

Ref. No.	Action	Agency	Contact Details	Method	Target Date	Progress
Perpetrators will be Deterred, Disrupted and Prosecuted						
	Ensure enforcement and regulatory agencies are able to spot the signs of modern slavery and aware of each other's Tools and Powers to deter, disrupt and prosecute offenders	Police Modern Slavery Single Point of Contact and Community Police Inspectors	Police Officers: Tracy Grafton Georgina Minnery, and Paul Harrison	Formalise and foster existing relationships amongst lead enforcement agencies including: Police, Environmental Health, Trading Standards, ASB Team, HMRC, utility companies, UK Border Patrol, Planning Enforcement, Building Control, Home Office Immigration Enforcement		
	Ensure Partners Coordinate Enforcement Action	Merseyside Police-led Operation Sanctuary and Merseyside Modern Slavery Network (office of the Police and Crime Commissioner)	DCI John Webster Norma Kielty Crummey	Regional Coordination of activity through the Multi Agency 'Operation Sanctuary', and the Merseyside Modern Slavery Network		
	Ensure Modern Slavery operations are tenacious in the disruption of the activities of traffickers and criminal networks and the prosecution of offenders	Environmental Health and Trading Standards Police Modern Slavery SPOC	Colin Clayton Dan Dawson Jon Hardwick Jo Moran Tracy Grafton	Coordination and communication between those agencies with potential to supply intelligence or add to the available tools and powers. E.g. gaining access to premises to disrupt criminal activities		
	Monitor prosecution rates	Police Modern Slavery Unit Operation Sanctuary	Adam Hodgson 01517778523	Actively monitor prosecution rates including appropriate benchmarks from other similar areas, to highlight themes and trends and ensure that Wirral follows best practice in the disruption of offenders		

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Raise Awareness – Improve Opportunities To Identify Victims

	High profile Conference to Launch Strategy and agree multi agency action plan	Safer Wirral Partnership Board	Mark Camborne	Modern Slavery Conference to gain best practice from regional and national leads as well as local practitioners to motivate and galvanise agencies to agree a Wirral multi agency action plan		
	Create Modern Slavery Coordinator's role	Safer Wirral Partnership Board	Bob Little	Role of Modern Slavery Coordinator to institute an officer's group and develop, coordinate and be accountable for activity addressing Modern Slavery		
	High Profile Interactive Awareness Raising Initiative – 'Invisible People' is a touring photographic exhibition raising awareness of modern slavery and human trafficking. Three 2 meter backlit cubes will bring this hidden crime into the open	Safer Wirral Partnership Board	Bob Little	Stakeholder agencies and community volunteers undertake Modern Slavery training and staff the exhibition sited in Liscard Cherry Tree Shopping Centre over a 4 week period. They will be able to refer former and potential victims, and advise 'first responder' agencies and the general public.		
	Modern Slavery training for leaders and practitioners	Modern Slavery Officer's Group	Mark Camborne	Specific training to ensure all aspects and implications of Modern Slavery are understood		
	Ensure Council staff understand and are able to address their responsibilities under the Modern Slavery Act	Human Resources	Maxine Watts Organisational Team Leader	Agree and implement Modern Slavery training policies to ensure staff understand their responsibilities as a 'first responder' agency		
	Ensure newly recruited Council employees have an awareness of modern slavery and their responsibilities under the Act	Human Resources	Maxine Watts Organisational Team Leader	Modern Slavery added to the Wirral Council induction process		
	Raise awareness and provide advice and guidance around Modern Slavery	Safer Wirral Partnership Board	Laura Roberts Lucia Jordan	Development of a Council webpage to host a Modern Slavery Statement, raise awareness including a confidential helpline and provide advice and guidance around Modern Slavery		

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	Transparency Statement - Publish on internet and refer to the Wirral Modern Slavery Public Policy (see below) *	Safer Wirral Partnership Board	Bob Little	Wirral Transparency Statement published on the internet – It will be signed by the CEO and Council Leader with an undertaking to be update annually		
	* Meet the requirements of Section 54 of the Modern Slavery Act through a Wirral Modern Slavery Procurement Policy	Council Procurement	Keith Patterson Bob Little	Council to publish on the internet a statement of the steps it has taken to ensure that slavery and human trafficking is not taking place in any of its supply chains, or in any part of its businesses		
	Train all Procurement staff understand modern slavery and thereby Council money cannot be used to support exploitation	Council Procurement	Nicola Butterworth Keith Patterson	All Procurement staff trained through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply		
	Monitor Supply Chains for Modern Slavery. Wirral is one of over 50 Councils signed up to the Co-op's Modern Slavery charter: Cooperative Party Charter Against Modern Slavery\	Council Procurement	Nicola Butterworth Keith Patterson	Ensure the vetting of business and supply chains. The prevention, detection and reporting of modern slavery in any part of the Council's business or supply chains		
	Promote awareness of Modern Slavery	Campaign Management	Laura Roberts Campaign Manager	Ensure Council staff, practitioner agencies and the wider community are aware of modern slavery and know how to obtain guidance on referring to the National Referral Mechanism		
	Coordinate Merseyside Activity including Police, Councils and Voluntary Community and Faith Sector	Merseyside Office of the Police and Crime Commissioner	Norma Kielty-Crummey	Merseyside Modern Slavery Network to identify and address the threat posed by Modern Slavery in Merseyside through the coordination of activities of local, regional, and national agencies		

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Protect Vulnerable People From Exploitation						
	Promote links with specialist support Agencies and communities to ensure Modern Slavery Survivors are given the ongoing support they require	Wirral Safeguarding Children Board	Safeguarding Board representative	Prevent victims from becoming re - victimised by ensuring advocate agencies are aware of the potential for repeat - victimisation		
		Combined Safeguarding Adults Board		Ensure all risks have been reduced and links with the victim are maintained to ensure risks cannot re-occur		
	Promote the referral of victims to the National Referral Mechanism (NRM) Ensure there is a system in place and necessary guidance and documentation available on the Council Website to make referrals through to the NRM.	Wirral safeguarding Children Board Combined Safeguarding Adults Board	Safeguarding Board representative	Support all agencies in understanding Section 52 of the Act requiring identification and referral of modern slavery child victims and consenting adult victims through the National Referral Mechanism (NRM). https://www.gov.uk/government/collections/modern-slavery Council Link https://www.wirralsafeguarding.co.uk/modern-slavery-trafficking/		
	Early intervention and victim-focus within communities, partners and businesses. "Making every contact count" with potential victims	Wirral safeguarding Children Board Combined Safeguarding Adults Board	Safeguarding Board representative	Ensure communities, practitioners and agencies understand the victims' perspective and adult victims are given the understanding and confidence to consent to referral		
	Ensure victims are given the practical and emotional support through the criminal justice process	Agency acting as 'First Responder'	Chair - Modern Slavery Officers Group	Extra support and awareness for those supporting victims through the criminal justice system		

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Coordinate Partners to Prevent and Report Modern Slavery						
	Formation of a strategic 'Wirral Modern Slavery Officers Group'	Safer Wirral Partnership Board	Mark Camborne	Ensure governance of Modern Slavery Officer's Group including Terms of Reference within the Safer Wirral Partnership Board		
	Compare activity and performance of other anti-slavery partnerships in existence across the UK:	Modern Slavery Officers Group	Bob Little	Promote best practice locally through engagement with similar Modern Slavery Partnerships across LCR, Cheshire and UK: http://iascmap.nottingham.ac.uk		
	Ensure those bodies commissioned through the National Referral Mechanism e.g. Salvation Army, City Hearts, Medaille Trust have clear communication and coordination arrangements with victim service providers	Wirral Safeguarding Children Board Combined Safeguarding Adults Board	Safeguarding Board representative	Assessment of victim care pathway to ensure there are no blockages in the referral or post-NRM care services.		
	Promote awareness of the Strategic Modern Slavery Officers Group	Safer Wirral Partnership Board	Bob Little	Promote through a range of internal and external marketing campaigns to ensure representation and participation of all appropriate agencies		
	Ensure Information sharing protocols are in place to cover all agencies collaborating	Safer Wirral Partnership Board	Bob Little	All working groups maintain a consistent approach to Data Sharing Agreements / Information Sharing Protocols in order to comply with current legislation when sharing information		
	Management to review their departments to identify any potential risk of slavery and human trafficking and take appropriate steps to manage that risk	Council	Mark Camborne	Ensure staff attend Modern Slavery training sessions and Modern Slavery is an agenda item in all team briefings and appropriate meetings		

Definitions

Slavery Someone is in 'slavery' if they are:

- forced to work through mental or physical threat
- owned or controlled by an 'employer', usually through mental or physical abuse
- dehumanised ~ treated as a commodity or bought and sold as 'property'
- physically constrained or have restrictions placed on their freedom¹

Servitude ² is similar to slavery, in that a person is under an obligation to provide a service which is imposed on them, but there is no element of ownership

Forced work ³ is defined as 'work or service which is exacted from any person under the menace of any penalty and for which the person has not offered himself voluntarily'⁶ and has been found in a number of different industries including manufacturing, food processing, agriculture and hospitality

Human trafficking is when men, women and children are moved and forced into exploitation. The movement could be international but also within the country, from one city to another or even just a few streets. A person is a victim of human trafficking even if they haven't yet been exploited but have been moved for the purposes of exploitation

There are a number of different types of exploitation that victims of modern slavery may be subjected to, and victims may experience more than one type of exploitation at the same time.

The most common forms of exploitation are:

Sexual exploitation: victims may be forced into prostitution, pornography or lap dancing for little or no pay. They may be deprived of their freedom of movement and subjected to threats and violence.

Labour exploitation: a victim is made to work with little or no pay, and may face violence or threats. If they are foreign nationals, their passports may be confiscated by their exploiters and they may be made to live in terrible conditions and under constant threat.

Forced criminality: victims can be forced to participate in a range of illegal activities including pick pocketing, shop lifting, cannabis cultivation, county lines exploitation* and other activities. The Modern Slavery Act provides for a defence for victims who have been forced into criminality.

Organ harvesting: victims are trafficked in order for their internal organs (typically kidneys or the liver) to be harvested for transplant.

Domestic servitude: victims work in a household where they may be ill-treated, humiliated, subjected to exhausting hours, forced to work and live under unbearable

* **County lines** ~ County Lines is the police term for urban gangs supplying drugs to suburban areas and towns using dedicated mobile phone lines – these are the county lines. It involves child criminal exploitation (CCE) as gangs use children and vulnerable people to move drugs and money

¹ www.unseenuk.org/about/the-problem/modern-slavery

² www.equalityhumanrights.com/en/human-rights-act/article-4-freedom-slavery-and-forced-labour

³ www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm