# Modern Slavery Protocol

Strategies and Pathways



### Our Progress So Far

In October 2023 we established the Modern Slavery
Protocol Task and Finish Group with the aim of creating
a city-wide protocol for preventing, identifying, and
responding to modern slavery in Coventry. After 8
meetings of exploring effective strategies and
pathways, sharing information about services in the
city and learning from best practice elsewhere in the
country, we are ready to begin writing our own
Coventry Protocol.

#### What's Next

The Protocol will be split into two documents, a strategy and a pathway. We will establish small groups which will develop these for each of our priority areas (Housing, Health, NRM, Migration, Enforcement, Transition to Adulthood, and Support Services).

These strategies and pathways will be combined to create two documents which will cover all aspects of modern slavery work in Coventry. Once finalised, organisations will be asked to sign up to the strategy and pathway, it will be approved by a Lived Experience Advisory Panel, and it will then go through the Council's approval process.

# Key information

- → Each group has a Group Lead who will coordinate the writing of the pathway and strategy.
- → Group membership will be decided in today's meeting.
- → Each group will need to submit their completed templates by 2nd of July.

Please provide an overview of how your group will prevent, identify, and respond to modern slavery in Coventry. Please provide answers for each of the 5P Approach below.

1. Pursue: How will you disrupt individuals and groups responsible for modern slavery?

(Consider: effective reporting, information sharing, legal powers, existing capabilities, and new strategies)

2. Prevent: How will you prevent people from being subjected to exploitation or perpetrating modern slavery offences?

(Consider: data gathering, awareness raising, retrafficking/reoffending, enablers & facilitators of exploitation)

3. Protect: How will you protect victims of modern slavery?

(Consider: at risk communities, safeguarding, victim support pathway)

4. Prepare: How will you prepare professionals and the public to better identify and support victims of modern slavery?

(Consider: identification, training, staff support)

5. Partnership: How will you work with other agencies to prevent and respond to modern slavery?

(Consider: information sharing, sharing of best practise, multi-agency case management)

Strategy Template



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### The Government's 4 P Strategy

Published in 2014, the Strategy sets out the UK's cross-Government approach to tackling modern slavery. It details the wide-ranging actions that are expected from Government departments, agencies and partners in the UK and, importantly, internationally.

We have added a fifth "P" of Partnership, to recognise the importance of a multi-agency, city-wide response.

ursue

- Utilise strong organisations and effective collaboration
- Develop and utilise new and existing capabilities
- Attack criminal finances
- Ensure that effective legal powers are available
- Internationally, improve our own capabilities and cooperation with international partners

Prosecute and disrupt individuals and groups responsible for modern slavery

revent

- Improve our evidence base on modern slavery offenders
- Deter people from engaging in modern slavery through raising awareness of the reality and the consequences
- Prevent the facilitation of modern slavery
- Use interventions to stop people being drawn into modern
- Utilise both the established offender management framework and new bespoke tools to deter reoffending

Prevent people from engaging in modern slavery

rotect

- Protect people at risk of becoming victims
- Strengthen security and improve our ability to detect victims and traffickers at the border
- Improve awareness of the signs of modern slavery amongst members of the public
- Improve both public sector and private sector awareness

The NCA will lead, support and coordinate the law enforcement response and the National Policing Lead will develop a national action plan to help police forces work together to combat all forms of modern slavery. The NCA will work to improve the gathering and sharing of intelligence and we will attack the illegal profits made by criminals. We will consolidate, simplify and improve existing criminal offences related to modern slavery and ensure that those convicted can be sentenced to life imprisonment. We will work closely with multinational law enforcement agencies and ensure that we fully utilise our assets abroad.

Law enforcement partners will ensure that operational successes and the penalties handed down to perpetrators are widely publicised. We will work alongside the police and the NCA to help people to understand the consequences of involvement in serious crime and we will work with community leaders to deliver messages to offenders and potential offenders emphasising that child exploitation, including child trafficking, is not tolerated. We will develop targeted work overseas to discourage potential modern slavery perpetrators. We will also target those who facilitate modern slavery. Those who commit modern slavery crimes will be included in our lifetime offender management framework.

We are undertaking vital work to strengthen the response to organised child sexual exploitation, including child trafficking. We will continue to work in partnership with homelessness charities. Overseas, we will drive work to protect vulnerable people from being trafficked. Border Force is strengthening its capability to disrupt traffickers and identify potential victims at the border. The Home Office will continue to increase public awareness and reporting. We will work with the private sector to increase resilience and will require businesses above a certain

size to disclose steps taken to ensure modern slavery does not

and support foreign national victims to return home safely. We will

introduce a bespoke reparation order, extend eligibility for special measures in court and introduce a statutory defence to ensure

victims are not criminalised by the criminal justice system.

take place in their business and supply chains.

Strengthen safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime vulnerability

- Proactively identify and recognise victims of modern slavery
- Provide victims of modern slavery with appropriate and effective
- Provide specialist support to child victims of modern slavery
- Support the reintegration of victims into society
- Support victims and witnesses of modern slavery through court
- Ensure effective safeguards to prevent victims being criminalised

Reduce the harm caused by modern slavery through improved victim identification and enhanced support

The Home Secretary will issue statutory guidance to ensure frontline professionals understand how to identify victims and help them access support. Improving identification will be a key duty of the Anti-Slavery Commissioner. We will work with stakeholders to develop an implementation plan for the recommendations of the NRM Review. We are trialling specialist independent advocates to support child victims. We will provide victims with tailored care

Reduce

Reduce

Aim

Reduce

significantly the

prevalence of

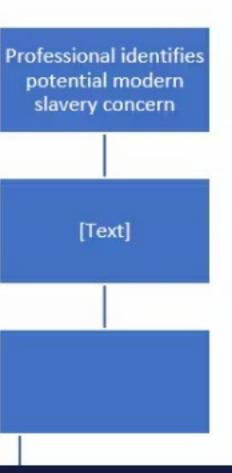
modern slavery

#### The Government's 4 P Strategy 2014

Please provide a process flowchart of how your group will identify and respond to modern slavery concerns. You need to show how you will provide access to services in your thematic area (Housing/Health/NRM Referral/Migration & NRPF/Enforcement & Disruption/Transition to Adulthood/Support Services).

Please consider the following points:

- You can use as many boxes as you need, and you may also need more than one flowchart to represent different pathways/entitlements.
- The Council's Modern Slavery Lead can be contacted for advice about any modern slavery concern. This is accessed through the referral form and can be included in your pathways.



**Pathway Template** 



#### **Useful Resources**

- → Other Area's Approaches (Warks, Sandwell, Oxfordshire)
- → Modern Slavery Statutory Guidance
- → LGA Council Guide to Tackling Modern Slavery
- → HTF Local Authority Modern Slavery Protocol
- → Sector-specific guidance (Homelessness Code of Guidance, West Midlands Adult Safeguarding Policy & Procedures)

## Our Coventry Protocol Values

23 responses

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working together
                 consistency
                                care centric
                                equality
             put survivor first
                       integrity
partnership working
                                                effective
                   partnership
         kindness
                                                inclusive
                accessible
                         trust
                                     transparency
                     adaptive
                                   supportive
                   communication
                               compassionate
                    trauma informed
```





**HOUSING GROUP** 

### Group Lead: Sophie Hall

- → Statutory Housing Provision
- → Supported Accommodation
- → Housing Associations
- → Third-Sector Housing Options
- → Housing Enforcement

SUPPORT SERVICES GROUP

## Group Lead: Nick Walton

- → Modern Slavery Survivor Support Services
- → Adult Social Care
- → Support Services in related sectors

NRM REFERRALS GROUP

## Group Lead: Hebe Lawson

- → First Responder Organisations
- → Council departments likely to submit NRMs

MIGRATION GROUP

## Group Lead: Mandy Sanghera

- → Migration Support Services
- → Focus on options for No Recourse to Public Funds

**HEALTH GROUP** 

# Group Lead: ICB

- → GP
- → Hospital
- → Mental Health
- → Adult Social Care

FRANSITION TO ADULTHOOD GROUP

## Group Lead: Horizon Team

- → Childrens Services
- → Adult Social Care
- → Violence Reduction Partnership
- → Transitional Support Services

**ENFORCEMENT GROUP** 

### Group Lead: West Midlands Police

- → Police
- → Council Regulatory Services
- → GLAA
- → DWP
- → Home Office
- → Other Enforcement Partners

### What Happens Now

Group Leaders will contact group members to start drafting the strategy and pathway.

You may want to organise a meeting to discuss, you can also create a live document to complete the templates collaboratively.

I will be part of every group to assist and link the groups together. I will also send examples of other area's protocols and best practice guidance to each group lead.

Deadline is 2nd of July

#### Remember

The strategy is high-level, and should be a summary of your plans.

The pathway is how your sector would approach a case of modern slavery, you can have more then one flowchart if easier and you can have an explainer document or appendices to accompany the flowchart.

After the 2nd of July, I will combine your strategies and pathways into a city-wide protocol which covers all sectors.

There will be opportunities for editing and synchronising with other groups during this stage.