



Modern Slavery Toolkit

HELP PEOPLE KNOW
WHAT TO LOOK FOR
AND
WHAT TO DO WHEN YOU SEE IT

- CONFIDENCE
- INFORMATION SHARING
- MULTI AGENCY PARTNERSHIP RESPONSE

THE TOOLKIT

- IT IS A HIDDEN CRIME – PRESENT IN EVERYDAY PLACES AND SERVICES ACROSS PLYMOUTH
- MODERN SLAVERY AFFECTS CHILDREN, YOUNG PEOPLE AND ADULTS IN PLYMOUTH
- PROFESSIONALS ACROSS MANY SERVICES ENCOUNTER RISK WITHOUT ALWAYS RECOGNISING IT
- CREATED TO PROVIDE CLARITY, CONFIDENCE AND CONSISTENCY
- NOT ABOUT CREATING NEW DUTIES – IT IS ABOUT HELPING STAFF MEET EXISTING DUTIES WELL

WHY DOES THE TOOLKIT EXIST?

- INDICATORS OF MODERN SLAVERY WERE BEING
 - MISSED OR NORMALISED
 - MISINTERPRETED AS A 'LIFESTYLE CHOICE' OR 'NON-ENGAGEMENT'
- PRACTICE WAS INCONSISTENT:
 - DIFFERENT THRESHOLDS ACROSS SERVICES
 - VARIABLE UNDERSTANDING OF CONSENT, COERCION AND TRAUMA
- STAFF CONFIDENCE WAS UNEVEN:
 - 'I WAS WORRIED, BUT I DIDN'T KNOW WHAT TO DO NEXT'
- SURVIVORS EXPERIENCED:
 - RE-TRAUMATISATION
 - FRAGMENTED RESPONSES
 - LATE INTERVENTION
- GOOD INTENT ALONE WAS NOT TRANSLATING INTO SAFE, EFFECTIVE ACTION

WHY A TOOLKIT APPROACH

- WE NEEDED SOMETHING THAT:
 - WORKS ACROSS ORGANISATIONS, NOT JUST WITHIN ONE SERVICE
 - BRIDGES THE GAP BETWEEN:
 - LAW
 - SAFEGUARDING
 - TRAUMA-INFORMED PRACTICE
 - IS USABLE BY:
 - FRONTLINE PRACTITIONERS
 - MANAGERS
 - STRATEGIC LEADS
 - MOVES AWAY FROM:
 - 'PERFECT VICTIM' THINKING
 - OVER RELIANCE UPON DISCLOSURE
 - MODERN SLAVERY REQUIRES SHARED UNDERSTANDING AND SHARED STANDARDS

DESIGN PRINCIPLES

- PUBLIC HEALTH APPROACH
 - PREVENTION, EARLY IDENTIFICATION, RECOVERY
- PERSON-CENTRED AND TRAUMA-INFORMED
 - BEHAVIOUR UNDERSTOOD THROUGH TRAUMA, NOT JUDGEMENT
- COMMUNITY-CENTRED
 - LOCAL RISKS, LOCAL ASSETS, LIVED EXPERIENCE
- MULTI-AGENCY BY DESIGN
 - CLEAR ROLES, SHARED LANGUAGE, COORDINATED RESPONSE

WHAT IT IS DESIGNED TO DO

HELP PROFESSIONALS

- RECOGNISE RISK, INDICATORS AND PATTERNS EARLIER
- UNDERSTAND COERCION CONTROL AND EXPLOITATION, NOT JUST CRIME
- RESPOND PROMPTLY AND SAFELY
- NAVIGATE THE NRM, SAFEGUARDING AND REPORTING ROUTES CORRECTLY
- REDUCE:
 - HESITATION
 - DUPLICATION
 - UNSAFE ASSUMPTIONS
- TURNS CONCERN INTO CONFIDENT, DEFENSIBLE ACTION

WHAT THE TOOLKIT IS NOT

- A REQUIREMENT TO BECOME AN INVESTIGATOR
- A REPLACEMENT FOR PROFESSIONAL JUDGEMENT
- A CHECKLIST TO 'PROVE' EXPLOITATION
- A STANDALONE ANSWER WITHOUT PARTNERSHIP WORKING

SYSTEM BENEFITS

- THIS MATTERS ORGANISATIONALLY BECAUSE IT SUPPORTS:
 - EARLIER IDENTIFICATION = REDUCED HARM
 - BETTER SAFEGUARDING DECISIONS = RISK MANAGED, NOT TRANSFERRED
 - MORE CONSISTENT REFERRALS = IMPROVED SURVIVOR OUTCOMES
 - STRONGER MULTI-AGENCY WORKING = LESS DRIFT
 - CLEARER ASSURANCE FOR LEADERS, BOARDS AND INSPECTORS
- CONSISTENCY PROTECTS BOTH PROFESSIONALS AND VICTIMS

ROLE OF PROFESSIONALS

- PROFESSIONALS ARE EXPECTED TO :
 - USE THE TOOLKIT AS A REFERENCE, NOT A RULEBOOK
 - APPLY IT ALONGSIDE:
 - EXISTING SAFEGUARDING DUTIES
 - PROFESSIONAL CODES
 - ORGANISATIONAL PROCEDURES
 - SHARE RESPONSIBILITY:
 - NO SINGLE SERVICE 'OWNS' MODERN SLAVERY RESPONSE
- STAY CURIOUS, NOT DISMISSIVE
- HELPS THE SYSTEM TO:
 - NOTICE EARLIER
 - RESPOND BETTER
 - CAUSE LESS HARM

Matt Lawrence – Technical Lead (Exploitation)

Matt.lawrence@plymouth.gov.uk

communitysafety@plymouth.gov.uk

[Report modern slavery – Report modern slavery – GOV.UK](#)

[Tackling modern slavery and human trafficking toolkit | PLYMOUTH.GOV.UK](#)

[Police Intelligence Link](#)

Next Steps

Questions?