believe the gifts are freely given, but later the gangs demand payment and debt bondage can be a significant risk for these children and their families.

They then force them to sell drugs in county towns or seaside towns. Exploiters will give the young people a phone called a 'deal line'. Drug users order drugs by contacting that mobile phone.

Whilst this is the model of County Lines that is most common, it is important to recognise that the model is changing all the time.

In 2022, 8854 adults submitted to the NRM - Labour exploitation is the most recorded form of slavery in the UK of all recorded NRM referrals.

Slide 9- Hidden in Plain Sight

People who work in social action projects and have some part of their work engaged on church premises are ideally placed to be able to interact and identify vulnerable individuals who are seeking help and support in some way.

There are four images on this slide of individuals who could be victims of exploitation hidden in plain sight: The sex worker, homeless person, car wash worker and agricultural worker. The following outlines more about how each person could be exploited:

The sex worker:

A common assumption is that individuals involved in sex work choose to sell their bodies. However, this is not always the case. Sometimes people are coerced with threats of violence, or fear that their families will be told what they have been doing. Victims may have drug or alcohol dependency all of which are preyed upon.

Sometimes you might notice a pop up brothel in a rural property with large numbers of people coming and going.

It is important to note that someone that is being exploited sexually can also be put to work in different jobs during the day or night.

Homeless people:

There is a strong correlation between homelessness and modern slavery. Research shows 64% of homeless organisations have come across potential cases of modern slavery.*

Gangs use aggressive recruitment practices to target vulnerable people in homeless shelters or soup kitchens with the promise of work, cash wages and accommodation. There have been reports of transit vans parked outside homeless shelters ready to collect prospective workers.

Many victims of modern slavery who manage to escape the exploitative cycle become homeless. They may still fear those who were exploiting them and do not want to engage with the authorities. They are often at risk of being re-trafficked.

* Understanding and Responding to Modern Slavery within the Homelessness Sector, The Passage.

Car Washes:

Whilst many hand car washes are legitimate businesses, some are not and could be exploiting victims by taking advantage of vulnerable people, for example newly arrived migrants to the UK or the homeless.

It is important to be alert to the signs of modern slavery when using services such as car washes, in particular: whether workers are appropriately dressed with protective clothing for the job they are doing, their demeanour or whether they make eye contact. Take note of whether the same people are working on site mornings and late evenings.

Car wash sites may look run down or scruffy, or have porta-cabins or caravan accommodation nearby.

It is also important to consider how much you are paying for the service you receive, how many people are being employed to clean one vehicle and whether this would provide a fair wage for workers.

The Safe Car Wash App is available for Apple and Android. It is designed to be used by people visiting a hand car wash, so they can check the signs of exploitation and then report it if necessary. Encourage participants to download it.

Low skilled workers:

Low skilled workers can be at a higher risk of becoming victims of exploitation. They might be reluctant to complain, or unsure of their rights. They can be employed by legitimate agencies and well-run farms and business, but the controller can 'infiltrate' the business especially if they are a foreign speaker who has gained trust. Debts and increased

accommodation, transportation and work finding fees can be rife, reducing the individual to little or no money at the end of a working week.

These workers may be coming to social action projects and foodbanks, it is important to be aware of this so that we are able to offer help, advice and signposting so that they can access support.

Slide 10- Refugees and Clandestines

There have been many news reports about the numbers of people seeking to enter the UK on inflatables and via soft sided lorries. We have heard of the desperate plight of victims that suffocated in the back of a refrigerated lorry in Essex. It is important to recognise that whatever their stories, and however they come to the UK, these are vulnerable people.

For example- for asylum seekers, trying to find work in another country is very difficult. Asylum seekers in the UK receive £47 a week to live on and the majority are prohibited from working. This small amount of money often fails to allow people to meet their basic needs. This can lead some to search for work to supplement their income. Often the only people willing to employ them are those happy to do so illegally. They may become subjected to little or no pay and unsuitable working conditions. Exploiters often tell victims that they will be reported to immigration and government officials and lose their refugee status as they have broken the rules.

Clandestines

45,754 people crossed the English Channel in boats in 2022 – an increase of more than 17,000 since the previous year (45,754 vs 28,526).

Individuals can enter the country on false documents or by paying for a crossing into the UK by boat often to a smuggling agent. The individual then needs to pay off this debt by working for the smuggler or their agents.

Slide 11- Spotting the Signs

When thinking about the signs of modern slavery, it is important to remember that each victim has their own story and will respond to their experiences differently. Not every victim will show all (or any) of the indicators.

Traffickers realise the signs people are looking for so they are increasingly changing their methods of exploitation to ensure that victims go unnoticed. For example, victims may look well dressed and presentable so that people do not question their physical appearance. This means we have to be even more alert to when something does not seem quite right.

Slide 12- Spotting the Signs

What follows is not an exhaustive list, but these are some of the main indicators of modern slavery.

- Physical Appearance:

Looking malnourished or unkempt, having unexplained injuries or injuries that have not been treated, as victims may be prevented from accessing healthcare.

Poor hygiene: A GLAA officer had one case where the employer said ‘they are great workers but they really smell, and I don’t know how to tell them’. She spoke to the workers about it and discovered there was no hot water in their house, and they were being controlled by the person who ran their accommodation.

Wear clothes that are not suitable for their work: they might not be given the right gear to wear for jobs that require protective clothing – for example a car wash where people are working with dangerous chemicals. Workers should be wearing clothes that dry quickly and protect them from harmful chemicals that they are working with.

- Few or no personal belongings

Only have one set of clothes that they wear everyday: This would show that they have few possessions, and no way of buying new clothes.

Have no access to their identification documents: The trafficker will often hold their ID to make sure they cannot escape.

No access to a mobile phone or no ability to top up their phone: This is a control mechanism which isolates the victim from their friends and family, without a way of calling for help.

- Accommodation

Victims may live in poor accommodation, they may share a room with several other workers in cramped conditions.

‘Hot bedding’ may take place where a bed is used on rotation day and night. One sign of hot bedding is people coming in and out of accommodation in the morning and evening on rotation.

Victims may not know their address, or be prevented from giving their address to friends/relatives.

Not talk to neighbours: The GLAA have had two cases where the workers had to go through the back door to the house to make sure the neighbours didn’t see them.

- Transport

Victims may rarely be allowed to travel on their own, although some victims of domestic servitude are allowed out to do specific tasks like taking the children to school or doing the shopping.

- Isolation and fear

People in slavery will feel isolated, alone, like they have no one to go to for help or comfort. They may be unable to contact friends and family, adding to their isolation.

Be reluctant to have eye contact or speak to others.

Not speaking the language: this is a key component of controlling some people because they can't ask for help or even hold a casual conversation with someone. They also won't know who to ask for help. They might not understand signs or posters which are there to help them.

Under the control and influence of another person.

They might be mistrustful of authority and unwilling to seek help from police or other authorities as they are afraid of being found an illegal immigrant.

Remember that British people can also be exploited. In that case they may be people who have previously had negative experiences with the authorities and be outside of societal norms, like the homeless community.

- The absence of 'normal'.

Some victims of modern slavery might not display any of the above signs. It may be that through conversation or observation, you get a sense something does not seem right. There may be the absence of 'normal' in a particular situation. For example, not having any social plans outside of work or not bringing a packed lunch.

Slide 13- Exploitation and Money

Exploitation is about money. The points on this slide show how traffickers create a system of debt bondage to tighten their control of their victims.

Victims may:

Be forced to open a bank account but have no access to their earnings: Although they may have their own bank account, this might be controlled by the exploiter. Victims may be unaware of other bank accounts and credit cards in their name.

Traffickers will charge interest, making victims accrue debts for transport, accommodation and finding work. Interest is continually charged and their debt continues to grow.

Workers can be moved from job to job even though they do not need to do so, incurring a 'new job finding fee', and the debt never diminishes. Workers are kept in this cycle and unable to find a way out, they feel trapped and do not know where to turn.

Be under the perception that they are bonded by debt: because they owe for their job, and for their accommodation and must now pay it back.

Slide 14- The Rooney Family

The Rooney family is one example of a trafficking gang who exploited workers. Members of the traveller family were convicted for enslaving eighteen men and were ordered to pay more than £1m under the Proceeds of Crime Act. They were imprisoned for periods of between 10-15 years. The victims were fed on scraps, kept in squalor, and forced to work for little or no pay, laying driveways for the family business.

Nottingham Crown Court heard 12 members of the Rooney family, 10 of whom have been jailed, benefited by about £4m.

The Rooney family recruited victims on the streets and in homeless shelters and used alcohol, drugs and violence to keep victims enslaved.

Slide 15- National Referral Mechanism

The National Referral Mechanism (NRM) is the government system set up to identify and support potential victims of modern slavery. At present, The Salvation Army holds the contract for providing support to victims in England and Wales.

The government, police, statutory services and charities all work together to provide a wraparound package of support to potential victims.

Potential victims of modern slavery can be referred to the NRM through first responder organisations.

There are many victims of modern slavery who are not referred to the NRM, this could be due to a variety of reasons including not qualifying, not giving their consent, or nobody noticing that they could be a victim of modern slavery. Between July 2021-June 2022 3068 potential victims were supported by The Salvation Army in England and Wales.*

* Supporting Survivors of Modern Slavery: Report on The Salvation Army's Modern Slavery Victim Care Contract. July 2021-June 2022.

Slide 16- What Support is Provided?

Initial 30 day rest and reflection period: There is an initial 30 day rest and reflection period in a safe house if necessary. The safe house accommodation will usually be at least 2 hours away from their place of exploitation.

Counselling and emotional support: victims are provided with counselling and emergency support as they will have experienced trauma.

Medical care: this is often vital after someone has been exploited.

Financial support: victims of modern slavery may have had bank accounts and loans taken out in their name without their knowledge. It is important that they are supported to resolve any debt and financial issues.

Advice on immigration and legal rights and services: if they are a non-EU national, or if they have any other immigration or legal issues.

Advice on the criminal justice system: police may want to prosecute their trafficker, so they will be advised on how that process works.

Guidance on education, training, and employment: many people want to start work as soon as they are able and will be supported in order to do so.

Slide 17- Safeguarding and Modern Slavery

It is important to remember that modern slavery is a serious and organised crime and we must be aware of safeguarding surrounding the issue.

Never attempt to confront a suspected trafficker directly.

The Clewer Initiative has produced a safeguarding module which can be completed by following the link: <https://safeguardingtraining.cofeportal.org/>

This will provide an introduction to modern slavery for church members and look at how we can effectively safeguard against it in our church social action projects.

You can also contact your diocesan safeguarding officer if you have any concerns about modern slavery in your diocese.

It is important that you encourage the group to consider safeguarding in the context of slavery very carefully, particularly if they are taking part in church projects or events which could involve those affected by modern slavery. You could include the contact details for your diocesan safeguarding officer here if you are carrying out the training for a particular church or diocese.

At the end of the session find out who your diocesan safeguarding officer is and how to best contact them via phone or email and have their details to hand.

Slide 18- The Numbers to Call

Even if people only have a slight suspicion or concern, they should still call the Modern Slavery Helpline. It is confidential and any relevant information will be fed back to the local

police. If you have any concerns at all, please do something rather than nothing –if intelligence is shared it helps the authorities to build a picture of what is happening.

Slide 19- Any Questions?

Encourage the group to ask any questions they may have. If you don't know the answer, write down the question and let them know that you will find out. Or they could email us themselves: clewerinitiative@churchofengland.org

Invite the group to:

- Sign up to The Clewer Initiative newsletter at: <http://eepurl.com/cQfZYT>
- Follow The Clewer Initiative on social media:
 - Facebook: [facebook.com/theclewerinitiative](https://www.facebook.com/theclewerinitiative)
 - Twitter: [@theclewer](https://twitter.com/theclewer)
 - LinkedIn: [linkedin.com/company/clewer-initiative](https://www.linkedin.com/company/clewer-initiative)
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