

## MODERN SLAVERY AND FOODBANKS TRAINING

Last updated October 2020

### BEFORE WE BEGIN

This training presentation is designed for volunteers and those working at foodbanks to be aware of the signs of exploitation and how they might come into contact with victims of modern slavery. It aims to equip volunteers with knowledge of what to do if they suspect someone might be a victim of modern slavery.

In order to give your trainees the best training possible and ensure they are engaging with the materials, we would encourage you to add in details of your own encounters with modern slavery. Have you spotted the signs? Has there been a case in your local area? Real-life examples will help your trainees to understand the issue in more depth and make it more relevant to them.

Remember, when speaking about the story of a survivor, make sure to anonymise it (both names and places) and be sensitive to the dignity of the subject.

The training is split into two sections, the first gives an introduction to modern slavery and the second focuses specifically on foodbanks. Depending on your audience's level of awareness of modern slavery and the time you have available for the training, you might like to begin at slide 13 and solely focus on the foodbank section.

### SLIDE 1: MODERN SLAVERY AND FOODBANKS

Introduce yourself and explain to the trainees why you specifically are doing the training today. What has led you to being a Modern Slavery trainer?

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, do mention this to the group when you begin the training. Let them know to tell you if they need a break at any point and that you are available to talk about any problems which may arise for any member of the group.

Explain that we will be using this presentation to learn what modern slavery is, with a particular focus on foodbanks to equip volunteers with the knowledge and understanding of what to do if they come into contact with a suspected victim.

The training is split into two sections, the first gives an overview of what modern slavery is, and the second looks at why a victim might come to a foodbank, spotting the signs and what to do if you suspect someone might be a victim.

### SLIDES 2 AND 3: FILMS TO USE

If you have the time and ability to show films, you could use one of these videos to begin your talk. We would suggest embedding the video into your presentation.

Short film: What Do You See?

This film is 2 minutes long and was created by Unchosen to show what modern slavery looks like in the UK. It works well as a short introduction to the topic.

The Clewer Initiative film: We See You

This film is six minutes long and was created by The Clewer Initiative to encourage church members to open their eyes to modern slavery. It works well with a church audience, and also includes a case study of a woman who was trafficked into domestic servitude.

## SLIDE 4: WHO ARE 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.

We believe that the tools to end modern slavery already exist within the local community.

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 learn more and download resources at [www.theclewerinitiative.org](http://www.theclewerinitiative.org)

## SLIDE 5: MODERN SLAVERY DEFINITION

The Modern Slavery Act was passed in 2015. It helped to clarify what modern slavery is in legal terms by including this definition.

1. You can see that the term 'Modern Slavery' has become a helpful umbrella term that encompasses lots of different kinds of exploitation, as well as trafficking, which means moving people for the purpose of exploiting them.
2. The key words to pick out here are 'coerce', 'deceive' and 'force'.

**Coerce:** For example, a young woman is brought to the UK who is in debt bondage to her traffickers who 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.

**Deceive:** 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 car wash.

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

## SLIDE 6- WHAT ARE THE DIFFERENT TYPES OF EXPLOITATION?

These are ten of the most common kinds of modern slavery. If you have a small group, you could ask them to name the kinds that they know before revealing the list.

The first three are the most common in the UK.

### LABOUR EXPLOITATION

Victims of forced labour are made to work long hours, often in hard conditions, 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 have been widely reported in car washes and nail bars, but this is only the tip of the iceberg. Victims have been found in the manufacturing, entertainment, travel, farming, and construction industries.

Labour exploitation can sometimes mean criminal exploitation, where victims are forced to commit crimes. For example where they are forced to pickpocket, or made to work on a cannabis farm, tending the plants.

Exploitation can be direct, when the owners of the business are directly exploiting the workers, or it can be indirect, where the abuse is going on below the radar of the official employer, and instead a 'middleman' is exploiting the victim.

### **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.

### **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 house-keeping over long hours and for little, if any, pay. In rare circumstances where victims receive a wage it will be heavily reduced, as they are often charged for food and accommodation.

Victims will lead isolated lives and have little or no unsupervised freedom. Their own privacy and comfort will be minimal, often sleeping on a mattress on the floor and they won't be allowed out unsupervised. These victims are very difficult to find because of their isolation.

## **SLIDE 7: VICTIMS IN THE UK**

In 2013, the Home Office released a study where they estimated that there were between 11,000 and 13,000 victims of modern slavery in the UK. Five years on, the National Crime Agency and others working in the sector have said the number is more likely to be in the tens of thousands. The Global Slavery Index has given an estimate of 136,000, over ten times the original Home Office figure.

It is very difficult to count modern slavery as it is a hidden crime, with victims in legal and illegal industries.

## **SLIDE 8- POTENTIAL VICTIMS FOUND IN THE UK IN 2019**

In 2019, there were 10,627 potential victims of modern slavery identified by the NRM. 5866 of these were adults, and 4550, just under half were minors. One third 3391 were female and two thirds 7224 male.

Before 2019, referrals were recorded as being exploited in one primary type of exploitation, labour, sexual, domestic servitude, organ harvesting or unknown. However, from 1 October 2019 this changed so that referrals can now be classed as victims of multiple forms of exploitation, in addition criminal and labour exploitation are distinguished as different categories of exploitation.

Overall in 2019, criminal and labour exploitation were the most common for males. For female victims sexual exploitation was the most commonly referred form of exploitation.

## **SLIDE 9: NUMBER OF NRM REFERRALS 2014-2019**

The number of potential victims of modern slavery referred to the NRM has increased year on year, as seen in this graph...

There could be a number of reasons for this increase, including a greater awareness and understanding of modern slavery, particularly among police and statutory agencies, meaning it is identified more frequently.

Another reason could be an increase in county lines exploitation- young people groomed and forced to sell drugs- an increased awareness of this form of exploitation has also led to those who would previously have been criminalised, now being treated as victims. It is called County Lines because they often force the young people to travel from cities into surrounding counties. For example, from Birmingham to Evesham or Worcester, or from Bristol to Exeter.

## **SLIDE 10: TOP 10 NATIONALITIES OF VICTIMS IN THE UK 2019**

This graph shows that in the UK in 2019, British nationals were the most common victims of exploitation, closely followed by Albanians and Vietnamese. The data is from the 2019 Home Office Report.

The rise in UK victims has been put down to an increase in the police seeing young men caught up in County Lines (who have been groomed and forced to carry drugs) as victims of a crime, rather than perpetrators. This is the third time in a row that British has been the most common victim nationality.

Note that the victims come from a wide spread of countries, found over 3 continents. Modern slavery is a global crime.

## **SLIDE 11: WHAT COULD MAKE A PERSON VULNERABLE TO BEING TRAFFICKED?**

Ask the group, what might make someone vulnerable to being trafficked or exploited?

Lack of opportunity: looking for a better life is one of the biggest drivers, either because there is little opportunity in their home country or area, or because they are homeless and already feel they are at rock bottom.

Drug/alcohol dependence: One example was a case where the workers weren't paid by their exploiter but they were given bottles of vodka every Friday. Their employer, who had no idea about the exploitation, told law enforcement who were checking on his site, that 'they are good workers, but on Monday they stink of alcohol'. Supplying drugs and alcohol could also be a control mechanism that the traffickers use.

Family debt: The threat of needing to pay back a debt which grows and grows.

Trafficking endemic in the area: Authorities know that in Romania there are buses of workers leaving on a daily basis, looking for work elsewhere. Some of those may be legitimate, many will be preying on the vulnerability of the citizens.

Many of these factors are also prevalent issues amongst the homeless. There is a similarity between the factors which could lead to someone to becoming homeless and to someone being trafficked.

## **SLIDE 12: HOW ARE THEY RECRUITED?**

How does someone become a victim of modern slavery? They are recruited by someone, usually someone who is offering them a job that they desperately need, but sometimes they are drawn in by family or a 'boyfriend'.

**Family member:** This could be extended family, within Romanian crime groups this is quite common

**Boyfriend/partner:** The tactic here is for a trafficker to get close to you, win your trust, and then begin to exploit you. The girls in Rotherham who were exploited, had older men buying them phones and telling them that they were 'beautiful' to win their trust.

**Acquaintance/stranger:** Some people are picked up off the streets by people they know a little or don't know at all offering them work. This is particularly common amongst homeless people.

**Employment agency:** Across the world workers are often expected to pay for work, and this becomes a conduit for starting the process of exploitation. The agencies will often charge fees up front and then the trafficker or controller will tell the prospective worker that there is a work finding fee, independent of the agency. No one in the UK should be paying for work so that is a clear sign that something fishy is going on.

**Smuggling agent:** When smuggling becomes trafficking. A person might pay a smuggler to get them over a border, thinking that they will part ways when they arrive in the country. Sometimes, the smuggler will abuse the power they have over the person and change the agreement at the last minute. They may say there are additional fees and force them to work to pay them off in a process called debt bondage. Or simply by holding them captive and not giving back their identity documents. They may use their immigration status as a controlling mechanism, threatening to report them to the police if they try to escape.

## **SLIDE 13: A FOCUS ON FOODBANKS**

The next section of the presentation will focus specifically on foodbanks and how volunteers might come into contact with victims. It will cover case studies, looking at why foodbanks users are vulnerable to modern slavery, the signs to look out for and what to do if you think you have come across a victim.

## **SLIDE 14: OPERATION FORT**

We will begin by looking at a case study of Operation Fort which outlines the vital importance of vigilance to modern slavery when working in food banks.

Operation Fort was the largest ever modern slavery network discovered in the UK so far.

Many victims were relying on foodbanks and the first victims were discovered when coming to a soup kitchen.

92 potential victims were identified, and as many as 400 people could have been exploited.

Victims were targeted in Poland and promised well paid jobs in the UK- they would have been looking for a better life but upon arrival were forced to live and work in extremely bad conditions.

Victims were forced to work in farms, parcel warehouses, factories, recycling centres and lived in overcrowded accommodation with no access to food. They worked for a variety of different businesses, some were treated violently and threatened by the traffickers. They were working long hours and living in unsuitable living conditions, far from what was promised originally.

The discovery of the first victims who came to a soup kitchen and were accessing their local foodbank highlights the importance of being alert to modern slavery when working and volunteering in foodbanks. It was through the vigilance of those at the foodbank that one of the largest cases of modern slavery was discovered.

## **SLIDE 15: VULNERABILITY**

Vulnerability is one of the key factors which traffickers use to exploit victims. Many people who use foodbanks are also experiencing vulnerability and it is important to be aware of how this could lead to modern slavery.

Modern slavery often occurs where people are in a position of vulnerability.

Vulnerability could take many different forms: family break-ups, unemployment, personal crises, mental health issues.

Traffickers target the vulnerable with incentives which sound attractive and promising- they might promise to provide something that person needs, such as a food, money and accommodation.

Victims are tricked and become caught in exploitation- traffickers take advantage of a person's situation to trick them into being exploited.

## **SLIDE 16: MODERN SLAVERY AND FOODBANKS**

We have seen that vulnerability can lead to modern slavery, many foodbank users may be in a vulnerable position, making them more at risk to being targeted for trafficking.

Some traffickers target individuals specifically at foodbanks- they know that users are experiencing some level of vulnerability and that foodbanks could be a place to recruit victims.

When volunteering in foodbanks, it is important to be aware of how you might come into contact with a victim of modern slavery- also to know how to spot the signs.

You should be aware of how to respond if this happens, the following slides will look at how to be alert to modern slavery when working at a foodbank so that you are able to spot any potential victims and know what to do.

## **SLIDE 17: SPOTTING THE SIGNS**

Modern slavery could present itself in many different ways for a foodbanks user, including:

- The absence of normal in a situation- you may have a feeling that something is not quite right and it is important not to ignore this. Some victims of modern slavery show no physical or obvious signs of exploitation but are being exploited by traffickers. This may be particularly relevant to foodbanks.

- Physical signs of exploitation- a victim of modern slavery may display some physical signs of exploitation which it is important to be aware of. These will be outlined in the next slide.
- Unexplained absences- individuals suddenly going missing or not returning to the foodbank- some people may come regularly to the foodbank and you may have got to know them over a long period of time, but they may unexpectedly stop coming. There could be many reasons behind this but it is important to be aware of the possibility of exploitation.

## SLIDE 18- SPOTTING THE SIGNS

Some victims may show physical signs of exploitation, these could include:

- Having no access to their identification documents.
- Having no access to a mobile phone or no ability to top up their phone.
- Being unable to communicate freely with others.
- Not knowing any or very little English.
- Seeming under the control or influence of others.
- Looking unkempt or malnourished.

## SLIDE 19- SPOTTING THE SIGNS

As well as physical signs, there may be other ways in which you suspect someone to be a victim of modern slavery:

- Through conversation- when volunteering at a foodbank, there is a lot of opportunity for conversation and relationship building with guests, it could be through this time that someone mentions something which does not seem right.
- A gut feeling- it is important not to ignore this but to be alert, sometimes we cannot explain exactly what it is but have a feeling that something is not right and this should not be ignored.
- It is important to realise that someone may show no physical signs of exploitation but still be a victim of modern slavery.

## SLIDE 20- SPOTTING THE SIGNS

Be aware of the types of industries foodbank users are working in which could include exploitation. These are some of the industries in which there have been cases of exploitation reported where victims have been using foodbanks. It is important to note that many working in these industries are working in good conditions and are not being exploited, but there should be a level of awareness when speaking to foodbanks users about the types of work they are involved in and to be alert to anything which does not seem right. Some of the industries where victims of trafficking have been discovered include:

- Car washes
- Delivery drivers
- Warehouse packing
- Factories
- Processing plants
- Garment manufacturing

## SLIDE 21- CASE STUDY

The following case study gives an example of a modern slavery case at a foodbank. Read through the case and discuss the following questions with the group.

The local foodbank serves people in the community who are going through a difficult time. Some of their clients are long term unemployed, others are working but unable to pay the bills. They are referred by other outreach services and by the local authority. One day two men come in – Lukas and Nikolai – who work full-time doing deliveries for a large company based in the area. A volunteer asks them why they need the foodbank if they're working full-time, they say the wage is quite good but the agency who got them the job charges them so much in fees for finding the job and for their accommodation that they struggle to buy enough food to last the week.

Q: What signs of exploitation can you spot?

The men are working full time but still do not have enough money to buy food. This shows that something is not right with the amount of money they are receiving and they have said that their recruitment agency fees are extremely high.

In this example, there is no mention of any of the typical physical signs of exploitation, the information gained would only be gained through conversation with the victims.

Q: What would you do if you were in this situation?

If you are working in a foodbank there should be safeguarding procedures in place to help you deal with this scenario. You should speak to the team leader of the project to make sure they are aware, as they may be linked in with statutory service provision which could help. You should also call the Modern Slavery Helpline and report it.

## SLIDE 22: ENSURING PROJECTS ARE 'SLAVERY PROOF'

When running a foodbank, it is important to take action to ensure you protect everyone involved against modern slavery and have a clear plan in place of what to do if you suspect someone might be a victim. The following points outline the steps you could take to do so:

Provide core training to volunteers on all aspects of modern slavery

Ensure all volunteers have an opportunity to regularly feed-back on concerns or issues they have come across.

Include the risk of modern slavery being connected with your project in your risk assessment.

Ensure that the project's leaders have a very good understanding of the steps to take in situations where modern slavery is suspected.

Set up strategic partnerships with the police, local authorities and frontline responders such as the Salvation Army.

## SLIDE 23: ENSURING PROJECTS ARE 'SLAVERY PROOF'

Make sure that those visiting foodbanks can get the information they need if they are at risk of modern slavery. This could include:

Posters displayed in prominent places, for example on noticeboards and in the toilets

Display leaflets in different languages. The Clewer Initiative have a range of resources which could be used on their website which could be used <https://www.theclewerinitiative.org/resources>

Hosting awareness raising sessions for foodbank users.

## **SLIDE 24: HOW TO REPORT MODERN SLAVERY**

The following levels of action provide a guideline as to how to respond if you suspect you have come into contact with a victim of modern slavery:

### **Level 1- Concerned Observation- I am not sure but I am concerned**

Action required- basic level of observation, this might be...

Ring the Modern Slavery Helpline (08000 121 700)

Ring the GLAA (0800 4320 804) for advice on labour exploitation or to report suspicions

Ring the police (101) to report suspicions or for advice on local issues.

If possible, discuss with your parish safeguarding officer.

## **SLIDE 25: HOW TO REPORT MODERN SLAVERY**

### **Level 2- Strongly suspect an individual(s) is/are a victim(s) of modern slavery**

Action required- basic level of observation, this might be...

Is there time to gather more information?

Is there a pattern of activity that can be recorded?

Is there another agency I can consult with?

If an immediate response is needed, do the following:

Ring 999 if someone is in immediate danger

Ring the Modern Slavery Helpline (08000 121 700).

Ring the GLAA (0800 4320 804) for advice on labour exploitation or to report suspicions.

Ring the police (101) to report suspicions or for advice on local issues.

## **SLIDE 26: HOW TO REPORT MODERN SLAVERY**

### **Level 3: There is a victim of modern slavery in front of me asking for help**

Action required:

Make sure they are safe and have no injuries.

Speak with your parish safeguarding officer, they should be in touch with relevant agencies who can advise a way forward.

If the parish safeguarding officer is not available contact your diocesan safeguarding officer or the local authority to agree an appropriate way forward.

## **SLIDE 27: HOW TO REPORT MODERN SLAVERY**

You might find the following questions useful to ascertain the level of vulnerability:

What's your name and where are you from?

When did you last eat?

When and where did you last sleep?

Are you scared of anyone?

What do you need right now?

Is there someone we can contact for you?

## **SLIDE 28: IF YOU SUSPECT SOMEONE IS A VICTIM OF MODERN SLAVERY...**

When in contact with a potential victim of modern slavery, there are some actions which could put either you or them at further risk and it is important to be aware of what to do and not do.

NEVER

Try and get them to tell their story or take a 'formal' statement, this could jeopardise evidence and put them in danger

Make promises to the individual

Confront the person you suspect is their trafficker or controller

## **SLIDE 29: SAFEGUARDING AND MODERN SLAVERY**

Encourage the group to consider safeguarding in the context of modern 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.

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

Every parish has parish safeguarding officers who should be involved in ensuring parish activities are running as safely as possible.

A parish activity can include a group of practitioners working together outside of church property, for example a soup run.

Ensure you have informed your officer of any projects you are undertaking.

### **SLIDE 30: THE NUMBERS TO CALL**

This slide provides the main numbers to call if you come into contact with a potential victim, across varying circumstances. If people only have a slight suspicion or concern, we would encourage them to call the Modern Slavery Helpline anyway. 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 31: 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 by emailing us. Or encourage them to email us themselves: [clewerinitiative@churchofengland.org](mailto:clewerinitiative@churchofengland.org)

Encourage the group to sign up to The Clewer Initiative newsletter at: <http://eepurl.com/cQfZYT>