

**Modern Slavery  
Strategy 2022-27**

**Dated: November 2022**

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# 1. FOREWORD

**Cllr Carole Pattison**, Cabinet Member for Learning, Aspiration and Communities



Modern slavery is unfortunately a significant crime in modern day society. In 2021 there were 12,727 cases of it highlighted to the Home Office. Additionally, it's estimated that there could be at least 100,000 victims in the UK. This is not acceptable. Modern slavery is an extremely cruel violation of human rights which is ultimately undertaken because of the financial reward available to the perpetrator. This often-hidden exploitation operates in our communities in plain sight. Modern slavery is so covert in the way it is conducted that it's not always apparent that such a dreadful act is taking place.

As a key priority of our Communities Partnership Plan, I'm proud to present the Kirklees Modern Slavery Strategy. This document will go into detail about our plan to work with partner agencies to tackle modern slavery in all its forms.

Our strategy first and foremost is to be supportive to anyone who has suffered from exploitation and has been a victim of modern slavery. We must do everything we can to support young people and adults who have suffered from this heinous crime or are potential victims of the crime.

Secondly, we want perpetrators to know that there are serious repercussions for coordinating modern slavery. Not only will we work in partnership to prosecute those responsible, but we will also be continuing to work together to raise the profile of modern slavery and further equip our communities with the knowledge to identify and report exploitation.

We recognise the complexity of modern slavery and how it operates which is why, over several years, we have developed a 'Kirklees Modern Slavery Partnership' structure which focusses on collaborative working and information sharing between partners locally, regionally and nationally.

Locally we work with our partner, third sector and community organisations to strategically define our approach. Working together we stand a much greater chance of rooting out the networks who inflict suffering to vulnerable individuals. Together we can all provide much greater support to those who are in need.

Keeping our Kirklees communities safe is my priority and eradicating modern slavery in all its forms is vital to achieving this.

## 2. INTRODUCTION

### The Kirklees Modern Slavery Partnership

Tackling human trafficking and modern slavery is a key priority in Kirklees. The Kirklees Modern Slavery Partnership consists of statutory, charitable, and voluntary agencies who are all committed to tackling modern slavery. The safeguarding of, and support for potential victims of modern slavery lies at the heart of everything the partnership strives to do.

The Independent Anti-Slavery Commissioner highlights multi-agency partnerships as essential in implementing a comprehensive response to modern slavery. The Kirklees partnership provides a coordinated multi-agency response to modern slavery by raising awareness and knowledge amongst front-line workers, volunteers, and communities, enabling a victim focused response. In Kirklees we are clear that no single agency can solve the complex crime of modern slavery, bring perpetrators to justice, or provide care to, and support victims alone. By working in true partnership, we can all draw on a range of powers and areas of expertise which complement each other.

*Collaborative partnerships, multi-disciplinary and multi-agency working are fundamental to ensure that victims are identified, protected, and safeguarded. (Home Office, 2020)*

## 3. BACKGROUND

### Modern Slavery

Modern slavery is an abhorrent crime involving the exploitation of human beings. The UK first introduced legislation to abolish slavery over 200 years ago and the UK continues to be committed to reducing the prevalence of modern slavery through the Modern Slavery Act 2015. There are an estimated 40.3 million people living in slavery across the world today.

[Global Estimates of Modern Slavery: Forced Labour and Forced Marriage](#) , Geneva, September 2017.

Modern slavery is an overall term which encompasses human trafficking, slavery, servitude and forced or compulsory labour. Modern slavery is a serious crime which violates human rights. Victims are forced, coerced, or deceived into situations where they are controlled to provide a service or services for the financial benefit of their exploiter.

Someone is in slavery if they are:

- Forced to work through physical or mental threat.
- Owned or controlled by an 'employer', usually through mental or physical abuse, or the threat of abuse.
- Dehumanised, treated as a commodity or bought and sold as 'property'.
- Physically constrained or have restrictions placed on their freedom.

The Modern Slavery Act 2015 provides the following definitions:

- 'slavery' is where ownership is exercised over a person.
- 'servitude' involves the obligation to provide services imposed by coercion.
- 'forced or compulsory labour' involves work or service extracted from any person under the menace of a penalty and for which the person has not offered himself voluntarily.
- 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them.

Victims of modern slavery may be subjected to many different types of exploitation. These are typically described under the following five headings:

- Sexual exploitation
- Forced labour
- Forced criminality
- Domestic servitude
- Organ harvesting

Other forms include:

- Forced or sham marriage
- Financial exploitation

Victims of modern slavery are particularly vulnerable. Their vulnerabilities are multiplied many times over by their experiences of exploitation. Victims may have been moved between abusers and are often too scared to risk escaping; modern slavery is a complex, hidden crime. Victims may have experienced other kinds of abuse, poverty, or poor health prior to being exploited. The damage inflicted on victims is immeasurable as they have been stripped of their human rights and freedom. Our aim must be about empowering and giving back control, and to do no further harm to victims.

The most prevalent form of modern slavery reported in Kirklees relates to criminal exploitation, mainly through Cannabis cultivation for adult victims and 'county lines' exploitation for children. Labour exploitation is the next most prevalent and likely to feature victims being used for manual labour including takeaways and or food production sites. Kirklees has incidents of sexual exploitation which mainly involves Eastern European victims with exploitation through brothels and adult services websites. Reports of domestic servitude are also increasing in Kirklees.

## 4. THE NATIONAL MODERN SLAVERY STRATEGY

The national Modern Slavery Strategy 2014 [Modern Slavery Strategy \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/270273/modern-slavery-strategy-2014.pdf) sets out the UK Government's approach to tackling modern slavery, detailing the work expected from Government departments, agencies, and partners in the UK and internationally.

The aim of the strategy is to reduce the prevalence of modern slavery in the UK and enhance the international response; modern slavery is often an international crime which requires strong collaboration. The strategy is centred around four elements:

- **Pursue:** prosecuting and disrupting individuals and groups responsible for modern slavery
- **Prevent:** preventing people from engaging in modern slavery crime
- **Protect:** strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness and resilience against this crime
- **Prepare:** reducing the harm caused by modern slavery through improved victim identification and enhanced support and protection.

Because of its hidden nature, an accurate measure of the prevalence of modern slavery is difficult, however, the number of referrals into the National Referral Mechanism (NRM) gives a good indication of the scale of known victims in the UK. In 2021, 12,727 potential victims of modern slavery were referred to the NRM whilst 3,190 potential adult victims were referred via the Duty to Notify process.

Kirklees Council made 20 referrals into the NRM throughout 2021, one of which was for an adult and 19 for individuals under the age of 18 years. In the same period, West Yorkshire Police referred 196 adults, 27 minors and seven individuals whose age was not recorded, into the NRM.

## 5. KIRKLEES MODERN SLAVERY STRATEGY 2022 - 2027

Our vision is for Kirklees to be a supportive place for victims and to have a greater understanding of perpetrators to ensure Kirklees is a hostile place for crimes of modern slavery.

Kirklees has an established Modern Slavery Partnership structure in place which has been developed over a few years through collaborative working, learning from and implementing best practice and ensuring effective information sharing with partners across Kirklees, West Yorkshire, and the UK.

The Kirklees strategy is underpinned by a partnership action plan, of which the objectives are aligned with the national 4P's approach within the national modern slavery strategy and reviewed regularly. The priorities of the [Independent Anti-Slavery Commissioners Strategic Plan](#) are also reflected within our approach and action plan.

The key partnership objectives are:

### 1. Pursue:

- Increase in the number of successful prosecutions for perpetrators of modern slavery.
- Increase in the use of civil orders against perpetrators of modern slavery.

### 2. Prevent:

- Increased information sharing, intelligence submissions, multi-agency working and co-ordination of resources.
- Increased reporting of modern slavery amongst members of the public.
- Increase of knowledge, skills and understanding amongst professionals around their responsibilities within modern slavery.

### 3. Protect:

- Increased identification of victims at the earliest opportunity.
- Enhanced safeguarding and support for victims of modern slavery.

### 4. Prepare:

- Increase in the number of potential victims identified at the earliest opportunity.
- Increase in the number of NRM referrals which are of high quality, and Duty to Notify submissions.

## 6. EVALUATION, MONITORING AND GOVERNANCE

This strategy is a five-year document and will maintain close links with other local cross-cutting strategies, such as exploitation, domestic abuse, and violence reduction. The strategy and linked action plan will be reviewed annually to ensure an appropriate response to local, national, and international improvements.

Performance will be monitored through the Kirklees Communities Strategic Delivery Group (SDG) with annual assurances to the Kirklees Communities Board, Kirklees Safeguarding Children Partnership and Kirklees Safeguarding Adults Board.

All partners will contribute to the review process by providing qualitative and quantitative data to ensure success can be measured. Partners will also take responsibility for the completion of actions in their service area.

## 7. CONSULTATION

This strategy has been produced in consultation with the Kirklees Modern Slavery Partnership, which includes members from:

- West Yorkshire Police
- Kirklees Council
- Health
- Hope for Justice
- Gangmasters and Labour Abuse Authority
- Immigration Enforcement
- West Yorkshire Fire and Rescue Service
- Department for Work and Pensions
- West Yorkshire Joint Services
- Probation

## 8. PARTNERSHIPS

Further information about Modern Slavery and the work to tackle Modern Slavery in Kirklees can be found at [Modern slavery and human trafficking | Kirklees Council](#) or via [Safer@Kirklees.gov.uk](mailto:Safer@Kirklees.gov.uk)

The Kirklees Modern Slavery Partnership values the involvement of all members, including the following organisations who work to bring an end to modern slavery and human trafficking:



**HOPE FOR JUSTICE**

[www.hopeforjustice.org](http://www.hopeforjustice.org)

Tel. no: 0300 008 8000



Gangmasters &  
Labour Abuse Authority

[www.gla.gov.uk](http://www.gla.gov.uk)

Tel. no: 0345 602 5020



[www.palmcovesociety.co.uk](http://www.palmcovesociety.co.uk)

Tel no: 0113 2302271

