

Trainer Guide – Modern Slavery – Spot the Signs

Purpose of the Video

The purpose of the modern slavery toolbox talk is to provide you with a free resource that can be used to help educate your employees when spotting the signs of modern slavery. It has 2 main aims:

- **Identifying the main signs people can spot when identifying a victim of modern slavery**
- **Provide useful contact numbers that will allow people to report any suspicions they may have**

Introducing the Video

The toolbox talk is about 1 and a half minutes long and designed to be used either within induction materials on site or alternatively as part of your employee briefing process. It is a stand-alone resource, however, can be used as part of wider communications and education strategy. E-learning modules on modern slavery and the modern slavery act are available if you would like to dive into the issue deeper as well as workshops run regularly by the school.

Check out <https://www.supplychainschool.co.uk/default/modern-slavery.aspx>

If you are using the toolbox talk in a classroom setting or as part of a staff briefing session, then it may be beneficial to get the group to consider the following questions:

- **How many victims are there currently both globally and in the UK** – The current figures are published via the global slavery index and can be found at this site: <https://www.globalsslaveryindex.org/> In 2018 the figures quoted were 40.5million global victims with an increase in the number of UK victims from 13,000 to 136,000
- **What is modern slavery** – there is no official definition of modern slavery but as good a definition as any is “Modern Slavery is the illegal exploitation of people for personal or commercial gain. Victims are trapped in servitude, which they were deceived or coerced into, and cannot leave” – The emphasis on this is that victims are **trapped** and lack freedom of movement – no choice or control in their own situation.

Key Messages

Once the video has been viewed use discussion and response to take the group through the following key messages:

Key Message 1: *What signs could a victim display when working within your project or in your business?*



The tool box talks about victims being trapped in their situation. There are physical signs that you can look out for including – bruising, lack of interaction with fellow workers, poor hygiene, being transported to and from your site by innocuous vehicles as other signs. Encourage your employees to download the UNSEEN App which is linked to the modern slavery helpline. <https://www.modernslaveryhelpline.org/about/unseen-app>

This will provide your employees with a up to date resource identifying the key signs and an opportunity to anonymously report any suspicions.

Key Message 2: *What methods do controllers use when ensuring that their victims are compliant?*

Discuss the different methods gangs and criminals use to ensure that victims remain compliant. They can control their paperwork e.g. take passports and visas, they can get fraudulent CSCS cards or other qualification or scheme ID which brings the victim into a web of criminality. This provides controllers with another weapon which is threat of either deportation and arrest. There will be the threat of physical violence against the victim or their family. The need to pay off debts incurred by gangs when they bring victims to the UK or provide food and shelter and added interest that is incurred on that debt.

The key here is that there is no one method – gangs and controllers will use a mix of these methods to ensure that victims remain in their control.

Key Message 3: *Where do I report my suspicions?*

If your organisation has a reporting hierarchy either through a whistleblowing helpline or support organisation of choice find this out and use this toolbox talk to raise awareness of that process. If there is nothing in place, then the organisations indicated on the end of this toolbox talk are the best places to go:

The police – 999 or 101

Gangmasters Labour Abuse Authority (GLAA) – 0800 432 0804 (previously the GLA)

Modern Slavery Helpline – 08000 121 700

UNSEEN App - <https://www.modernslaveryhelpline.org/about/unseen-app>

Next Steps...

Once the toolbox talk has been completed the viewers should understand what signs to look out for and who to contact in order to report any worries and suspicions they may have.

Frequently Asked Questions

During the discussions you might expect questions such as the following

- **Q:** *If we have foreign workers on our site, are they all victims of exploitation?*

A: *Immigration and the use of foreign workers are common place in our industry and in the main immigrant workers are legitimate and have a right to be here. Encourage a more inclusive and closer working culture and it would be easier to spot a genuine individual who is here by choice to work and someone who is trapped in a exploitative position*

- **Q:** *Is this all about immigration and foreign workers*

A: *Whilst Eastern European and Vietnamese citizens are amongst the highest nationalities being trafficked into the UK, in 2017 UK citizens were the highest nationality in England amongst recognized victims.*

- **Q:** *Is there anything else we can do to spot victims other than physical and emotional queues?*

A: *There are some parallels with right to work and bribery and corruption. Make sure passports, visas and id cards such as CSCS cards are valid. In 2018 it was acknowledged that as high as 20% of CSCS cards in circulation may be fraudulent. Think about personal details such as addresses, telephone numbers and bank account detail checks. The ideal scenario however is a mixture of hard checks such as visa etc. and softer*

queues such a physical appearance and behaviours to get a good idea as to whether you think you have spotted a victim. If in doubt just let the GLAA or Modern Slavery helpline know, and they can do the necessary research and if a victim is found can get them the help and support, they need.