



Modern Slavery Policy

Policy Title

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Section 1 – Policy Intentions and wording

Policy Intentions

It is the policy of the Gloucestershire Constabulary to work together with the Gloucestershire Anti-Slavery Partnership board (GASP) and other local partner agencies in relation to Modern Day slavery. This will be in accordance with National and Regional Partnership plans focussed on supporting victims and disrupting related criminality.

To focus on the five priority areas:

- Prevention, awareness raising and public confidence
- Early identification, and improved victim identification, safeguarding and protection
- Bringing perpetrators to justice and to disrupt individuals responsible for Modern Slavery
- Intervention and support for vulnerable people and their families from exploitation
- Intelligence gathering and performance monitoring

Policy wording

The Constabulary recognises that Modern slavery is a complex crime that takes a number of different forms. It encompasses slavery, servitude, forced and compulsory labour, harvesting of organs and human trafficking.

Traffickers and those that exploit others coerce, deceive and force individuals against their will into a life of abuse, servitude and inhumane treatment. Victims may be sexually exploited, force to work for little or no pay or forced to commit criminal activities against their will. Victims are often pressurised into debt-bondage and are likely to be fearful of those that exploit them, who will often threaten and abuse victims and their families. All of these factors make it very difficult for victims to escape and have the confidence to report.

Irrespective of the motive behind the trafficking, it has three constituent elements and defined as:

The Act - recruitment, transport, transfer, harbouring and receipt of persons;

The Means - threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, and giving payments as benefits;

The Purpose - exploitation, includes: prostitution of others, sexual exploitation, forced labour, slavery, servitude, removal of organs, benefit fraud, enforced criminality, torture and slavery as prohibited by



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Articles 3 and 4 of the Human Rights Act 2000. Both adults and children (under 18 yrs.) can be trafficked in order to facilitate bank or benefit fraud.

For a victim under the age of 18 years, it is only necessary to prove 'the Act' and 'the Purpose' for the offence to be complete.

This policy outlines Gloucestershire's commitment to making Gloucestershire a hostile place for those who traffick people into, within or out of the county area for the purposes of exploitation.

Ensuring a consistent, corporate and professional multi-agency approach is adopted across the Constabulary which provides victims with support tailored to their individual needs.

The Constabulary has a local information and guidance to assist all staff in identifying and dealing with incidents of Modern Slavery. See section 2

The Authorised Professional Practise (APP) from the College of Policing (CoP).

Section 2 – Procedural guides

Victims of modern slavery – frontline staff guidance. Home Office	 victims-of-modern-slavery-frontline-staff-
Home office circular – Modern Slavery Act 2015	 Home Office Circular - Modern Slavery Act
Duty to notify document	 Duty to Notify.doc
National Referral Mechanism	 Child-NRM-Referral-Form-EW-v4_0.odt  Adult-Referral-Form-EW-4_0.odt
Gloucestershire Pathway	 Gloucestershire Modern Slavery Path

Section 3 - Relevant Legislation: (*Human rights/diversity/Health & Safety/any other specifics*)

[The Modern Slavery Act 2015](#)

Section 4 - Related References:

[College of Policing Authorised Professional Practise \(Modern Slavery\)](#)

[Modern Slavery Human Trafficking Unit \(MSHTU\)](#)



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Section 5 - Identification, Monitoring and Review

The policy should enable consistent and effective decision making. Where operational or managerial circumstances require any decision making that would adversely affect adherence to the policy or procedure, in line with the 'Statement of Intent' of the constabulary and the police service 'Code of Ethics', if an officer/ police staff member believes that they need to make a decision that steps outside of policy and procedure they should do so, provided that:

- the officer/ police staff member raises the matter at the earliest opportunity (and ideally before any such decision is made) with their line manager declaring their intended (or actual) course of action if notification is made after the decision is taken,
- produces, in a timely manner, a signed and dated written explanation of why it is/ was deemed necessary to step outside of policy and procedure, and
- maintain an adequate record of this written rationale for audit purposes appropriate to the circumstances/ contravention

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Previous policies can be found with the continuous improvement team.