



Slavery Exploitation Team 2022-23 Review

Date Produced: July 2023

Version Number: 1

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SET Team Overview

The Slavery Exploitation Team (SET) has dedicated officers who work with partners to identify and tackle exploitation, modern slavery and trafficking, and offer support to survivors. To strengthen a multiagency approach to identification, prevention and management of cases, the team established a Slavery Exploitation Risk Assessment Conference (SERAC). The SERAC unites statutory and non-statutory agencies to discuss suspected or known cases and plan a joint response to manage risk and intervene. Discussions also feed into NRM referrals and police investigations.

Outside of the SERAC arena, SET triages referrals, liaises with other agencies, conducts low-level investigations, offers specialist guidance to professionals and advocates for survivors. The team also deliver awareness raising sessions and support Police on pre-planned operations to provide a survivor-centred approach from first interventions in both business settings and dwellings.

Outcomes for survivors have included: referrals into the NRM; moving into areas identified as 'safe' by police colleagues; arrests of criminals under the modern slavery act; implementing suitable support (finances managed by money carers, substance misuse support, mental health support, referrals to charities such as POW); advocacy; and increased security (alarms, place of interest markers, safe and well visits from Community Protection Officers). All of which has provided a robust holistic safeguarding approach for vulnerable individuals.

SET referrals in numbers

March 2019 – end of March 2023

Referrals received	715
Cases re-referred	26

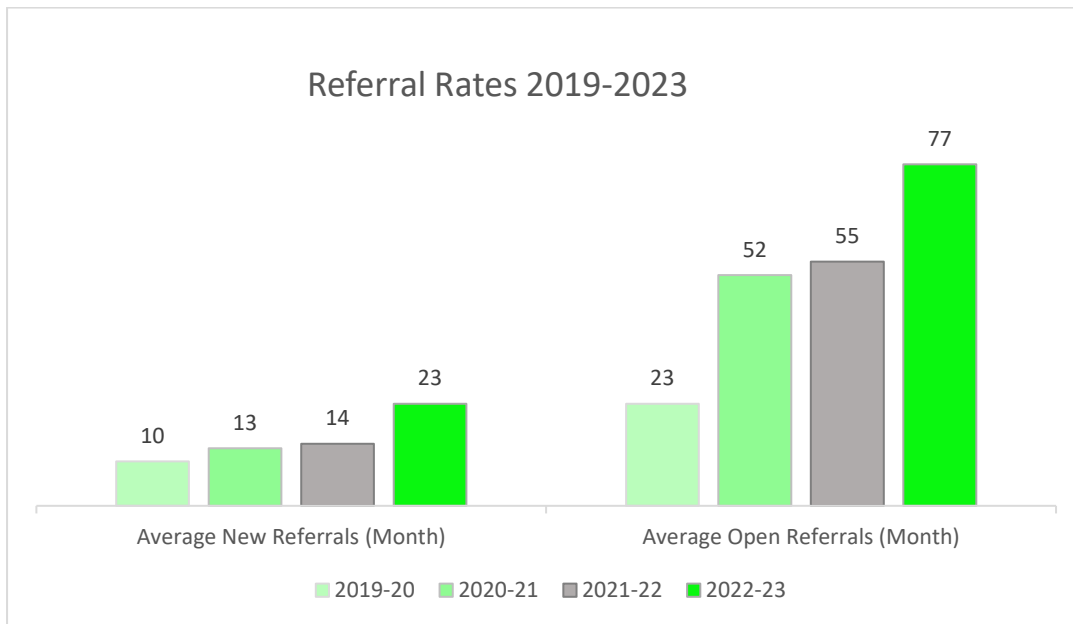
Between 01/04/2022-31/03/2023:

Referrals received	273
Opened as a case to SET	245
Referrals taken to SERAC	90
Advice and signposting	28
Cases re-referred	6
Enquiries	15

This review and analysis covers the referrals from 01/04/2022 – 31/03/2023; a total of 273.

Discrepancies in numbers used for separate data analysis is due to: re-referral data not been included in some categories, certain demographics (age, nationality etc) not being known, the referral being for a property not an individual, referrals where a person's address what was not identified or was from out of the area.

Referrals 2019-2023

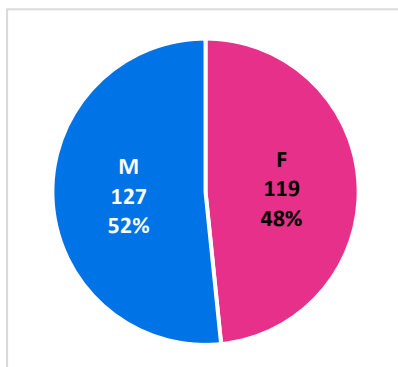


The years are grouped by financial years, with 2019-2020 including March 2019. The data is taken from referral numbers per month in each year.

Increase in referrals does not necessarily suggest that cases of exploitation and slavery are increasing, but rather that agencies are identifying these cases and referring for support and intervention at a higher rate. The significant jump from 2021-2022 to 2022-2023 could be due to the post-pandemic, as cases that were harder to identify during lockdown may have become more evident to agencies afterwards. It could also be the result of the team’s training and awareness-raising sessions, internal and external recognition of the team, and an increased knowledge and awareness of the team in other agencies (by word-of-mouth, recommendations, networking).

Victim Breakdown

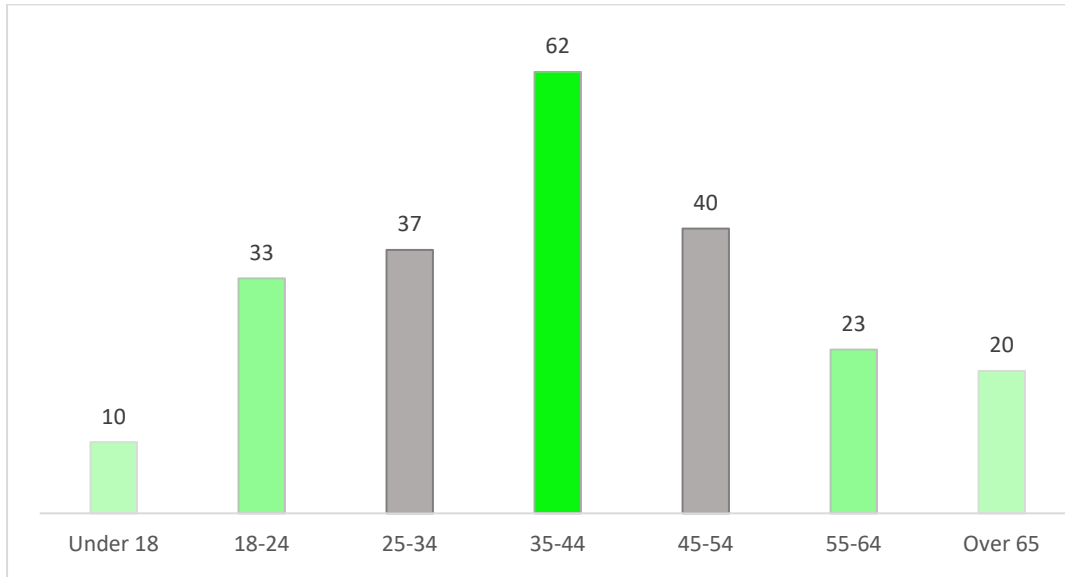
Gender



Gender is recorded as male or female; transgender people are recorded as their identified gender. No non-binary/third gender-identified people have been recorded. Women are more likely than men to be targeted for: sexual exploitation (89% of cases were for females) and domestic servitude (78%). Men are more likely to be targeted for: labour exploitation (68%), cuckooing (64%), debt bondage (62%). There is little difference between gender for human trafficking.

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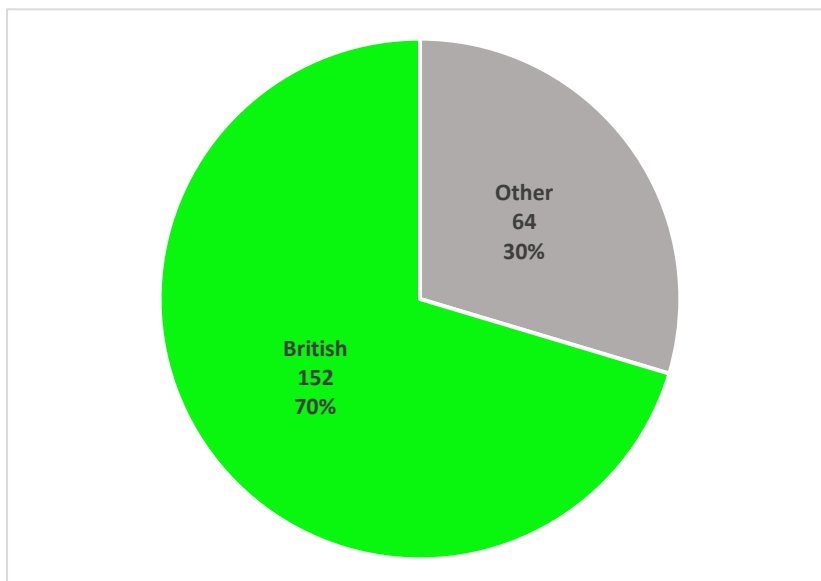
Age



Under 18's are under-represented because there is a clear pathway for exploited children within Children's Services. The number of under 18's that are targeted for exploitation and slavery is likely to be significantly higher than SET records.

The most common age group referred to SET is 35-54 making up 62% of cases, suggesting that this age group may be more likely to be targeted for exploitation and slavery.

Nationality

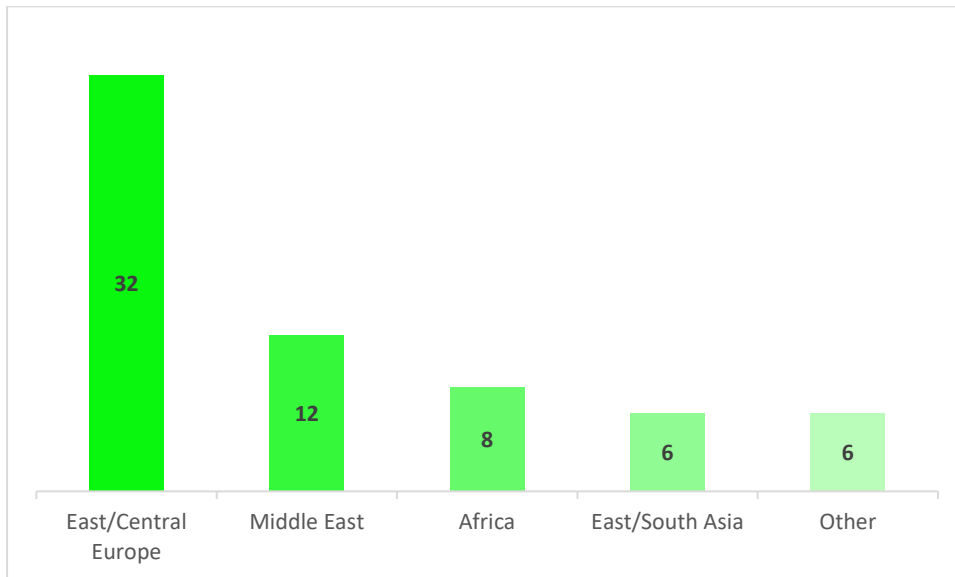


The chart shows the 216 referrals which included an identified nationality.

The chart demonstrates that the majority of SET referrals are for British nationals.

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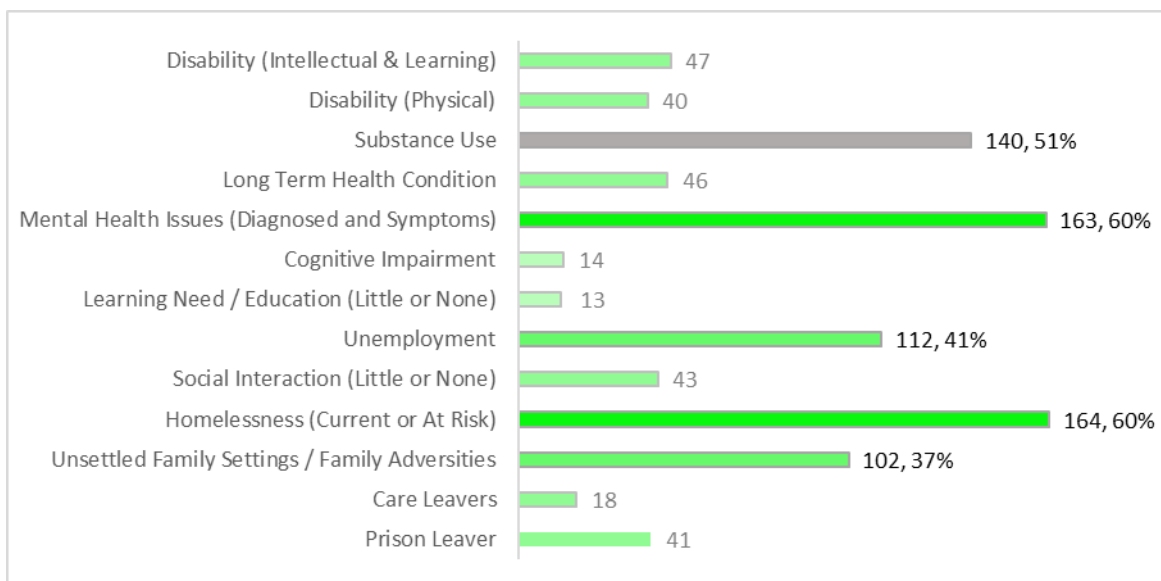
This is the breakdown of the non-British nationals:



Other includes the Caribbean, the North Atlantic Ocean, Northern Europe, and Western Europe.

This shows that 50% of non-British nationals are from East and Central Europe (mostly Romania (10), Ukraine (8), and Poland, (6)). Referrals for Ukrainian nationals increased after the invasion of Ukraine; the first referral for someone identified as being from Ukraine was in May 2022, before then no Ukrainians were recorded in SET’s data.

Vulnerabilities

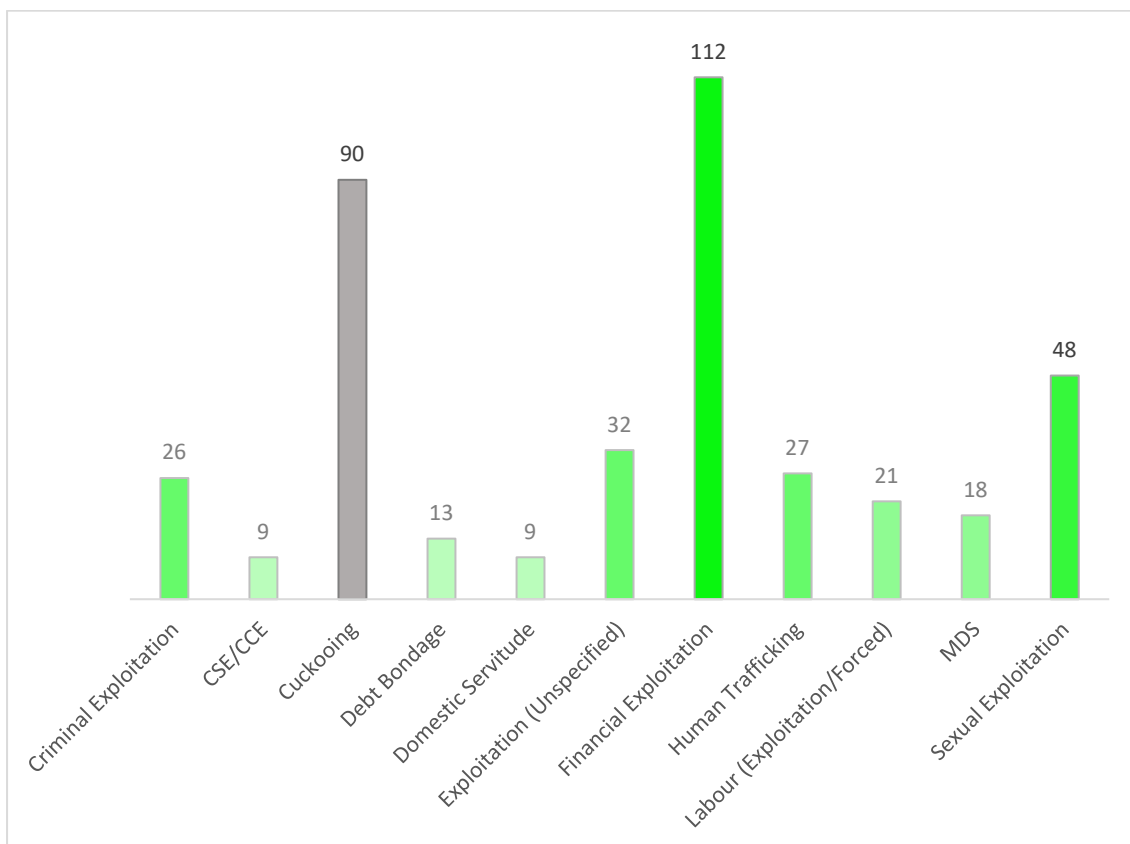


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Over half of referrals had identified vulnerabilities of: Homelessness, Mental Health Issues, and Substance Use. Over a third of referrals had identified vulnerabilities of Unemployment and Unsettled Family Settings.

There were 943 vulnerabilities identified over 242 referrals with over half (59%) of referrals having 4 or more identified vulnerabilities, and over a third (37%) having 5 or more. This demonstrates that people who are exploited are often vulnerable in multiple ways, and may be more susceptible because of these severe multiple disadvantages.

Types of Exploitation



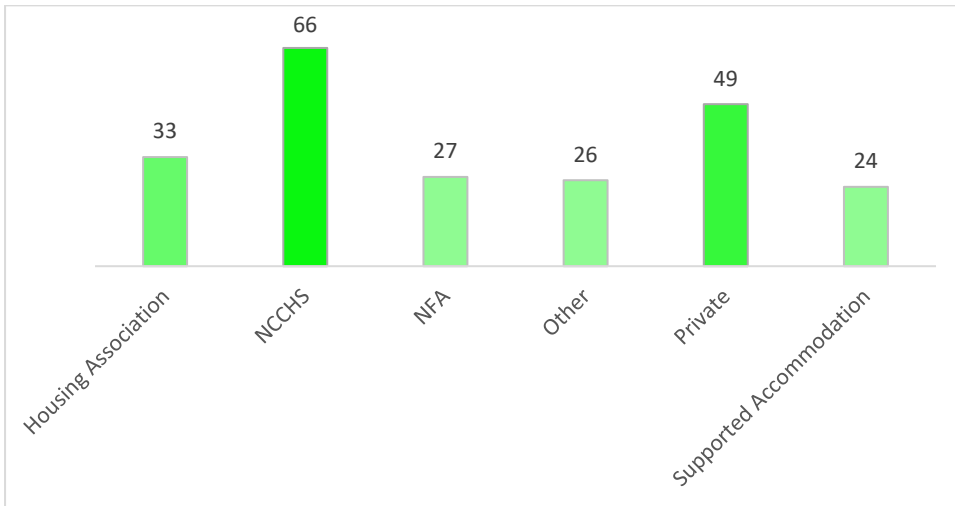
A total of 480 types of exploitation were identified; almost half (49%) only had 1 exploitation type identified, but 17% had 3 or more identified, and 6 cases had 5-7 types identified.

The most common type of exploitation was financial exploitation, identified in just over 40% of cases, followed by cuckooing, identified in just over a third of all cases, and then sexual exploitation in 18% of cases.

Housing Status



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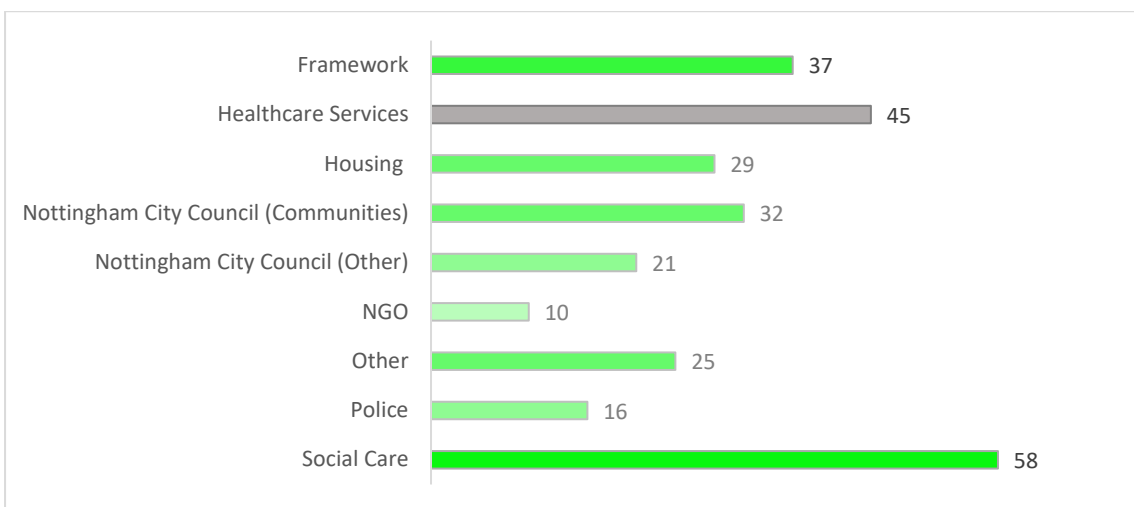


In the 'Other' category, 6 referrals were for CICs, and 6 referrals were for the Homes for Ukraine Scheme.

Nottingham City Council Housing Services (NCCHS) - formerly NCH - is the housing provider with the highest referrals. In the 'Housing Association' category, 70% of referrals were for Framework. Both these housing providers provide accommodation specifically for vulnerable citizens and have managed processes with SET and are likely to identify issues at early opportunity.

Private rented accommodation is unstaffed and monitoring is less frequent. Selective Licensing and Safer Housing work with SET to identify potential victims.

Referring Agencies



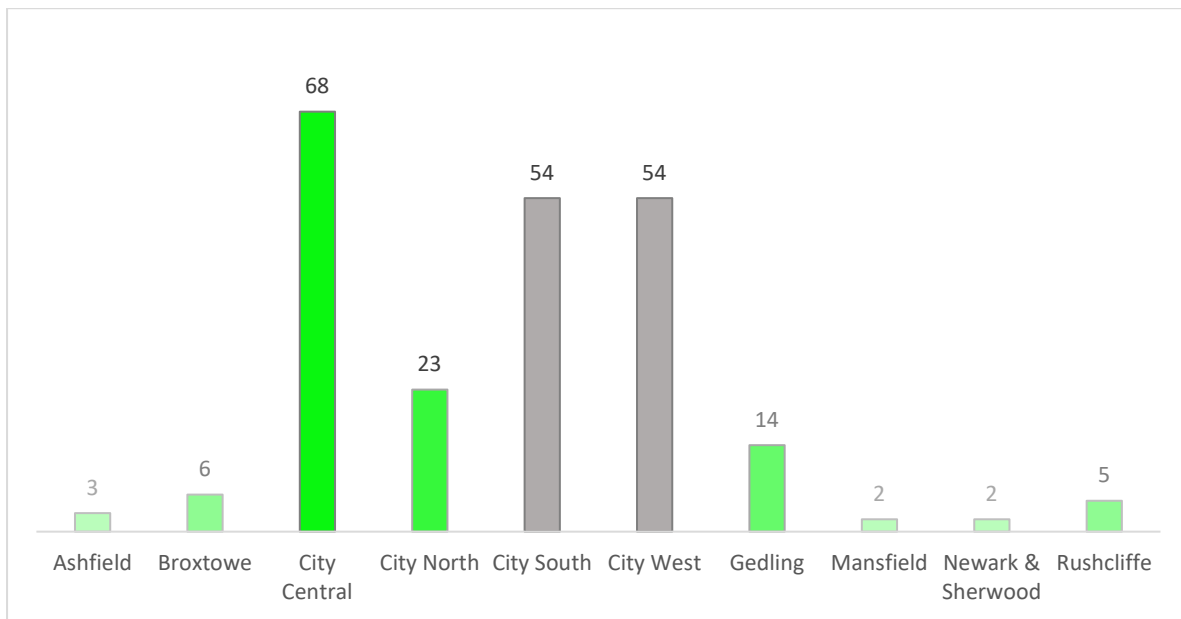
'Other' includes Gedling and Rushcliffe Borough Councils, DWP, other panels (such as CPP and MARAC), the Safeguarding Gateway, and 2 referrals from the Homes for Ukraine Scheme. Framework's referrals include

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those from Framework Housing, and other Framework services such as NRN, The Health Shop, and Rough Sleeping, Drug and Alcohol Treatment Team. Nottingham City Council (Communities) include Safer Housing, ASB, CPO, Licensing, and others. Nottingham City Council (Others) include Housing Aid, Councillors, and other departments within the Council.

21% of referrals came from Social Care. The next highest referrer was Healthcare, of which 51% of those referrals were from Nottingham University Hospitals, and the rest from other NHS services. 62% of referrals in the 'Housing' category were from NCCHS, with the rest from other housing associations and supported accommodations.

Referral Locations

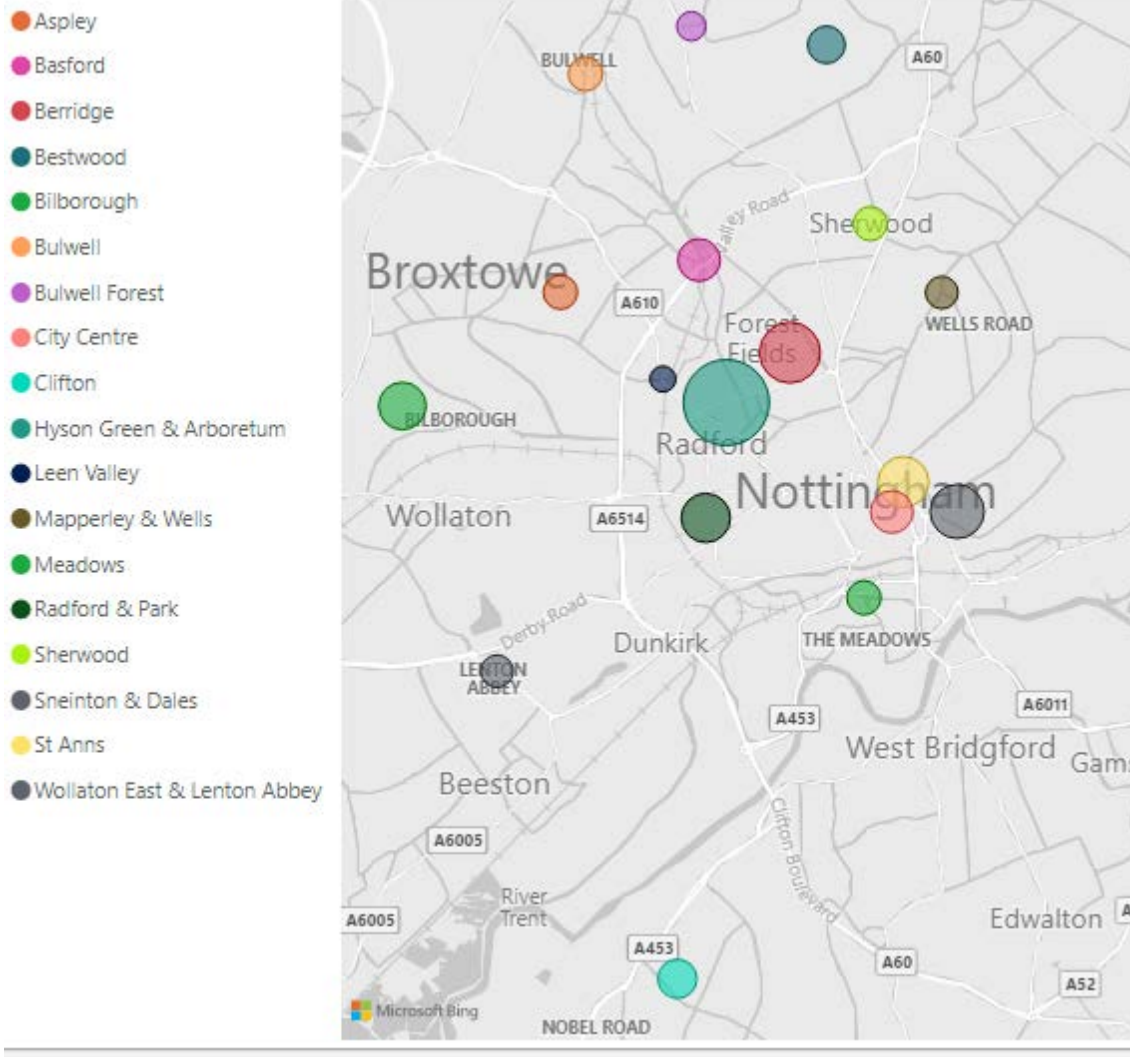


Out of the referrals for the Nottingham City district, 34% were for City Central (City Centre, Hyson Green & Arboretum, Radford & Park, Wollaton East & Lenton Abbey), 27% for both City South (Clifton, Mapperley & Wells, Meadows, Sneinton & Dales, St Anns) and City West (Aspley, Basford, Berridge, Bilborough, Leen Valley, Wollaton West) and 12% for City North (Bestwood, Bulwell, Bulwell Forest, Sherwood).

Out of all the wards within the Nottingham City district, Hyson Green & Arboretum has the highest number of referrals, at 19% of the total ward referrals; followed by Berridge (11%) and Sneinton & Dales (9%). Other wards that have an above average number of referrals are Radford & Park (8%), St Anns (8%), and Bilborough (7%). The only ward with no referrals was Wollaton West, which is perhaps because a large portion of that ward is covered by Wollaton Park.



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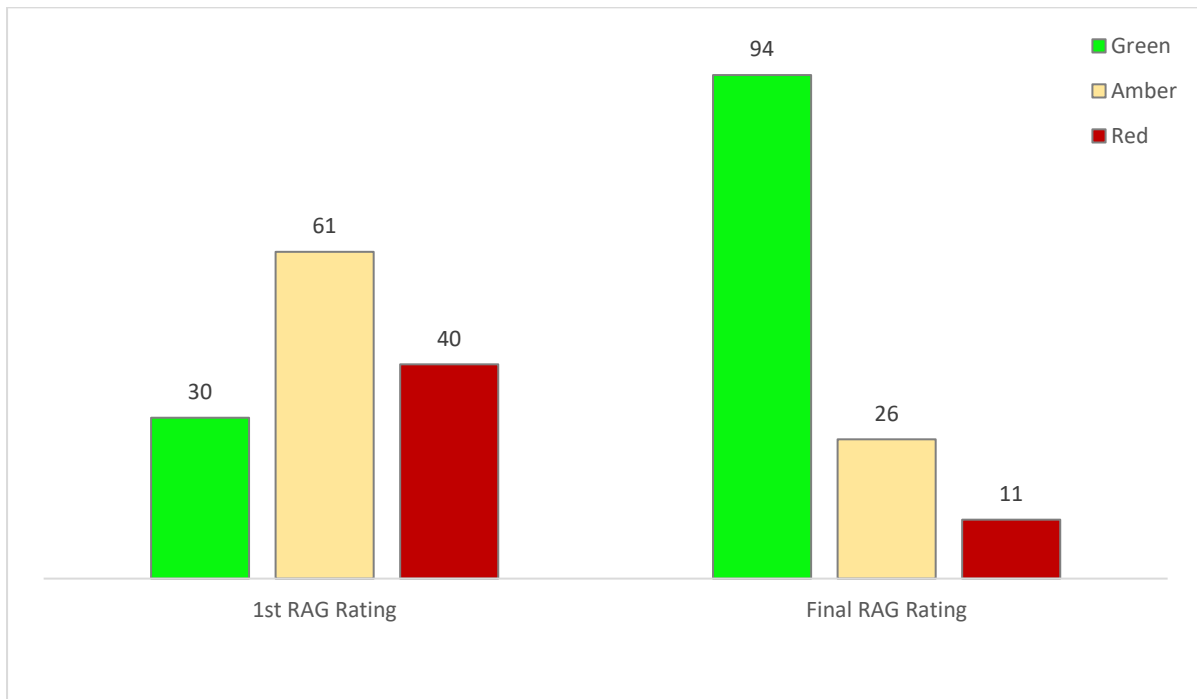


Data points on the above map represent the centre of the wards, and not the specific locations of exploitation/slavery.

RAG Ratings

RAG ratings were developed by SET in August 2022 in order to risk assess and more effectively manage cases referred into the team. There are 10 identified areas of risk - housing, disabilities, substance use, mental health, agency involvement, immigration status, risk of going missing/absconding, ability to risk assess/keep safe/access services, police incidents/hospital presentation, slavery/exploitation/trafficking. From August 2022 – March 2023, 131 closed cases had at least 1 RAG rating completed. There was a total of 539 RAG ratings completed, which is an average of 4 RAG ratings per case.

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Interventions by SET reduce risk and by the time the case is closed, most cases will have had the risks reduced to Green.

There are various reasons a case might still be assessed as Amber or Red risk at the point of closure, such as: the case being referred to other pathways (such as police); the case individual moving out of area while some risk areas remain high; and no further concerns for exploitation/slavery and no further role for SET despite some risk areas remaining high.

Successes

Nottingham is considered a leading light in academic circles in the field of modern day slavery and exploitation. The SERAC model features as an example of best practice in the 2022 LGA refreshed guidelines. [Council guide to tackling modern slavery \(local.gov.uk\)](#)

The team featured in a documentary and accompanying book about slavery and the different trends/ways of tackling the problem in key involved countries.

http://www.editora.puc-rio.br/media/16_PUC_globalcities_ebook.pdf

The SET offers comprehensive training, workshops, advice and support for frontline services in managing exploitation related concerns.

The estimated cost per modern slavery victim in the UK in 2016/17 was £328,720 (latest available data taken from the Governments Economic and Social Cost of Modern Slavery [Economic and social costs of modern slavery - GOV.UK \(www.gov.uk\)](#)). Some cases are referred to the SET when it is too late for early intervention or prevention and victims will fall into this cost evaluation. However, for the majority of cases the SERAC partnership is

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successful in implementing safeguarding, early intervention and prevention. During the 2022-23 financial year, SET received 273 referrals, with an average cost of £681 per case.

Next steps

In 2023-24 additional SET projects will include expanding the service to a countywide provision offering additional SERACs to cover county north and south.

The team is in the process of gaining approval for expansions for funding to manage the operational delivery of the Another Way Project – a VRP funded initiative offering support to young people (aged 18-24) who are impacted by affiliation to gang activity and exploitation.

Work is currently been undertaken with Justice and Care, Salvation Army, British Red Cross and the University of Nottingham to develop and deliver collaborated training as standard throughout the county.

Case Study

The Slavery Exploitation Team received a referral from a support service for a vulnerable adult who had a learning disability and challenges with substance use. Concerns were that he was being financially exploited by way of being forced to pay other people's drug debts. There had been a number of physical assaults against him by both drug dealers and users.

Observations had been made by professionals that he was struggling with mental health and personal hygiene, however substance use was preventing him from accessing support with specialist services to address this.

Following immediate welfare checks by police (at the request of the team), effective referrals were made to adult social care, substance use services and counselling.

Multi disciplinary meetings were instigated to explore interventions and pathways to support. Although initially deemed to have capacity, further assessments resulted in the diagnosis of a cognitive impairment disability and the team successfully advocated for him to access mental health specialist supported accommodation. He moved 3 months after the initial referral and is continuing to engage with services around substance use, mental health and personal daily routines.