# Yorkshire & Humber Region
# ASC International Recruitment Fund

## 31st July 2024

# *Market Support and Training Package*

EAST RIDING
OF YORKSHIRE COUNCIL



# MODERN SLAVERY IS CLOSER THAN YOU THINK

Presented by
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**Workforce &
Education Project**



# Types of Modern Slavery

- Human Trafficking
- Labour Exploitation
- Sexual Exploitation
- Domestic Servitude
- Organ Harvesting
- Debt Bondage

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# HUMAN TRAFFICKING

Human Trafficking is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit.

Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world.

The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.

Exploitation can include slavery, forced or compulsory labour or services, servitude, forced criminality, sexual exploitation or the removal of organs.

Once initial control is secured, victims are usually moved to a place where there is a market for their services. This is often a location where they lack the language skills or other basic knowledge which would allow them to seek help.

There may be one person trafficking the victims or a number of different individuals. Victims may also be passed or sold to different traffickers.

Since the introduction of the Modern Slavery Act 2015, human trafficking carries a maximum sentence of life imprisonment.

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# Why in Adult Social Care?

- The widespread use of agencies to provide particularly domiciliary and live in care, some of whom have been found to exploit novice carers have been identified as a potential driver of Modern Slavery
- International Recruitment has increased opportunity for potential criminal activity including Modern Slavery

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# Adult Social Care in the UK

Statistics 2023 published by Unseen (2023)

**1860 total victims**

**918 worked in the care sector**

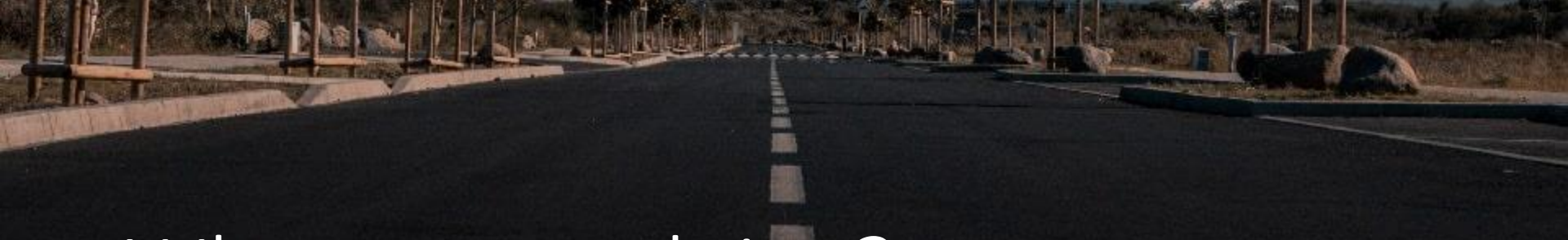
**59% were controlled through tied accommodation**

https://www.unseenuk.org/

Helpline: 08000 121 700

unseen

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# What are we doing?

There are modern slavery partnerships across the UK.

They are a strategic network of agencies who work collaboratively and are committed to tackling Modern Slavery and Human Trafficking by prosecuting perpetrators, disrupting identified organised crime and supporting victims in or out of the National Referral Mechanism.

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# What is the GLAA?

## (Gangmasters & Labour Abuse Authority)

- Their role is to protect vulnerable and exploited workers.
- Through the intelligence they receive from our inspections, the public, industry and other government departments, they investigate reports of worker exploitation and illegal activity such as human trafficking, forced labour and illegal labour provision, as well as offences under the National Minimum Wage and Employment Agencies Acts.
- Their licensing standards cover health and safety, pay, leave and breaks, transport and accommodation.
- The GLAA also check that tax, National Insurance and VAT regulations are met.

https://www.gla.gov.uk/

Report problems: 0800 432 0804
Email: contact@gla.gov.uk

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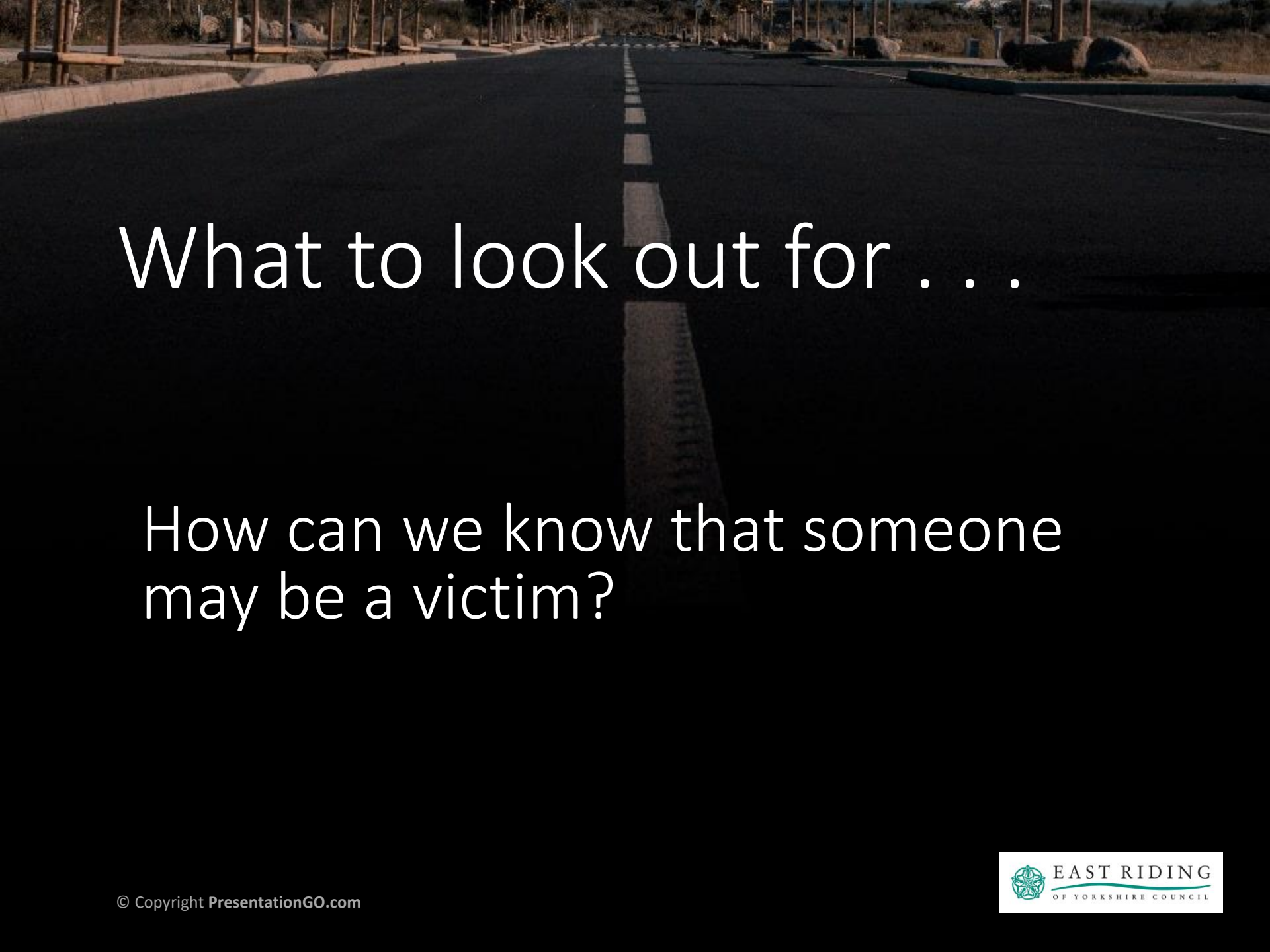
# What to look out for

## Victims of Modern Slavery may . . .

- Look malnourished or unkempt
- Be withdrawn, anxious and unwilling to interact
- Be under the control and influence of others
- Live in cramped, dirty, overcrowded accommodation
- Have no access or control of their passport or identity documents
- Appear scared, avoid eye contact, and be untrusting
- Show signs of abuse and/or have health issues

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# What to look out for . . .

How can we know that someone may be a victim?

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# The behaviour that victims may display:

- be unfamiliar with the local language
- act as if they were instructed by someone else
- allow others to speak for them when addressed directly
- be distrustful of the authorities
- be afraid of revealing their immigration status
- have limited or no social interaction either in the workplace or at their accommodation
- believe that they must work against their will
- never leave the workplace without their employer
- show fear or anxiety
- feel that they cannot leave
- have to resort to crime in order to get food or money for food
- may need to scavenge for food
- be forced to commit crime if there is no work available for them
- have acted on the basis of false promises

# Regarding working conditions, victims may:

- have no contract
- be unable to negotiate working conditions
- be unable to choose when or where they work
- be forced to work under certain conditions
- work excessively long hours over long periods
- not have any days off
- not be dressed adequately for the work they do
  (for example, they may lack protective equipment or warm clothing)
- not interact with work colleagues
- lack basic training or professional licences
- believe they are obliged to work without pay in return for a favour or provision of accommodation

## If we see modern slavery in relation to accommodation, victims may:

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

## Victims may be identified by appearance, they may:

- suffer injuries that appear to be the result of an assault
- suffer injuries or impairments typical of certain jobs or control measures
- suffer injuries that appear to be the result of the application of control measures
- have injuries that appear old, untreated or that they cannot explain
- wear the same clothes each day

# FINANCES . . .

victims may:

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

# Next steps . . .

- How are we going to integrate this knowledge into our daily working lives – and indeed how can you prove that you have this knowledge and are making the relevant enquiries to ensure the safety of your staff?

- How will authorities ensure that you as a provider integrate due diligence into your recruitment processes?

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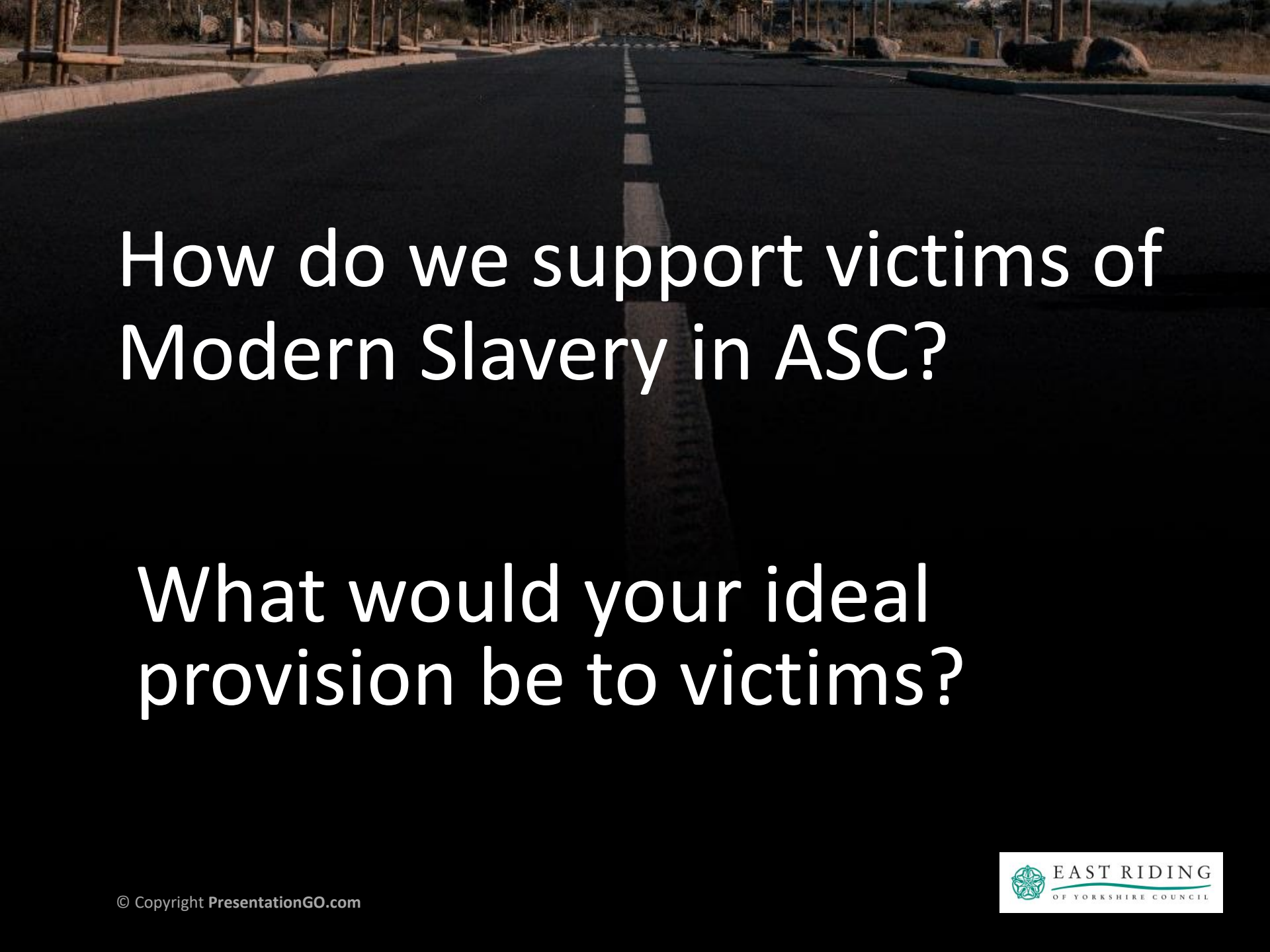
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# Problems causing exploitation in the care sector:

- 165,000 vacancies in the care sector
- Introduction of care workers through the skilled worker visa route
- Exploiters undercutting the market (recuperating costs from charging international recruits so good employers are losing out
- Long hours – not paid for travel/ mileage
- Lack of understanding of worker's rights
- Cultural differences in delivering care
- Deceiving overseas job adverts
- Recruiters issuing  fraudulent qualifications to workers
- Lack of due diligence amongst sponsors
- Hesitation for victims to come forwards and work with law enforcement as this can lead to UKVI
- When sponsorship is lost worker has 60 days to find a new sponsor to stay in the UK
- No recourse to public funds so displaced workers are then reliant on foodbanks and illegitimate work, charities and faith centres to survive
- Cost of living crisis and making promises to send money home

# Sponsorship in Adult Social Care and Common Themes in the care sector:

- International workers particularly impacted are of Asian and African nationality
- They are charged between 7k and 50k for sponsorship
- Deceived around the job role
- Forced to work excess hours – sometimes as a form of punishment
- Lack of training and equipment
- Coerced into completing duties outside of their role
- Not being paid correctly and unexplained deductions on payslip
- Car Loans and high charges
- Encouraged to distrust authorities
- Forced into signing papers they do not understand
- Physical Abuse
- Psychological abuse



# How do we support victims of Modern Slavery in ASC?

# What would your ideal provision be to victims?

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# How do I report suspicions?




CrimeStoppers.
0800 555111
100% anonymous. Always.

modern slavery helpline
08000 121 700

www.reportingcrime.uk/HPPartnershipIntelligence/


Thank you for listening
Good luck in your future endeavours
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