

1. BACKGROUND

What is Modern Day Slavery?

Modern Day Slavery can take many forms including the trafficking of people, forced labour, servitude, and slavery.

Forced labour is a type of modern-day slavery where victims may be forced to work long hours for little or no pay in poor conditions under verbal or physical threats of violence to them or their families. It can happen in various industries, including construction, manufacturing, laying driveways, hospitality, food packaging, agriculture, maritime and beauty (nail bars). More recently, there has been evidence of forced labour within some agencies supplying services to the regulated care sector.

2. WHY IT MATTERS

Responsibilities Under the Law

To ensure the safety of residents and service users, service providers must assure themselves that anyone working in their service is competent and safe to do so. It is the law that persons employed for the purposes of a regulated activity are 'fit and proper'.

The 'Right to Work' student visa permits students to work 20 hours per week. Cases have evidenced students working over 80 hours per week. The care home pays the supplying agency for hours worked. The agency only pays workers for the 20 permitted hours withholding the rest saying it's to pay for NI contributions.

3. INFORMATION

Indicators of Modern-Day Slavery

Signs of slavery and exploitation are often hidden. Victims can be any age, gender or ethnicity or nationality. Some common signs:

Legal documents (passport, ID, DBS) may be held by someone else. Victims may be forced to use false or forged identity documents

The person may look malnourished, unkempt, appear withdrawn or tired. They may not be dressed appropriately for the work.

The person may be withdrawn, unable to answer questions about themselves or give inconsistent answers

7. Questions to consider

1. Are there any indicators that the person may be a victim of Modern-Day Slavery?
2. Is the person being accompanied to appointments, maybe for their Covid-19 Vaccinations
3. Is the agency being used a new service?
4. Is the agency charging inflated fees that are higher than usually expected?
5. Have you completed all your safety checks before accepting the person for a shift?
6. Is the person arriving on shift the same person matching the profile shared from the agency?
7. Have you completed a welfare conversation?

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Minute Briefing Modern Day Slavery in Regulated Care

4. Responsibilities of the care provider include:

- Having policy & procedures in place for managing adult abuse, or the risk of abuse including whistleblowing procedures
- Satisfying themselves that agency staff have been recruited appropriately (including reference checks and Disclosure and Barring (DBS) checks) and are inducted, trained and provided with ongoing supervision
- Checking the online Professional registrations sites e.g. NMC website to ensure professionals are registered

6. What to do

Trafficking gangs are dangerous criminals, therefore it is vital you do not attempt to act on suspicions which may put you or the possible victim(s) at risk.

Should you come across anyone you believe could be a victim of Modern Slavery, an agency that raises suspicion, or might be using forced labour, call the helpline on **0800 0121 700** or call the police.

Do not allow staff shortages and system pressures influence your recruiting responsibilities. It is vital that permanent care home workers/registered managers engage with temporary workers on a regular basis to check on welfare, circumstances etc.

5. Responsibilities of the care provider continued

Managing allegations against persons working with adults at risk, including reporting to professional bodies in relation to misconduct

If there are concerns that a staff member (agency or not) has caused harm, or poses a risk of harm to vulnerable groups; care providers have a legal obligation to raise a safeguarding alert and refer relevant information to the DBS service www.gov.uk/government/organisations/disclosure-and-barring-service

Raise awareness of forced labour by **displaying posters** and by including the topic at team meetings