



Subject: St Giles Trust – Norfolk Modern Slavery/Human Trafficking Support service

Originator: Head of Community Safety and Violence Reduction Coordination Team

Decision no. 13/2023

Reason for submission: For decision

Submitted to: Police and Crime Commissioner

Summary:

The Modern Slavery/Human Trafficking Support grant will provide service provision through St Giles Trust. This service will provide immediate independent support and initial response to those, aged 18 and over (men and women and those with protected characteristics) who have been subject to modern slavery and exploitation in Norfolk that have been identified through police driven intelligence, operations and investigations. The service will complement The Salvation Army, who are the nationally appointed specialist support agency for all adult victims of modern slavery.

It will support partners including communities to drive forwards a response to prevent serious and organised crimes of modern slavery and human trafficking where people are exploited for other people's personal gain.

The service support underpins the strategic intent of both the Office of the [Police and Crime Commission, Police Crime and Community Safety Plan 2022-2024](#)¹ and the [Norfolk County Community Safety Partnership, Safer Norfolk Plan 2021-2024](#)².

- Police and Crime Plan 2022-24 priorities (pillars):
 - Support Victims
 - Tackling Crime

¹ [Police, Crime and Community Safety Plan for Norfolk 2022-2024](#)

² [Safer Norfolk Plan 2021-2021](#)

- Prevent Offending
- Safer and Stronger Communities

The service will deliver and support the aims and best practice within the following strategies:

- o The Victims Code
- o European Directive 2012/29/EU of the European Parliament and of the Council 25 October 2012.
- o HM Government 'Ending Violence Against Women and Girls Strategy (VAWG)
- o The Norfolk Sexual Violence Strategy
- o The Norfolk Anti-Slavery Partnership Strategy (under development)

Recommendation:

Provide a three-year grant to St Giles Trust to manage the Modern Slavery/Human Trafficking service, providing immediate independent support and initial response to those, aged 18 and over (men and women and those with protected characteristics) who have been subject to modern slavery and exploitation in Norfolk until 31st May 2026.

Outcome/approval by: PCC/~~chief executive~~/~~chief finance officer~~

(Delete as appropriate)

The recommendations as outlined above are approved.

Signature: 

Date: 23/06/2023

Detail of the submission

1. Objective:

- 1.1 The Modern Slavery/Human Trafficking (MSHT) Support grant will provide service provision through delivery by St Giles Trust. This service will provide immediate independent support and initial response to those, aged 18 and over (men and women and those with protected characteristics) who have been subject to modern slavery and exploitation in Norfolk that have been identified through police driven intelligence, operations and investigations. The service will complement The Salvation Army, who are the nationally appointed specialist support agency for all adult victims of modern slavery who consent to enter the national referral mechanism (NRM).
- 1.2 This service will support partners including communities to drive forwards a response to prevent serious and organised crimes of modern slavery and human trafficking in Norfolk where people are exploited for other people's personal gain.
- 1.3 The objective of this project is to improve the immediate care, advice, guidance and support to victims of MSHT in Norfolk, and:

Support law enforcement and prosecutions by:

- Support and coordination of victim engagement with the police to support the likelihood of successful criminal justice outcomes
- Coordinating a whole victim multi agency immediate response service
- Protect victims of trafficking
- Equipping professionals by raising awareness, support and implement training for front line professionals

Focus on prevention by:

- Working with all agencies including the private sector to recognise modern slavery
- Encouraging the role of the public sector responding to modern slavery
- Raise public and professional awareness
- Prevent victimisation
- Support and signpost those who do not consent to entering the National Referral Mechanism (NRM) system

2. Background:

- 2.1 Modern slavery is a serious, often hidden, crime where people are forced by others into a situation/s which they cannot leave so that they can be exploited for profit. It involves using coercive means to control or exploit victims for a variety of purposes.
- 2.2 These serious and organised crime types are perpetrated by groups and/or individuals that seek to violate an individual's human rights. They are hidden by their nature and the harm caused by these crimes is often concealed and significant. Some adults at risk may not recognise themselves as victims of modern slavery or exploitation until identified through police investigation or partnership operations.
- 2.3 There is a necessity to identify innovation and best practice from a national audience regarding modern slavery and human trafficking intervention, prevention, and protection which is key to stopping organised crime and reduce crisis intervention.
- 2.4 Adults in England and Wales who are identified and recognised as a victim of modern slavery can access and gain support through the NRM process.
- 2.5 Support in England and Wales, for those consent to entering the NRM process, is currently delivered by the Salvation Army and a number of subcontractors. The Salvation Army assess each potential victim to determine what support is most appropriate.
- 2.6 This specialist tailored support is available for a set period of time (at least 45 days) while their case is considered by the relevant competent authority within the Home Office. This support may include:
 - access to relevant legal advice
 - accommodation

- health care
- counselling
- education opportunities
- protection and financial support
- independent emotional and practical help

2.7 Any adult victim must have this process explained to them and their consent must be sought before completing the online referral to the NRM. For those victims under 18, or may be under 18, an NRM referral must be made.

2.8 In cases where those identified as being subject to exploitation and the individual/s do not enter the NRM, victims may be disadvantaged by a lack of the above practical and emotional support to recover from the experience of modern slavery.

2.9 The Hidden Victims Fund, launched in 2018, was in response to the then Police and Crime Plan 2016-2020. The fund itself was launched to support pilot projects, preventative work and service delivery supporting vulnerable groups, who were exposed to exploitation which included: hate crime, modern slavery, human trafficking, child sexual abuse, sex work and forced marriage/honour-based abuse. The fund supported these groups where crime was underreported and/or there were no mainstream services or projects or services/projects outside of the scope of existing commissioned services.

2.10 During this period the fund was awarded to three projects, which have all been successful in their pilot project, monitoring and the learning reviewed.

2.11 Moving forwards for the next 3 years and implementing the learning from the previous 3 projects this Modern Slavery/Human Trafficking Support service will provide immediate independent support and initial response to those, aged 18 and over who are/ have been subject to modern slavery and exploitation in Norfolk.

2.12 The Norfolk based service will coordinate and support partners, including communities to drive forwards a response to prevent serious and organised crimes of modern slavery and human trafficking where people are exploited for other people's personal gain.

2.13 There is a need to provide immediate victim care and support on identification of exploitation by working in partnership with local statutory, non-statutory and charitable agencies. This will encourage and ensure a coordinated, multiagency approach to identifying, increasing referrals and putting in place immediate support measures and advice for those subject to modern slavery and human trafficking.

2.14 This provision will support and enable victims/survivors to communicate their experiences to criminal justice agencies engaged in enforcement activity and ensure they are supported, safe, heard and their rights are respected throughout this process. This support service will be provided on a 1-2-1 basis depending on the immediate need of the service user.

2.15 This service will identify themes and trends of exploitation response and deliver evidence-based training and awareness, over a 3-year period, to equip professionals by raising awareness and support training for front line professionals. This will enable them to identify victims of modern slavery and human trafficking in collaboration with other boards across the Norfolk partnership. This will include working with the:

- Norfolk Safeguarding Children Partnership
- Norfolk Safeguarding Adults Board
- Norfolk and Suffolk Criminal Justice Board
- Health and Wellbeing Board
- and other established multiagency working groups.

2.16 Support, alongside specialist policing teams on operations and investigations will providing independent expert input and offer immediate engagement with victims/potential victims of MSHT from initial identification.

- Support multi agency risk and harm management when safeguarding matters arise from first point of contact and throughout the ongoing investigations.
- Provide best practice advice by coordinating effective planning for positive victim engagement to support and assist police investigations. Co-locate and work with specified police/partnership agencies and utilising their intelligence identified by the Tackling Organised Exploitation (TOEX) Programme or Norfolk Constabulary

3. Areas for consideration:

3.1 The benefits of this interventions are:

Support victims of modern slavery to understand their rights and entitlements. Collaborate with victims to navigate local service provision supporting them, where required, through the criminal justice process. This support service should be provided on either a 1-2-1 or group session basis depending on the immediate need of the service user.

3.2 Provide wide-ranging knowledge of activities and local, regional and national partner organisations involved in responding to modern slavery and human trafficking.

Coordinate and provide trauma informed specialist agency response and support for victims. Collaborate with multi agency teams as necessary, who are responsible for victim support services, according to individual victims' needs.

3.3 Provide the single point of contact for the victim's needs, liaise with the officers investigating their case and the multi-agency response.

3.4 Support multi agency risk and harm management when safeguarding matters arise from first point of contact and throughout the ongoing investigations.

3.5 Engaging with Social Care services to ensure the safeguarding of those individuals identified are responsive to a modern slavery and human trafficking trauma informed practice and arrange appropriate referrals to partner agencies.

3.6 To actively participate in relevant practice-level multi-disciplinary team meetings as a subject matter expert ensuring a victims' needs and rights are respected and heard throughout this process.

3.7 Work in partnership with local authorities to assist in mapping a victim's journey through Norfolk support services and identify any gaps in service provision. The service provider will be required to have in place appropriate information sharing management /agreements with partners. This will be supported by the OPCCN.

3.8 Establish a strong relationship with the Norfolk Anti-Slavery Network partnership to utilise local, regional and national research and best practice to support, develop and innovated partnership policy and operational practice to modern slavery and human trafficking.

3.9 Develop a trauma-informed approach to identification, protection, care and support for victims of modern slavery and human trafficking. Work in partnership with the Community Safety and Violence Reduction Modern Slavery Coordinator to develop modern slavery and human trafficking multi agency workshops for all staff (operational and strategic level) within authorities and organisations.

3.10 Support the development of key information and materials, including digital and non-digital assets, to be utilised by all Norfolk stakeholders to raise awareness of modern slavery and human trafficking and how to get help in partnership with the Community Safety and Violence Reduction Communication lead and the Community Safety and Violence Reduction Modern Slavery Coordinator.

4. Other options considered:

4.1 Do nothing: Without this additional funding in those cases where those identified as being subject to exploitation and the individual/s do not enter the NRM, victims may be disadvantaged by a lack of the above practical and emotional support to recover from the experience of modern slavery. In addition, victims would not have a coordinated immediate response to meet their needs and the training of the partnership workforce would not be completed.

5. Strategic aims/objective supported:

5.1 This grant supports the strategic intent of both the Office of the Police and Crime Commission, Police Crime and Community Safety Plan 2022-2024 and the Norfolk County Community Safety Partnership, Safer Norfolk Plan 2021-2024 .

- Police and Crime Plan 2022-24 priorities (pillars):
- Support Victims
- Tackling Crime
- Prevent Offending
- Safer and Stronger Communities

5.2 The role of the NCCSP is to deliver a multi-agency response to community safety and specifically for this fund a service that delivers a multi-agency response to the exploitative organised crime business model of modern slavery and exploitation supporting the Modern Slavery Statutory Guidance from England and Wales (under Sect 49 of the Modern Slavery Act 2015) V2.10 (June 22).

5.3 The grant will enable the delivery of a service that supports the aims and best practice within the following strategies:

- o The Victims Code
- o European Directive 2012/29/EU of the European Parliament and of the Council 25 October 2012.
- o HM Government 'Ending Violence Against Women and Girls Strategy (VAWG)
- o The Norfolk Sexual Violence Strategy
- o The Norfolk Anti-Slavery Partnership Strategy (under development)

6. Financial and other resource implications:

6.1 To deliver the Norfolk Modern Slavery/Human Trafficking Support service

31st May 2026 (inclusive), the Office of the Police and Crime Commissioner for Norfolk will fund St Giles £125,000.

7. Other implications and risks:

7.1 Should there be any risk to the project being delivered, St Giles Trust is required to notify the OPCCN as per the conditions of the award.

7.2 The funding for this project will be jointly funded from the Community Safety Fund and the Office of the Police and Crime Commissioner for Norfolk.

Originator checklist (must be completed)	Please state 'yes' or 'no'
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	Yes
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	Yes
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
In relation to the above, have all relevant issues been highlighted in the 'other implications and risks' section of the submission?	

Is this report a Confidential Decision?

No

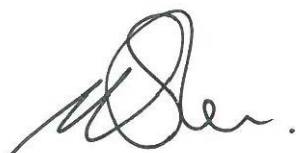
If Yes, please state reasons below having referred to the [PCC Decision Making Policy](#)

Approval to submit to the decision-maker (this approval is required only for submissions to the PCC).

Chief Executive

I am satisfied that relevant advice has been taken into account in the preparation of the report, that the recommendations have been reviewed and that this is an appropriate request to be submitted to the PCC.

Signature:



Date: 23/06/2023

Chief Finance Officer (Section 151 Officer)

I certify that:

- a) there are no financial consequences as a result of this decision,
Or
- b) the costs identified in this report can be met from existing revenue or capital budgets,
Or
- c) the costs identified in this report can be financed from reserves
And
- d) the decision can be taken on the basis of my assurance that Financial Regulations have been complied with.

Signature:



Date: 23/06/2023

Public access to information: *Information contained within this submission is subject to the Freedom of Information Act 2000 and wherever possible will be made available on the OPCC website. Submissions should be labelled as 'Not Protectively Marked' unless any of the material is 'restricted' or 'confidential'. Where information contained within the submission is 'restricted' or 'confidential' it should be highlighted, along with the reason why.*