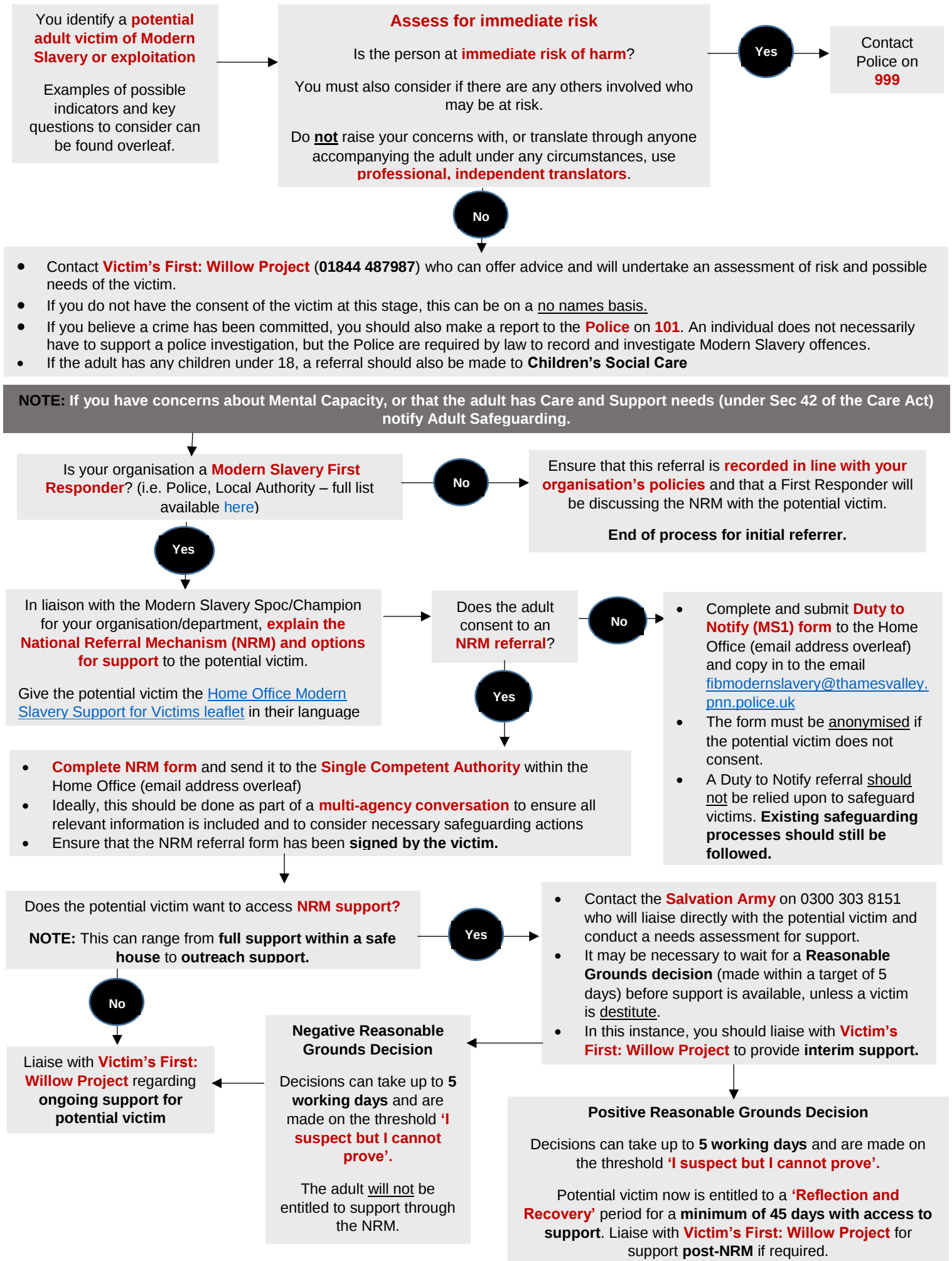


Thames Valley Modern Slavery Adult Referral Pathway



2. Potential indicators which may suggest someone is a victim of Modern Slavery

Living Conditions		Subject to controlling behaviour	
Imposed place of accommodation		Always someone constantly with them and who may speak on their behalf	
Lacking personal possessions		Distrustful of authorities	
No private space		Evidence of control over movement	
No private space to sleep, or sleeping in a shared space (e.g. living room)		Limited contact with family, friends or other social contacts	
Overcrowding of accommodation (e.g. number of people exceeds number of bedrooms)		Passport or personal documents held by someone else	
Not free in place of residence to come and go as they please		Working Conditions	
Poor living conditions		Deceived about the nature of the job, location or employer	
Mental and Physical Health		Dependence on employer for a number of services (e.g. work, transport, housing)	
Expression of fear or anxiety		Employer reports them as a missing person	
Found to be malnourished or suffering continuous ill health		Employee is not in receipt of wage slips or has a Contract of Employment	
Showing signs of physical abuse (e.g. bruising, reoccurring injuries)		Deceived about the nature of the job, location or employer	
Signs of psychological trauma (including post-traumatic stress disorder)		Dependence on employer for a number of services (e.g. work, transport, housing)	
Sexual Exploitation		Employee is paid less than minimum wage	
Sex working to earn money for someone else (indebted to or feel indebted)		Evidence of excessive working days/hours	
Under 18 and sex working (REFER DIRECTLY TO CSE COORDINATOR and TVP)		Evidence workers are required to pay for tools, food or housing via pay deductions	
Sex working but not being paid			

1. Key questions to consider which may assist with identifying a potential victim

The questions below may also be useful as part of conversations to identify a potential victim:

- Are you currently living a life that is what you expected and were told prior to coming to this area?
- Do you know where your personal identity documents/passport are and can you access them freely?
- If you no longer wanted to continue doing this job would you be able to leave and get another job?
- Have you ever had threats made to you or against your family if you do not do what you are told?
- Are you able to make contact with your family or friends?

You should not ask these questions unless the person is alone as it may put them at further risk.

3. Useful Contacts

Home Office National Referral Mechanism team	nationalreferralmechanism@homeoffice.gov.uk
The Salvation Army (for NRM support referrals)	mst@salvationarmy.org.uk or 0300 303 8151
MS1/Duty to Notify (also sent to Home Office):	dutytonotify@homeoffice.gsi.gov.uk
Victim's First: Willow Project (24/7 on call facility)	enquiries@vfwillowproject.org.uk or 01844 487987
Thames Valley Police FIB Modern Slavery	FIBModernslavery@pnn.police.uk
Modern Slavery Helpline (24/7) for advice and referrals with a translation service	08000 121 700

