



Modern Day Slavery and Human Trafficking Guidance

North Tyneside and Northumberland

May 2019

**“Slavery is closer than you think.
Would you recognise it?”**

Guidance for staff regarding identifying and addressing issues of Modern Day Slavery; local links have been added for each authority.

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Acknowledgements

This policy has drawn on the work of a number of areas;

- Pan-Lancashire anti-slavery partnership
- Northumbria Police
- City of Sunderland

1. Introduction to Modern Slavery

This document aims to explain what Modern Slavery and Human Trafficking are and how everyone across North Tyneside and Northumberland can help tackle this complex and hidden crime. We may not be able to eradicate it completely but we can make it more difficult for criminals who exploit others for their own personal gain.

We want everyone across North Tyneside and Northumberland to know how to recognise it and have the confidence to report it to ensure the victims are supported and criminals are brought to justice.

This toolkit compliments agencies own Safeguarding Policies and Procedures. It has been developed through a collaboration of Safeguarding Adult Board members and recognised National Guidance.

2. Definitions

What is Modern Slavery?

The Modern Slavery Act 2015 consolidated slavery and human trafficking offences to ensure that there is enhanced support and protection for victims and that perpetrators can receive suitably severe sentences.

The Act ensures that Police and other law enforcement agencies have the powers they need to pursue, disrupt and bring to justice those engaged in human trafficking, slavery, servitude and forced compulsory labour.

S.1 Slavery, servitude and forced or compulsory labour

A person (P) commits an offence if:

- a) P holds another person in slavery or servitude and the circumstances are such that P knows or ought to know that the person is held in slavery or servitude; or,
- b) P requires another person to perform forced or compulsory labour and the circumstances are such that P knows or ought to know that the person is being required to perform forced or compulsory labour

S.2 Human Trafficking

A person (P) commits an offence if P intentionally arranges or facilitates:

- a) the arrival in, or entry into the United Kingdom (UK) or another country of another person (V);
- b) the departure of V from the UK or another country; or,
- c) the travel of V within the UK or another country with a view to V being exploited.

In relation to c) exploitation can encompass the following:

- Slavery, servitude and forced or compulsory labour
- Sexual Exploitation
- Removal of organs
- Securing services etc by force, threats or deception
- Securing services etc from children and vulnerable persons

What is Human Trafficking?

Human trafficking is defined as the acquisition of people through the use of force, coercion or other means with the aim of exploiting them. Men, women and children can be the victims of trafficking either in their own countries or abroad. Trafficking occurs both across the borders and within a country. A child is defined as any person under the age of 18. The trafficking of children can be defined as the movement of children for the purpose of exploitation and it is irrelevant if any form of coercion is used.

Human Trafficking has three constituent elements. They are:

The Act (or action)	Recruitment, transfer, transportation, harbouring or receipt of persons; This is achieved by a:
The Means	Threat or use of force, coercion, abduction, fraud, deception, abuse of power or position of vulnerability, giving or receiving of payments or benefits used to control a person
The Purpose (exploitation)	To exploit a person through prostitution, other forms of sexual exploitation, forced labour or services, forced criminality, slavery, servitude or removal of organs from a person.

Human trafficking should not be confused with smuggling migrants. Although smuggled migrants may become victims of trafficking there are key differences between them. The factors that can help to distinguish between human trafficking and smuggling are described below.

- Smuggled migrants usually consent to being smuggled.
- Trafficked victims have not consented, or their consent is rendered meaningless by the actions of the traffickers, i.e. deception.
- Smuggling involves illegal border crossing and entry into another country.
- Trafficking does not necessarily involve crossing a border; victims can be trafficked within their own borders.

- The relationship between the smuggler and the migrant is a commercial transaction which usually ends after the border crossing.
- The relationship between traffickers and their victims involves on going exploitation of the victims to generate profit for the traffickers.

It is worthy of note that at the point of entry into the UK, or on first engagement with law enforcement, intended victims of human trafficking will not know that they are such. It is therefore often difficult to differentiate between human trafficking and smuggling.

Among those seeking to enter the UK will be numbers of unaccompanied children who will pass into the care of local authorities. The links to trafficking are very well known and the influence the traffickers hold over these particularly vulnerable children cannot be overstated. Indications are that significant numbers of unaccompanied migrant children who are detained and released into the care of local authorities subsequently go missing within 48-72 hours often never to be seen again. There are clearly concerns that these children could then be exploited and coerced into abuse such as forced labour, domestic servitude and the sex trade.

3. Types of Modern Slavery

➤ Forced/bonded labour-

Victims (often legitimate migrant workers) reach a destination country having been promised work and a chance for a better life. Often they are found legitimate work (factories, takeaways, food packaging, recycling) and given accommodation but are forced to forfeit their wages as payment for expenses. Essential documents and access to information is often withheld and verbal and physical violence can be used or threatened.

This type of arrangement is modern day slavery.

➤ Sexual exploitation

Victims are forced to perform non-consensual or abusive sexual acts against their will. Whilst women and children make up the majority of victims, men can also be affected. Adults are coerced often under the threat of force, or another penalty.

This type of arrangement could be modern day slavery.

➤ Criminal exploitation-

Victims are often controlled and maltreated and forced into crimes such as cannabis cultivation or pick pocketing against their will.

This type of arrangement could be modern day slavery

➤ **Domestic servitude**

Once their employment transfers into a situation whereby they cannot move around freely or leave, it is enslavement.

Victims are forced to carry out housework and domestic chores in private households with little or no pay, restricted movement, very little or no free time and minimal privacy often sleeping where they work.

This type of arrangement could be modern day slavery

4. Identifying Victims¹ - possible indicators

- Is the victim in possession of a passport, identification or travel documents? Are these documents in possession of someone else?
- Does the victim act as if they were instructed or coached by someone else? Do they allow others to speak for them when spoken to directly?
- Was the victim recruited for one purpose and forced to engage in some other job? Was their transport paid for by facilitators, whom they must pay back through providing services?
- Does the victim receive little or no payment for their work? Is someone else in control of their earnings?
- Was the victim forced to perform sexual acts?
- Does the victim have freedom of movement?
- Has the victim or family been threatened with harm if the victim attempts to escape?
- Is the victim under the impression they are bonded by debt, or in a situation of dependence?
- Has the victim been harmed or deprived of food, water, sleep, medical care or other life necessities?
- Can the victim freely contact friends or family? Do they have limited social interaction or contact with people outside their immediate environment?

5. Safeguarding Children, Young People and Adults at Risk

Children under the age of 18 cannot consent to be trafficked or exploited and child protection procedures will apply. Northumberland Safeguarding Children's Board (NSCB) policies and procedures can be found [here](#)

Adults at risk as defined by the Care Act 2014 must be referred using adult safeguarding/protection procedures:

¹ <https://www.salvationarmy.org.uk/spot-signs-modern-slavery>

Where a local authority has reasonable cause to suspect that an adult in its area (whether or not ordinarily resident) and that adult:

- a) has needs for care and support (whether or not the authority is meeting any of those needs) **and**
- b) is experiencing, or is at risk of, abuse or neglect, **and**
- c) as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Further information can be found in the Northumberland and North Tyneside Safeguarding Adults Policy and Procedure [here](#)

Northumberland Safeguarding Adults Ten Steps procedures can be found [here](#)

6. National Referral Mechanism (NRM)

The national referral mechanism (NRM) is a gateway for locating and identifying potential victims of modern slavery and ensuring that they receive the appropriate protection, support, accommodation and advice. It is designed to facilitate all agencies which could be involved in a modern slavery case to share information about and assist potential victims.

Any potential **child** victim must be referred into the NRM automatically. **Adults must give their consent for their information to be shared for referral to the NRM as it is a voluntary process.**

It is also the mechanism through which the UK Human Trafficking Centre (UKHTC) collects data about victims. This information contributes to building a clearer picture about the extent of modern slavery in the UK. Recording and investigating responses to the NRM is essential to assist with national mapping, identifying hot spot locations, highlighting intelligence on source countries, and to address immigration support issues.

Example of pathway following NRM referral:

a.	The First Responder will complete the NRM form and get the victim to sign it. This will be sent to: nationalreferralmechanism@homeoffice.gov.uk Tel: 0207 0355689. A new online NRM form is also available to first responders and can be found at https://www.modernslavery.gov.uk/start
b.	The local authority will adhere to duty of care processes. If the victim has no public recourse to public funding and there is no duty to provide housing/support under safeguarding/human rights legislation the First Responder should contact the Salvation Army for accommodation and/or outreach support: 0300 303 8151.

c.	If the victim remains in the borough a plan should be developed around safety, housing, mental/physical wellbeing, legal advice, immigration option, work options, social/cultural needs. An advocate/key worker from whichever support service the victim is working with should remain in contact with them until the result of the NRM is known.
d.	There is a 45 day recovery and reflection period currently for the NRM

NRM outcomes²

The 'reasonable grounds' decision

To establish whether an individual is a victim of human trafficking two decisions **have** to be made. The first is a '**reasonable grounds decision**' which is made within five days of receiving the referral.

This may involve seeking additional information from the first responder or from specialist Non-Governmental Organisations (NGOs) or social services. The threshold at Reasonable Grounds stage for the trained decision makers is; "from the information available so far I believe but cannot prove" that the individual is a potential victim of trafficking or modern slavery.

If the decision is positive then the potential victim will be:

- allocated a place within Government funded safe house accommodation, if required
- granted a reflection and recovery period of 45 calendar days. This allows the victim to begin to recover from their ordeal and to reflect on what they want to do next, for example, co-operate with police as required, return home etc.

The potential victim and the first responder are both notified of the decision by letter.

The 'conclusive grounds' decision

The second is a **conclusive grounds decision** which is made after 45 days and confirms whether an individual is a victim of human trafficking. Further information is sought about the referral and this additional information is used to make a conclusive decision on whether the referred person is a victim of human trafficking or modern slavery.

The expectation is that a Conclusive Grounds decision will be made as soon as possible following day 45 of the recovery and reflection period. There is no target to make a conclusive grounds decision within 45 days. The timescale for making a conclusive grounds decision will be based on all the circumstances of the case.

The trained decision makers threshold for a Conclusive Decision is that on the balance of probability "it is more likely than not" that the individual is a victim of human trafficking or modern slavery.

² Thanks to Pan Lancashire Anti-Slavery Partnership

The first responder and the potential victim will both be notified of the decision. If the potential victim is conclusively identified as a victim of trafficking or modern slavery, what happens next depends on their wishes.

What if the person isn't a victim?

If at any stage the referred person is confirmed not to be a victim of trafficking or modern slavery then dependent on the circumstances they may be referred to the appropriate law enforcement agency i.e. the relevant police force or the Home Office.

If it is decided by the Competent Authority that the person was not trafficked nor is a victim of modern slavery, and there are no other circumstances that would give them a right to live in the UK, they will be offered support to voluntarily return to their country of origin. The person can also be offered support to return to their country if they have been trafficked or are a victim of modern slavery and do not wish to stay in the UK.

Duty to Notify and/or No Consent to NRM

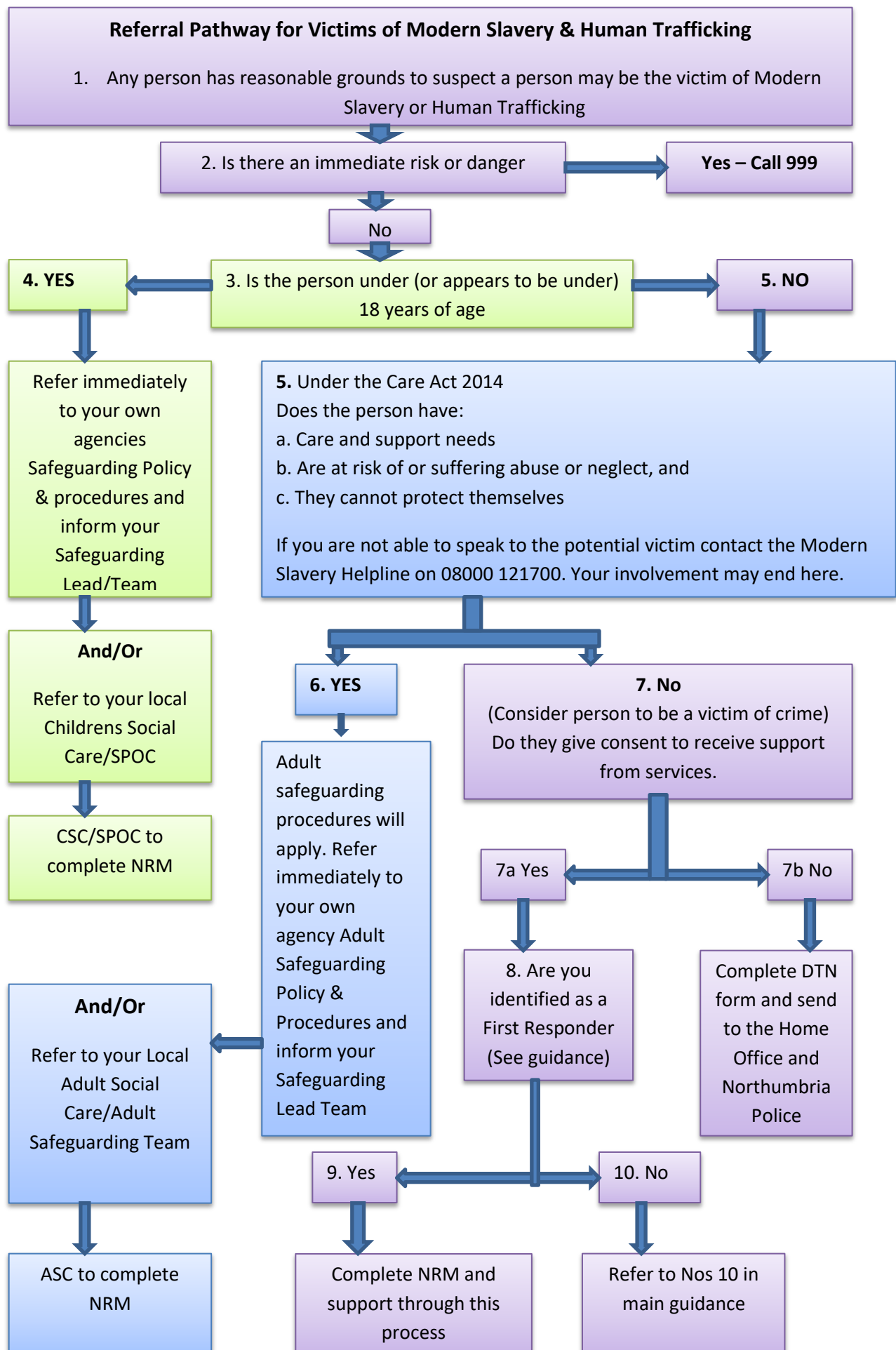
If consent is not given to refer to the National Referral Mechanism (NRM) the Duty to Notify form (MS1) is completed and sent to the Home Office (dutytonotify@homeoffice.gsi.gov.uk). The Duty to Notify is a requirement on specific public authorities (including local authorities) and is set out in s.52 of the Modern Slavery Act 2015. Guidance and the form can be found [here](#).

This can be completed without the victims consent but **Section C** which contains details about the victim, their name, address etc. must be omitted. Adult victims who do not consent to the NRM may still give consent for their details to be given in the Duty to Notify form but a signature must be obtained for current data protection processes to be fulfilled.

The NRM form is different to the Duty to Notify (MS1) form and MS1 is only used when a victim wishes to remain anonymous.

Voluntary notifications by agencies not covered by the duty

Other organisations, including non-governmental organisations, may put forward notifications to the Home Office. However Safeguarding Boards would encourage staff to raise any concerns about modern slavery or human trafficking with the Police or the Local Authority (as per normal safeguarding procedures). The Police or Local Authority will then take responsibility for notifying the Home Office.



Guidance to accompany the Modern Slavery and Human Trafficking Pathway³

1	Based on the signs and indicators outlined in section 4.
2.	Risk Assessment – In emergency cases and there is an immediate threat or emergency medical treatment is needed or the victim is still in the place of exploitation please call 999.
3	Does the victim say they are (or appears to be under) 18 years of age then follow step 4. If not follow step 5
4	<p>Organisations will have their own safeguarding procedures to follow in line with the NSSP Policies and Procedures.</p> <p>In the first instance contact your Safeguarding Lead or Team who will take details and refer to Childrens Social Care.</p> <p>If you are not a member of an organisation then you need to contact Childrens Services directly (via Onecall 01670 536400) giving as much information as you can.</p> <p>Childrens Social Care/SPOC will complete the National Referral Mechanism (NRM) and ensure the child/young person is protected from further abuse</p>
5	<p>The Care Act 2014 is clear about the criteria to be met for adult safeguarding and many victims of modern slavery may not have care and support needs. Victims may also be able to make decisions for themselves under the Mental Capacity Act even though exploitation involves coercion and control.</p> <p>However if through conversation and/or from observation the potential victim does appear to have care and support needs or lacks the mental capacity to make an informed decision themselves then follow 6 – Adult Protection procedures - otherwise follow 7 onwards</p> <p>If you are unable to speak to the potential victim contact the Modern Slavery Helpline and report your suspicions with as much detail as possible: 08000 121 700.</p> <p>At this point this may be the end of your involvement unless you can speak to the person or identify anything as outlined in 5a:</p> <p>If it is safe to do so have a conversation with the person. Use an approved interpreter/language line- do not use anyone accompanying them.</p>
6	<p>Organisations will have their own safeguarding procedures to follow in line with the Northumberland and North Tyneside Safeguarding Adults Policy and Procedure</p> <p>North Tyneside and Northumberland Safeguarding Adults Policy and Procedure</p>

	<p>If you are not a member of an organisation then you need to contact Onecall immediately and give as much information as you can. Onecall can be contacted on 01670 536400.</p> <p>Adult Social Care (Safeguarding) will complete the National Referral Mechanism (NRM) and ensure the adult is protected from further abuse by working with adult and support services via initial risk assessment and a safeguarding strategy discussion/meeting</p>										
7	<p>Victims of modern slavery are victims of crime but they still have to give consent to receive support and you must obtain consent to refer to support services. Be aware that there may be an element of coercion and this should be explored.</p>										
7a	<p>If the potential victim is willing to receive support remember this opportunity is time limited and you must act fast as the victim needs to be supported through the National Referral Mechanism (NRM)</p>										
7b	<p>If the potential victim does not give consent to have their details given to services who can support them please inform them they can get support and help if they change their mind at any time. They should contact the Modern Slavery Helpline in the first instance: 08000 121 700.</p> <p>Inform the victim that by contacting the helpline they will assist in getting support through service who can assist in housing, immigration, benefits, health care etc. (often victims can then be supported into the NRM process)</p> <p>All staff in statutory and non-statutory settings are requested to complete the Duty to Notify Form with as much information as possible (this must not contain the personal victims details if they do not wish them to be used) and send to:</p> <ul style="list-style-type: none"> Northumbria Police: The Home Office: dutytonotify@homeoffice.gsi.gov.uk <p>Alternatively if your organisation has a Safeguarding Lead/Team please inform them and they may complete this on your behalf – refer to your own internal procedures.</p> <p>The Duty to Notify form is available from www.gov.uk</p>										
8 + 9	<p>Firstly consider are you identified as a First Responder as only members of the following organisations can refer potential victims of Modern Slavery to the NRM:</p> <table border="1"> <thead> <tr> <th>First Responders</th><th>Contact Number (where applicable)</th></tr> </thead> <tbody> <tr> <td>Northumbria Police</td><td>Report non urgent cases on 101 or online to:</td></tr> <tr> <td>UK Border Agency</td><td></td></tr> <tr> <td>Immigration and Visas</td><td></td></tr> <tr> <td>Gangmasters Labour Abuse Authority (GLAA)</td><td>0345 602 5020 (General Enquiries)</td></tr> </tbody> </table>	First Responders	Contact Number (where applicable)	Northumbria Police	Report non urgent cases on 101 or online to:	UK Border Agency		Immigration and Visas		Gangmasters Labour Abuse Authority (GLAA)	0345 602 5020 (General Enquiries)
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	Local Authorities (this only applies to Social Care professionals)	See sections 4 (children & young people) and Section 6 (adults) - currently safeguarding cases only
	Salvation Army	0300 3038151 (24 hour helpline)
	Barnardo's	0208 550 8822 (General enquiries)
	Unseen	NB This is not a local service
	NSPCC (Child Trafficking Advice Centre)	0808 800 5000
	Refugee Council	See website advice pages
NRM forms are sent to: nationalreferralmechanism@homeoffice.gov.uk		
8 + 10	<p>If you are not a first responder but you have a Safeguarding Lead/Teams in your agency please contact them in the first instance immediately.</p> <p>If you do not have a Safeguarding Lead/Team you can contact any of the first responders above but we recommend you contact the Modern Slavery Helpline in the first instance: 08000 121 700</p>	

8. Roles and Responsibilities

Northumbria Police / National Crime Agency

- Overall lead of the operation
- Lead and manage the Victim Reception Centre
- Liaise within the Major Incident Room (if operational)
- Lead the Tactical Co-ordinating Group
- Ensure that regular briefings are made to update people as to what is happening.
- Co-ordinate public messaging and community engagement

Salvation Army

- Support access to the National Referral Mechanism

NHS England

- Identify and activates appropriate health resources for the Victim Reception Centre (e.g. nurse practitioners, community nurses, GPs etc)
- Address the immediate health needs of victims at the Victim Reception Centre
- Provide support in accessing replacement medication
- Liaise with the wider health economy and social care to support survivors as necessary, particularly those deemed to be more vulnerable

Northumberland County Council

Adult Social Care/ MASH

- Undertake an initial social care assessment for adults where necessary with referrals to Mental Health, Deprivation of Liberty Safeguards or Safeguarding Teams if required.
- Adult Social Care would respond to human rights acts assessments for those who have no recourse to public funds and care act assessments for those who meet the threshold e.g. mental or physical impairment/condition or are elderly and an appearance of need (social care need not housing) or health.

Children's Services/ MASH

- Undertake safeguarding and social care enquiries for children where necessary and to undertake an assessment of need if applicable.

Community Safety Team

- Depending upon the nature/severity of the issues, some community tension monitoring activity may be required. This is usually facilitated through a Joint Engagement Group (JEG) which is convened by Northumbria Police.
- Identify how to provide feedback to communities and consider actions designed to improve community cohesion

Emergency Duty Team

- Provide the Council's out of hours social care service for both adults and children

Resilience Team

- If a call regarding a possible MDS incident comes to the Council's Duty Civil Contingencies Officer, that officer will alert the Safeguarding Lead (via Carecall) as per the procedure.
- In the event that evacuee transport or a rest centre (for the first 24hrs) was required, Carecall can contact the Council's Duty Civil Contingencies Officer via Fire Control on 01670 627599

Environmental Health Team

- Undertake environmental health inspections of private rented properties
- Initiate any actions with the Trading Standards Team around proceeds of crime implications

Housing Services

- Provide free, confidential and impartial advice for people in housing need, in a potentially homeless situation or simply wishing to access different types of housing.
- Identify appropriate accommodation for victims where appropriate
- Liaise with Adult Social Care if there is no statutory provision for a Human Rights Assessment to be undertaken looking at additional rights that someone may have.

Media Team

- Coordination of an external media response in conjunction with the lead agency if appropriate.
- Monitoring of social media.

9. Adult Social Care Response to Modern Slavery and Trafficking

The Care Act 2014 lays out Adult Social care responsibilities:

Section 1-Promoting individual wellbeing

Section 4-Providing information and advice

Section 6-Co-operation generally

Section 9-Assessment of an Adults Care and Support needs

Section 18-Duty to meet need for care and support

Section 42-Enquiry by LA

We have to rely on the commissioners of homelessness accommodation for the provision of accommodation for victims of modern slavery especially in the early days of any operation.

How Adult Social Care might be involved:

There are several scenarios where Adult Social Care may need to assist partner agencies in responding to Modern Slavery and for which there needs to be a procedure:

1. A **planned operation with numbers more than 10**, usually led by the police, where there is time for advanced planning, assessment of risk and an identification and pooling of resources. This type of operation usually involves the declaration of a Critical or Major incident and involves a higher number of victims which would probably result in Resilience Planning (a NT Directorate) opening a reception centre somewhere in the borough.
2. A **planned operation with smaller numbers of individuals**, usually led by the police, where there is time for advanced planning, assessment of risk and an identification and pooling of resources. This is unlikely to result in the opening of a reception centre and may involve accommodating in dispersed properties, B&B or their own property being made secure if possible.
3. An **unplanned operation** where victims of Modern Slavery are identified in larger numbers- this may result in the opening of a victim reception centre (e.g. where a number of people are found in the back of a lorry following an incident on the A19 and it appears they have been trafficked).
4. An **unplanned operation** where victims of Modern Slavery are identified usually in smaller numbers (e.g. where someone comes across a victim/s unexpectedly in the course of their daily work or lives).

The support offered to the victims of Modern Slavery needs to be considered in terms of longevity:

Immediate support- from the time they are found to 72 hours

Short term support- where they may need support until they enter the National Referral Mechanism(NRM) or time for health/community care/housing assessments can be carried out

Medium term support- where they need a place of safety until a longer term placement/accommodation can be sourced

Longer term or ongoing support-longer term resettlement or support in the community

Planned Operations

In a planned operation intelligence is received by the police into Gateway/ Front Door at the Council. Gateway will inform the SPOC at the council (see appendix 1) who will alert the other SPOC's for partner organisations. Consideration of accommodation will be based on the indication of numbers of people potentially being rescued. The opening of a rest centre will require input from Resilience planning.

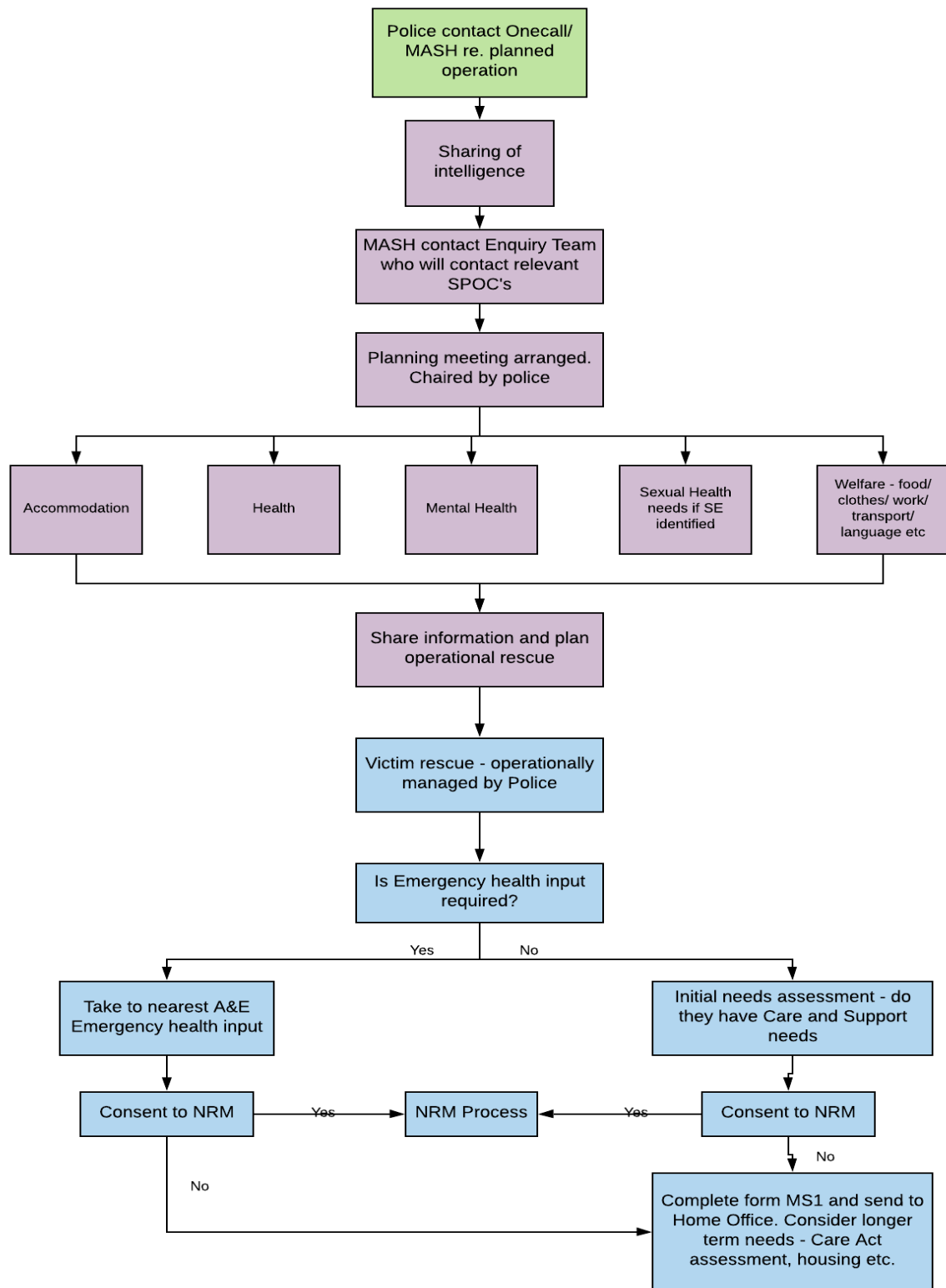
In the event of a pre-planned operation an 'Operational Response Plan' will be developed via a multi-agency planning meeting. The document will provide specific details for that operation of:

- Operational Delivery Arrangements
- The Victim Reception Centre (if required)
- Roles and Responsibilities of Multi-Agency Partner Organisations within that operation
- Command and Control Structure
- Key Contacts (with named individuals and points of contact)
- Strike Information

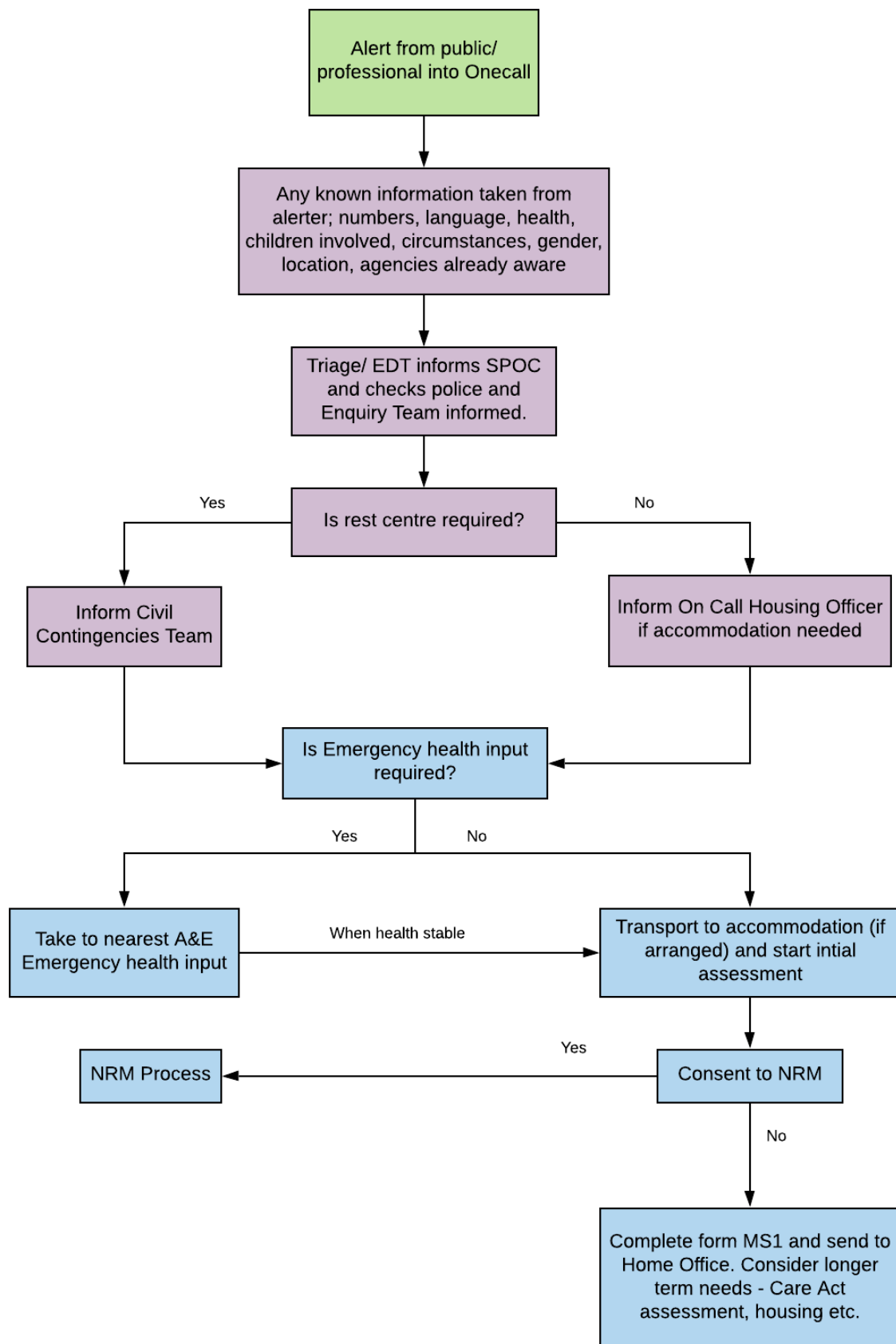
Unplanned Operations

An unplanned operation is when potential victims of Modern Slavery are found or present at partner agencies and require immediate assistance. An example may be an individual presenting at a hospital in the area or a group of individuals found in transport or at a port. In an unplanned operation the agency locating the potential victims must immediately alert the Police and Local Authority SPOC. The relevant people will then be consulted to make immediate plans; usually emergency accommodation pending further assessment and assessment of the situation.

Planned Operation flowchart



Unplanned Operation flowchart – in or out of hours

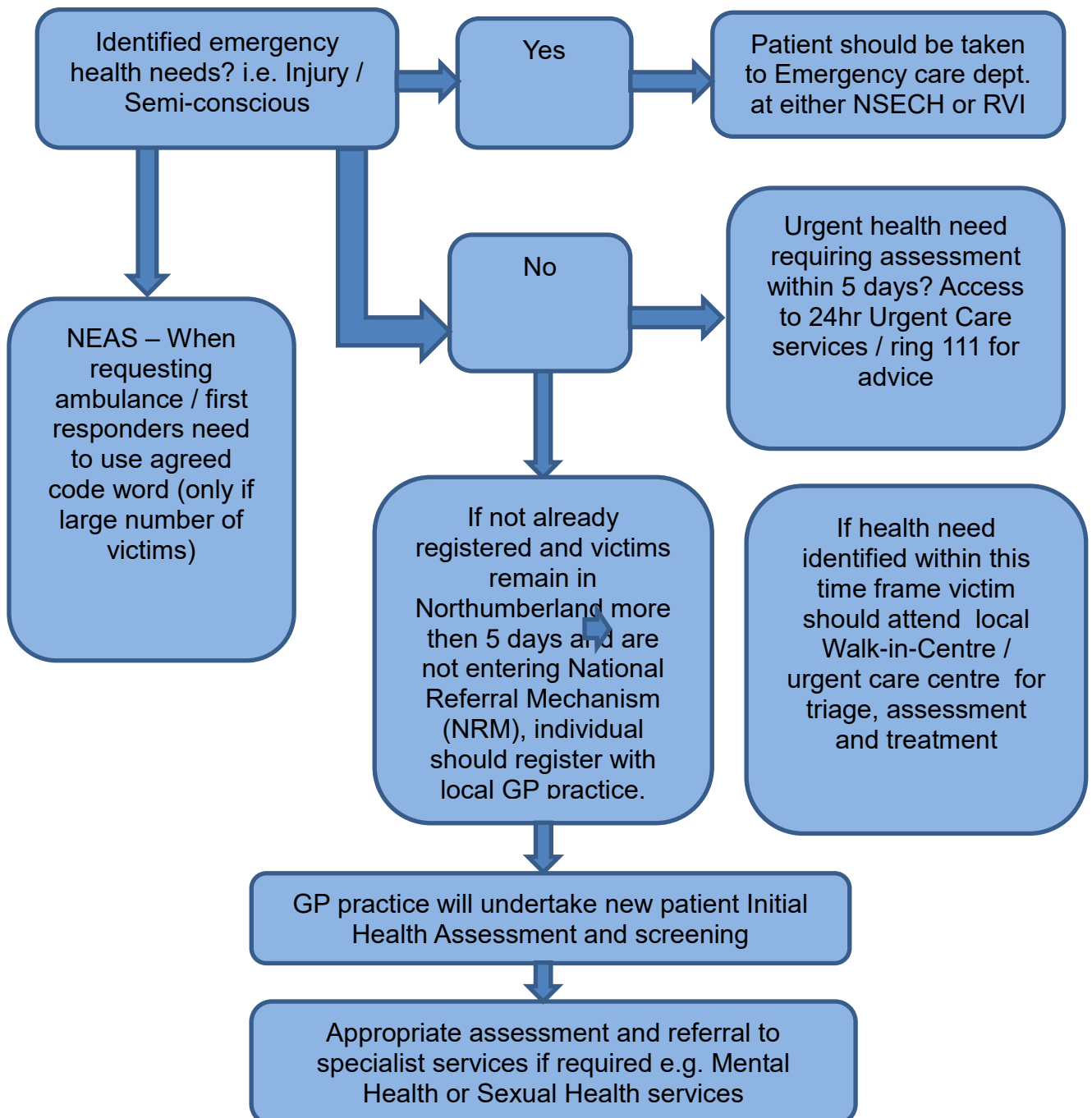


10. Health Response to Modern Slavery

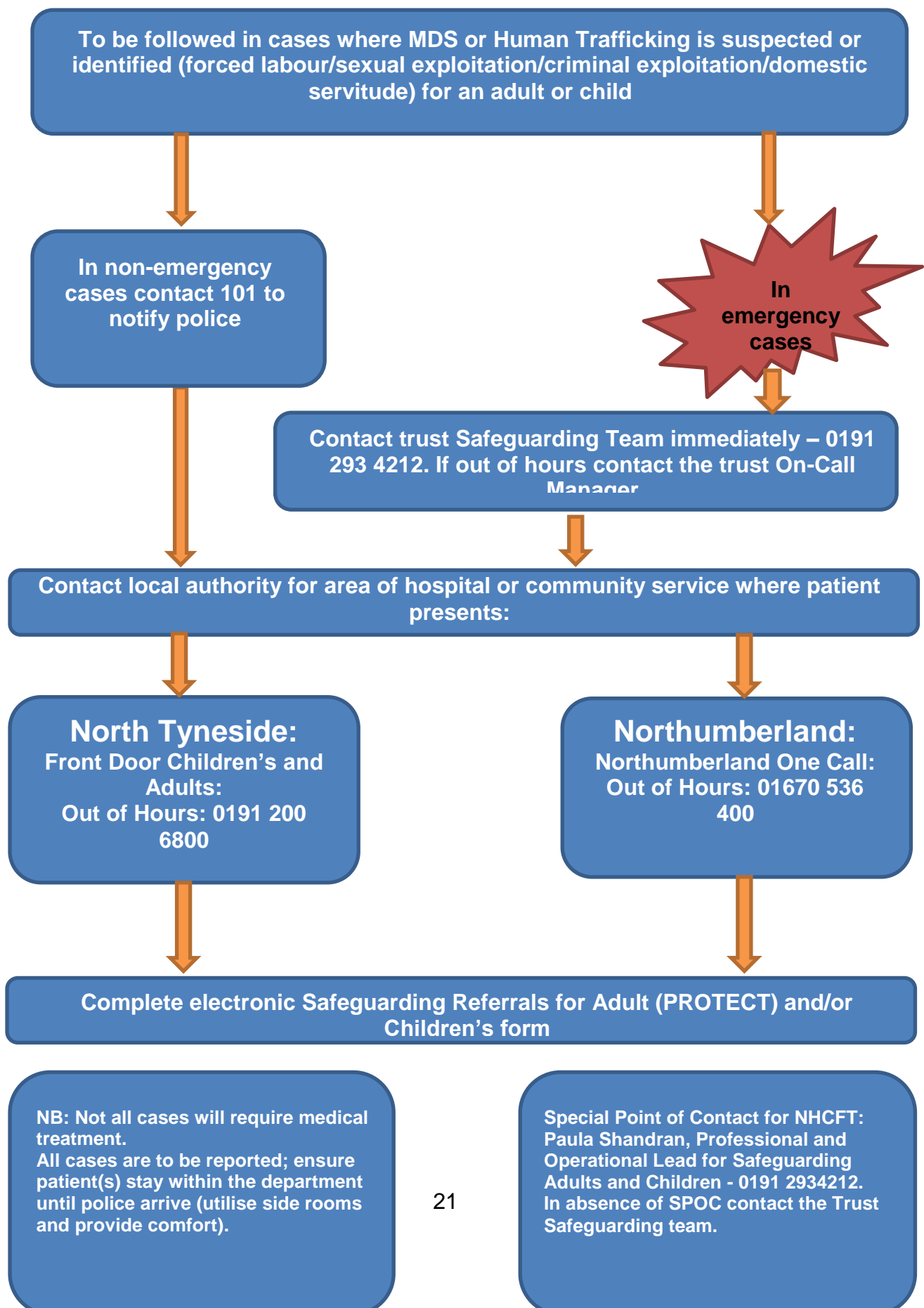
Northumberland CCG

North Tyneside & Northumberland's Health Response for victims of Modern Day Slavery (MDS)

Local authority MDS Lead / Single Point of Contact (SPOC) to inform Northumberland CCG SPOC of incident within core hours



NHCFT Flowchart response to Modern Day Slavery (MDS) and Human Trafficking (accompanies multi-agency guidelines)



Appendix 1

Legal Context of Modern Slavery and Trafficking

Civil Contingencies Act 2004

<https://www.gov.uk/guidance/preparation-and-planning-for-emergencies-responsibilities-of-responderagencies-and-others>

JESIP (Joint Emergency Services Interoperability Programme)

www.jesip.org.uk/

Council of Europe Convention on Action against Trafficking in Human Beings

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/236093/8414.pdf

Directive Preventing and combating trafficking in human beings and protecting its victims

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:101:0001:0011:EN:PDF>

Human Rights Act 1998

<http://www.legislation.gov.uk/ukpga/1998/42/contents>

Modern Slavery Act 2015

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

Safeguarding Vulnerable Groups Act 2006

<http://www.legislation.gov.uk/ukpga/2006/47/contents>

Care Act 2014

<http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted/data.htm>

Children Act 1989

<http://www.legislation.gov.uk/ukpga/1989/41/contents>

Children Act 2004

<http://www.legislation.gov.uk/ukpga/2004/31/contents>

Achieving Best Evidence in Criminal Proceedings

http://www.cps.gov.uk/publications/docs/best_evidence_in_criminal_proceedings.pdf

Housing Act 2004

<http://www.legislation.gov.uk/ukpga/2004/34/contents>

Environmental Protection Act 1990

<http://www.legislation.gov.uk/ukpga/1990/43/contents>

National Referral Mechanism

<https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessmentforms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slaveryengland-and-wales>

Convention for the Protection of Human Rights and Fundamental Freedoms

http://www.echr.coe.int/Documents/Convention_ENG.pdf

Ranste v Cyprus (25965/04) (2010) 51 EHRR 1

[https://www.coe.int/t/dghl/cooperation/economiccrime/corruption/Projects/CAR_Serbia/ECtHR%20](https://www.coe.int/t/dghl/cooperation/economiccrime/corruption/Projects/CAR_Serbia/ECtHR%20Judgements/English/RANTSEV%20v%20CYPRUS%20%20RUSSIA%20-20ECHR%20Judgment%20_English_.Pdf)

[Judgements/English/RANTSEV%20v%20CYPRUS%20%20RUSSIA%20-20ECHR%20Judgment%20_English_.](https://www.coe.int/t/dghl/cooperation/economiccrime/corruption/Projects/CAR_Serbia/ECtHR%20Judgements/English/RANTSEV%20v%20CYPRUS%20%20RUSSIA%20-20ECHR%20Judgment%20_English_.Pdf)

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