

INDEPENDENT ANTI-SLAVERY COMMISSIONER'S ADVISORY PANEL MEETING

Minutes

18:00 – 20:00, 14th April 2016

Office of the Independent Anti-Slavery Commissioner,
Globe House, 89 Eccleston Square, London, SW1V 1PN

ATTENDEES

Board Members:

- Rt. Revd Dr Alastair Redfern
- Sir Matthew Baggott CBE
- TJ Birdi
- Fiona Hill
- Sandra Horely CBE
- The Rt Hon Baroness Elizabeth Butler-Sloss GBE
- Eamonn Doran

Apologies

- Francis Campbell
- Mick Clarke
- Gillian Rivers
Yasmin Waljee OBE
- Monsignor Marcelo Sánchez Sorondo

Office of Independent Anti-Slavery Commissioner:

- **Kevin Hyland OBE**, Independent Anti-Slavery Commissioner
- **Tim Weedon**, Chief of Staff
- **Tatiana Gren-Jardan**, Partnerships and Victim Care Adviser
- **Harry Hennigan**, Criminal Justice Adviser
- **Chris Ansell**, Office Manager and Training Lead
- **Camilla Monckton**, Policy Officer

Introductions

- The Chair introduced Baroness Butler-Sloss, absent from the first meeting, to the Advisory Panel members.
- The minutes from the previous meeting (17/12/2015) were agreed.

IASC Update

Figures and Progress

- 40% increase in the number of potential victims referred to the National Referral Mechanism (NRM) in 2015. Out of the 3266 victims identified in 2015, 36% were trafficked for labour exploitation, 33% for sexual exploitation and 12% domestic servitude; the type of exploitation of the remaining 16% is unknown.
- Work on crime recording is already having an impact, with the number of modern slavery crimes recorded up by 74%. However only 851 modern slavery crimes were recorded across the UK in the last year and this does not match the number of victims, over 3000, in the NRM. IASC will continue to work to ensure that Police leads understand the importance of crime recording.
- The number of people charged with modern slavery offences is up to 370; over 100% increase on the year before.
- The Home Secretary supports IASC's international efforts and proposals.

Support for EEA nationals leaving the NRM

- IASC mentioned work being started to address the fact that EU nationals do not have any redress to public funds when leaving the NRM. This is as little as 70 people per year and therefore a concession (that is not dependent on meeting habitual residency test) could be a good solution - as is available for victims of domestic violence.
 - **TJ Birdie** stated that non-EEA nationals are entitled to discretionary leave.
 - **IASC** agreed that there are many more issues around support to victims from non EEA countries through NASS accommodation etc. This however would be a separate piece of work.
 - **Baroness Butler-Sloss** noted that the Government has been offering a fund for the homeless suggesting that it could be siphoned off to those victims who are likely to become homeless.

Professionalism and Accountability in the fight against Modern Slavery

- **IASC** raised the issue of lack of transparency around the new modern slavery helpline and the central repository and broader issues of lack of professionalism across sectors and organisations.
- **Sir Matt Baggott** stressed the problem of grey lines around accountability creating a confused picture stating that there are many actors (Home Sec, PCC, CCs) but not clear enough lines of accountability and responsibility over delivery.
- **Baroness Butler-Sloss** asked what the powers of this Advisory Panel are and whether they could help here. **Bishop Alastair** mentioned that he had discussed this with **IASC** and the possibility of convening a meeting with key figures who need to be accountable, Charles Montgomery (DG, Border Force), Shaun Sawyer (National Policing Lead), Lynne Owens (DG, NCA) and Mandy Campbell (DG, Immigration Enforcement), Paul Lincoln (new Head of Crime & Policing Group, Home Office)

Migrant Crisis

- Office of IASC developing a Terms of Reference with the Home Office and Ministers ahead of carrying out work in “hotspots” in Greece and Italy in relation to the protection of unaccompanied minors against trafficking. The report will go to the Secretaries of State at the Home Office, Foreign and Commonwealth Office and the Department for International Development. The first report will be private and then there will be a public report that will follow, possibly within IASC’s annual report.

Tim Weedon update

- The new Sustainable Development Goal (SDG), 8.7, that calls for an end to modern slavery is now being seen as big change globally as was evident at an event held in UN HQ in New York where IASC spoke on a panel with President of the UN General Assembly. In light of ending modern slavery being in the SDGs, there is no much stronger likelihood of UK Overseas Development Assistance (ODA) and international development funding being directed towards efforts against modern slavery
- Work is still moving forward in Nigeria.
- The Romanian Home Affairs attaché seconded to IASC’s office, is working on a strategic plan and mapping out pathways for a successful cross-border human trafficking investigation.
- The final report from Vietnam trip at the end of last year will be presented to No. 10 shortly and an MoU will likely be signed between the two countries; it

is likely that Immigration Enforcement will take the lead on this on the UK side.

- Thirteen UK police forces have now signed up to use Memex Software provided by the Defence Advanced Research Projects Agency (DARPA) after IASC organised for DARPA to present the software at an event in London, kindly hosted by Gillian Rivers.
- IASC wrote to over 1000 CEOs highlighting what he expects from company statements.
- Seafish are revising their Responsible Fishing Scheme (RFS) so that it now includes forced labour on accredited vessels and IASC is working with them to roll it out internationally by the end of the year.

Update from Tatiana Gren-Jardan, *Victim Support and Partnerships Adviser*

- IASC, through working with the Director of Nursing, England, is raising awareness among NHS staff to help them recognise the signs of trafficking. This aims to be complimented by a training package. This is a huge step forward but just the start. Recent meetings have highlighted that awareness of the NRM is extremely limited in the health services.
- IASC is looking at how access for victims to mainstream support can be improved – in particular with local authorities and looking into how suitable pathways can be put in place for when people exit safe houses. Not everybody will need Local Authority support, however if somebody hits a high threshold of risk that should be a sign for authorities to assist the victim.
 - **Sandra Horley** and **Fiona Hill** highlighted that risk thresholds can become a tick box exercise and bureaucratic and dangerous if vulnerabilities are not weighted. Furthermore structured risk assessments can also give an out for professional judgement and responsibility.
 - **Sandra Horley** commented that Refuge set up an independent domestic violence advocacy service in NHS; buildings where staff could drop in and be trained and suggested that this model could be adapted to the human trafficking context.
 - **Sandra Horley** and **Tatiana Gren-Jardan** agreed to discuss this further.
 - **TJ Birdie** mentioned that statutory guidance is being written and that there are isolated attempts at trying to train certain professionals. Nursing is one section but it doesn't cover the whole gambit. TJ mentioned a case in which a victim was discharged from a hospital who had been informed the victim was unstable and a survivor of slavery and raised the question as to whether modern slavery crime could become a level of duty like child protection.
 - **Baroness Butler-Sloss** stressed the need for cultural change to come from the top as happened with safeguarding against the abuse of children stating that

those at the top need to hear the examples of failings that **TJ Birdie** mentioned.

- **IASC** stated that 600,000 nurses are receiving compulsory awareness raising around modern slavery because IASC went straight to the top.
 - **Tatiana Gren-Jardan** clarified that by 'risk assessment' she meant some guidance to understand the risk that a victim of trafficking would have experienced.
 - **TJ Birdie** asked for further information on guidance for long term needs and offered Helen Bamber Foundation's help in this strand of work. **Tatiana Gren-Jardan** stated that Lara Bundock who has been commissioned to carry out the work has worked with Rachel of Helen Bamber Foundation and will keep in touch with her.
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- Following an agreement with IASC the Independent Chief Inspector of Borders and Immigration (ICIBI) have dedicated 350 days to modern slavery related inspections in their recently published strategic plan. They are likely to look into the UK Border Force and how they identify victims on entry and what the training protocol is. While there are good hubs of safeguarding such as Heathrow, in Calais, for example, some are refused entry and are likely to be returned to traffickers.
 - **Fiona Hill** has asked RUSI to do some research to advise the UK Border Force on resource allocation.
 - IASC carrying out scoping work on trafficking in the homeless sector with the Passage.

Discussion: Private Sector

- **Baroness Butler-Sloss** mentioned the recent discussion in the Lords around modern slavery and supply chains where it was mentioned that the government had no intention to monitor statements but also mentioned that Unseen would be working on this with a central repository.
- **Fiona Hill** said that the government intentionally chose a soft approach and that things will gradually change, and there will come a point when companies will realise that there is huge reputational risk.
- **Eamonn Doran** mentioned that it is very difficult for people to know what they should be doing, and companies are apprehensive about spending a disproportionate amount compared to the rest of their competitors as their bottom line will be affected and shareholders might bite.
- **Sir Matt Baggott** suggested that just as The Times publishes the top 200 best employers there could be something similar for supply chains and perhaps conversations should be had with some newspapers.

Update: Meeting with Jeremy Oppenheim

- **Bishop Alastair** gave an update on the meeting with Oppenheim in which issues around IASC's budget were discussed and the need for extra funding to carry out work in the Hotspots in Italy and Greece. Bishop Alastair highlighted that there needs to be more regular meetings with the Heads of HR and Finance in the Home Office that things do not escalate.
- **Sir Matt Baggott** said that while audit committees and processes are of course essential it needs to be ensured that this does not then become a controlling mechanism from the government.
- Regarding the budget, IASC will write to the Home Secretary with the panel's advice

Conclusions

- **IASC** stressed that he is very focused on the Strategic Plan and that he is keen to get this work with law enforcement finished but processes need to be put in place if they are to be effective. The work on victim care is also crucial to get more people to come forward, as are the streams of international work currently in train.
- **TJ Birdie** stressed the need for prioritising and focusing tightly on the deliverables and what is manageable and also highlighted that if the UK wants to be seen as a global leader the systems within the UK, such as for the identification of victims, need to be to be exemplar.
- **Bishop Alastair** concluded saying that the entrepreneurial work is great but IASC must ensure that things are handed over to other actors and that all other parties are doing their job. As for the work of the Advisory Panel it is suggested that members work together in small groups, as has naturally developed within the meeting.