# Addressing Modern Slavery: A Public Health Approach for Local Authorities

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# C O N T E N T S

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# INTRODUCTION

Modern slavery is a grave human rights violation that affects millions of individuals worldwide, including within our own communities. It is a complex crime that requires a multifaceted response to prevent, identify, support, and prosecute cases of exploitation. As local authorities, we have a vital role to play in eradicating modern slavery and protecting the rights and well-being of our residents.

This guidance aims to support Sandwell Council, in implementing a public health approach to combat modern slavery. By adopting a public health lens, we recognise that modern slavery is not only a criminal justice issue but also a public health crisis that requires a comprehensive and collaborative response.
A public health approach emphasises prevention, early intervention, and addressing the root causes of modern slavery, alongside the identification, protection, and support of victims.

Drawing on best practices and expertise from various disciplines, including the experiences and achievements of Sandwell Council, this guidance provides a framework for local authorities to embed a public health approach into their strategies, policies, and practices. It outlines key principles, actionable steps, and suggested activities that different departments and agencies within the local authority can undertake to tackle modern slavery effectively.

The guidance addresses a range of departments and agencies, including but not limited to community safety, adult social care, children's social care, housing, regulatory services, public health, procurement, education and schools, communications and public relations, HR, IT, and other relevant agencies. It recognises that combatting modern slavery requires a whole-system response, involving collaboration and coordination across different sectors and disciplines.

By adopting the public health approach outlined in this guidance, Sandwell Council, can enhance their capacity to prevent modern slavery, identify victims, support survivors, and disrupt the networks of exploitation. It also promotes a human rights-centered and victim-centered approach, recognising the importance of providing comprehensive support services to survivors, empowering communities, and raising awareness about the realities of modern slavery.

While this guidance provides a comprehensive framework, it is essential to tailor the strategies and actions to the specific context, resources, and priorities of each local authority department. Flexibility and adaptation are key to ensuring that the response to modern slavery remains relevant and effective within the local community.

By working together and implementing a public health approach, including the examples set by Sandwell Council, we can make a significant impact in combating modern slavery, protecting the most vulnerable individuals, and fostering a society where freedom, dignity, and human rights are upheld for all.

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# Definition and key principles of the public health approach

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The public health approach is a framework that applies principles and strategies from the field of public health to address complex social issues, including modern slavery. By adopting this approach, local authorities can effectively tackle modern slavery by considering its broader societal implications and implementing evidence-based interventions. Here, we will explore the definition and key principles of the public health approach in the context of combating modern slavery.

By understanding and applying the key principles of the public health approach, local authorities can develop a comprehensive and coordinated response to modern slavery.

**Definition:**

The public health approach to modern slavery involves a comprehensive and multidisciplinary approach to prevent, detect, respond to, and support individuals affected by this crime. It recognises that modern slavery is not just a legal or criminal justice issue, but a public health concern that requires action across multiple sectors, including law enforcement, health, social services, education, and community engagement.

**Key Principles:**

**Population-Based Approach:**
- ✓ The public health approach focuses on the entire population at risk of modern slavery, rather than solely on individual cases.

**Prevention:**
- ✓ Prevention is a core principle of the public health approach. It involves addressing the root causes of modern slavery, such as poverty, inequality, social exclusion, and lack of access to education and opportunities.

**Multisectoral Collaboration:**
- ✓ Collaboration and coordination among various sectors and stakeholders are essential in the public health approach.
- ✓ This collaboration enhances information sharing, resource allocation, and the development of comprehensive support systems.

**Data-Driven Decision Making:**
- ✓ The public health approach emphasises the collection, analysis, and utilisation of data to inform decision-making and measure the impact of interventions.
- ✓ Local authorities need to gather data on the prevalence, patterns, and characteristics of modern slavery within their jurisdiction.

**Equity and Social Justice:**
- ✓ The public health approach is grounded in principles of equity and social justice. It acknowledges that modern slavery disproportionately affects marginalised and vulnerable populations, including migrants, refugees, women, children, and those living in poverty.

**Evaluation and Continuous Improvement:**
- ✓ Evaluation is a critical component of the public health approach. Local authorities need to regularly assess the effectiveness of their interventions, programs, and policies in combating modern slavery.

# Relevance of the public health approach to addressing modern slavery at the local level

The public health approach is highly relevant and advantageous in addressing modern slavery at the local level in Sandwell. Here's a closer look at why the public health approach is well-suited for tackling modern slavery in the community:

## Holistic Perspective:

✓ The public health approach recognises the need for a comprehensive and holistic response that goes beyond law enforcement and prosecution.
✓ Local authorities can adopt this approach to address the underlying factors, root causes, and systemic issues that perpetuate modern slavery.

## Prevention and Early Intervention:

✓ Prevention is a key principle of the public health approach. Local authorities can prioritise prevention and early intervention strategies to address modern slavery.
✓ By focusing on identifying and addressing risk factors, vulnerabilities, and root causes, authorities can work proactively to prevent individuals from falling into exploitation.

## Multi-Sector Collaboration:

✓ The public health approach emphasises the importance of partnerships and collaboration among various stakeholders.
✓ By working together, sharing information, and aligning efforts, local authorities can leverage expertise, resources, and collective impact to combat modern slavery.

## Victim-Centered Approach:

✓ The public health approach prioritises the well-being and rights of survivors.
✓ Local authorities can adopt a victim-centered approach by ensuring that support services are accessible, comprehensive, and survivor-focused.

## Data-Driven Decision Making:

✓ The public health approach emphasises the collection, analysis, and utilisation of data to inform decision-making.
✓ Local authorities can gather data on the prevalence, patterns, and characteristics of modern slavery within their jurisdiction.

## Health and Well-being Implications:

✓ Modern slavery has severe health implications for survivors, including physical injuries, psychological trauma, and long-term health consequences.
✓ By addressing the health and well-being needs of survivors, local authorities can promote recovery and enhance the overall resilience of individuals affected by modern slavery.

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By adopting this approach, local authorities can take a holistic perspective, prioritise prevention and early intervention, foster multi-sector collaboration, centre their response around survivors, make data-driven decisions, and address the health and well-being implications of modern slavery. Through these efforts, local authorities can create a comprehensive and effective response to combat modern slavery, protect vulnerable individuals, and promote a community where freedom and human rights are upheld for all.

# Key Components of a Public Health Approach to Modern Slavery for Local Authorities

These key components of a public health approach to modern slavery can guide local authorities in their efforts to combat this crime effectively.

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✓ Local authorities can gather data on the prevalence, patterns, and characteristics of modern slavery within their jurisdiction.

## Health and Well-being Implications:

✓ Modern slavery has severe health implications for survivors, including physical injuries, psychological trauma, and long-term health consequences.

✓ The public health approach recognises these health implications and seeks to address them.

✓ By addressing the health and well-being needs of survivors, local authorities can promote recovery and enhance the overall resilience of individuals affected by modern slavery.

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By addressing prevention, detection and identification, response and support, collaboration and partnership, and evaluation and improvement, local authorities can develop a comprehensive and coordinated response to modern slavery. This approach ensures that efforts are targeted, survivor-centered, and evidence-based, leading to better outcomes for vulnerable individuals and the community.

# Why Sandwell is Focusing on a Public Health Approach

In Sandwell, we recognise the urgency and complexity of addressing modern slavery and human trafficking within our local community. To effectively tackle this issue, we have identified the need for a comprehensive and coordinated approach that goes beyond traditional law enforcement measures. That is why we are adopting a public health approach to modern slavery, which aligns with regional and national strategies, to enhance our response and protect the well-being of our residents. This section highlights how the Sandwell Slavery Pledge aligns with the principles and strategies of a public health approach to modern slavery:

### Demonstrating Strong Local Leadership:

- ✓ The Sandwell Slavery Pledge emphasises the importance of strong local leadership in driving change and fostering a united front against modern slavery.
- ✓ Through the pledge, local leaders take a proactive role in coordinating efforts, engaging different sectors, and raising awareness about modern slavery within the community.

### Raising Awareness:

- ✓ The Sandwell Slavery Pledge recognises the significance of raising awareness among staff, associates, and the wider community about the signs, risks, and consequences of modern slavery.

### Training Staff:

- ✓ Investing in comprehensive training programs for staff is crucial to equip them with the necessary knowledge and skills to identify and respond to potential cases of slavery.
- ✓ The Sandwell Slavery Pledge supports ongoing training and professional development opportunities for staff, ensuring they are well-prepared to address modern slavery effectively.

### Sharing Intelligence and Information:

- ✓ The Sandwell Slavery Pledge emphasises the active sharing of intelligence and information to detect and prevent instances of modern slavery.
- ✓ By fostering collaboration among stakeholders, including local authorities, law enforcement agencies, and community organisations, the pledge creates a robust information-sharing network.

### Supporting Victims and Survivors:

- ✓ The commitment to providing support and assistance to victims and survivors within the community is a key aspect of the Sandwell Slavery Pledge.
- ✓ Through partnerships with support organisations, the pledge ensures that victims receive the necessary care, protection, and pathways to recovery.

### Removing Slave-Based Labour from Supply Chains:

- ✓ Recognising the importance of responsible procurement practices, the Sandwell Slavery Pledge aims to identify and eliminate slave-based labour from supply chains.
- ✓ By conducting rigorous monitoring, due diligence, and engagement with suppliers, the pledge aligns with the public health approach's emphasis on addressing the social determinants of modern slavery.

### Building a Prosperous and Slavery-Free Local Economy:

- ✓ By actively supporting these goals, the pledge aligns with the public health approach's focus on addressing the wider determinants of health and well-being. This includes promoting inclusive economic opportunities, fair wages, and responsible business practices to prevent exploitation.

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By promoting a shared understanding and providing practical guidance, we can strengthen our collective response, enhance collaboration among different sectors, and ultimately work towards the prevention and eradication of modern slavery within our local community.
As leaders in Sandwell, we acknowledge the severity of modern slavery and the urgent need for collective action to eradicate it within our Borough.

# Importance of local authorities adopting a public health approach to combat modern slavery

The adoption of a public health approach by local authorities is of utmost importance in combatting modern slavery within our community. By taking a localised and comprehensive approach, we can effectively address the unique challenges and vulnerabilities present in our area. The graphic below provides some key reasons why local authorities should prioritise the adoption of a public health approach to combat modern slavery:

## Protecting the Vulnerable:

- ✓ Sandwell is home to diverse communities, and many individuals within our region are at risk of falling victim to modern slavery.
- ✓ By adopting a public health approach, we can identify and address the underlying risk factors that make individuals more susceptible to exploitation.
- ✓ This includes addressing issues such as poverty, unemployment, homelessness, and social isolation that create vulnerabilities.

## Multi-Agency Collaboration:

- ✓ Modern slavery is a complex issue that requires collaboration and coordination among various agencies and stakeholders.
- ✓ A public health approach brings together local authorities, law enforcement agencies, healthcare providers, social services, community organisations, and other relevant partners.
- ✓ By working together, we can pool our expertise, resources, and knowledge to develop comprehensive strategies, share information, and ensure a coordinated response to combat modern slavery effectively.

## Holistic Response:

- ✓ Modern slavery is not just a legal or criminal justice issue; it is a violation of human rights that affects individuals physically, psychologically, and socially.
- ✓ A public health approach recognises the need for a holistic response that addresses the comprehensive needs of survivors.
- ✓ This includes providing trauma-informed support services, access to healthcare, counselling, safe accommodation, and pathways to education and employment.

## Prevention and Early Intervention:

- ✓ A public health approach emphasises the importance of prevention and early intervention in addressing modern slavery.
- ✓ By raising awareness, educating the community, and implementing targeted prevention programs, we can reduce the risk of individuals falling into exploitation.
- ✓ This includes educating frontline professionals, such as healthcare workers, educators, and social workers, to recognise the signs of modern slavery and respond appropriately.

## Data-Informed Decision Making:

- ✓ A public health approach relies on robust data collection, analysis, and evaluation to inform decision-making and measure the effectiveness of interventions.
- ✓ Local authorities can leverage data to identify trends, hotspots, and patterns of modern slavery within our region.
- ✓ This knowledge enables us to allocate resources strategically, target interventions where they are most needed, and adapt our approaches based on evidence and lessons learned.

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By adopting a public health approach, local authorities can create a comprehensive and coordinated response to combat modern slavery. It enables us to protect the vulnerable, engage in multi-agency collaboration, provide holistic support to survivors, prioritise prevention and early intervention, and make data-informed decisions.

# Strategic Modern Slavery Partnerships' Role in a Public Health Approach

Strategic partnerships play a crucial role in implementing a public health approach to combat modern slavery. These partnerships bring together key stakeholders from various sectors and disciplines to coordinate efforts, share expertise, and collectively address the complex challenges associated with modern slavery. In Sandwell, the Sandwell Anti-Slavery Partnership (SASP) takes a leading role in driving the strategic response to modern slavery. This section explores the role of strategic modern slavery partnerships and the significance of SASP in fostering a public health approach.

## Collaboration and Coordination:

- ✓ Strategic modern slavery partnerships serve as a platform for collaboration and coordination among key stakeholders, including local authorities, law enforcement agencies, NGOs, community organisations, and relevant departments.

## Strategic Planning and Policy Development:

- ✓ Strategic partnerships, such as SASP, contribute to the development of strategic plans, policies, and frameworks that guide the local authority's response to modern slavery.
- ✓ By bringing together diverse perspectives, strategic partnerships ensure that policies are comprehensive, victim-centered, and aligned with the principles of the public health approach.

## Victim Support and Service Provision:

- ✓ Strategic partnerships ensure a coordinated and comprehensive approach to victim support and service provision.

## Awareness-Raising and Education:

- ✓ Strategic partnerships play a vital role in raising awareness about modern slavery among professionals, the public, and key community stakeholders.
- ✓ SASP coordinates campaigns, workshops, and training sessions to increase understanding of modern slavery, its signs, and reporting mechanisms.

## Data Sharing and Analysis:

- ✓ Strategic modern slavery partnerships promote data sharing and collaboration among relevant agencies and departments to enhance data collection, analysis, and monitoring.
- ✓ SASP facilitates the sharing of anonymised data on modern slavery cases, trends, and interventions, which informs strategic decision-making and policy development.

## Evaluation and Continuous Improvement:

- ✓ Strategic modern slavery partnerships contribute to the evaluation and continuous improvement of interventions and strategies.
- ✓ SASP engages in regular monitoring and evaluation of initiatives, collecting feedback from stakeholders, and measuring outcomes to assess the impact of the public health approach.
- ✓ Through partnerships, local authorities can share lessons learned, exchange best practices, and identify areas for improvement to enhance the effectiveness of their response.



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By fostering strong strategic partnerships, local authorities can enhance the effectiveness of their response, ensure a comprehensive and victim-centered approach, and work towards eradicating modern slavery within their community.

# Operational Modern Slavery Partnerships' Role in a Public Health Approach

Operational partnerships are an integral component of a public health approach to combat modern slavery. These partnerships bring together frontline agencies, such as law enforcement, social services, and victim support organisations, to ensure a coordinated response at the operational level. In Sandwell, the Slavery and Human Trafficking Operational Partnership (SHOP) plays a crucial role in coordinating efforts to prevent, identify, and disrupt modern slavery. This section explores the role of operational partnerships and the significance of SHOP in implementing a public health approach.

## Case Management and Victim Support:

✓ Operational partnerships, like SHOP, facilitate effective case management and coordination of services for victims of modern slavery.

✓ SHOP ensures that victims receive timely and appropriate support, including access to safe accommodation, healthcare, counselling, legal aid, and other essential services.

## Intelligence Sharing and Investigations:

✓ Operational partnerships enable the sharing of intelligence and collaboration between law enforcement agencies, social services, and other relevant stakeholders.

✓ SHOP facilitates the exchange of information, joint investigations, and proactive measures to identify perpetrators, disrupt networks, and bring offenders to justice.

## Outreach and Engagement:

✓ Operational partnerships play a crucial role in outreach and engagement activities to reach vulnerable individuals and communities at risk of modern slavery.

✓ SHOP collaborates with community organisations, faith groups, and other stakeholders to raise awareness, provide training, and build trust within communities.

## Multi-Agency Response and Coordination:

✓ Operational partnerships ensure a multi-agency response, with agencies working together to prevent, identify, and disrupt modern slavery.

✓ SHOP facilitates regular meetings, joint operations, and information sharing to coordinate efforts, share expertise, and address specific challenges associated with modern slavery in Sandwell.

## Data Collection and Analysis:

✓ Operational partnerships contribute to data collection and analysis to inform evidence-based decision-making and identify trends and patterns related to modern slavery.

✓ By analysing data collectively, operational partnerships can identify emerging trends, target interventions, and improve the overall understanding of modern slavery dynamics in the local context.

## Training and Capacity Building:

✓ Operational partnerships play a vital role in providing training and capacity building to frontline professionals involved in combating modern slavery.

✓ SHOP organises training sessions, workshops, and knowledge-sharing activities to enhance the knowledge, skills, and awareness of professionals in identifying, responding to, and supporting victims of modern slavery.

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By working together, agencies can create a coordinated and collaborative frontline response to modern slavery, ensuring a victim-centered approach, disrupting criminal networks, and promoting the overall well-being and safety of individuals affected by this crime.

Throughout this document, we have explored the significance of adopting a public health approach to combat modern slavery from the perspective of local authorities in Sandwell. We have discussed key components such as prevention, detection and identification, collaboration and partnership, evaluation and improvement, and the benefits of tailoring this approach to the local context. We have also acknowledged the challenges and considerations that local authorities may encounter in implementing the public health approach.

Local authorities play a critical role in addressing modern slavery within their communities. By embracing the public health approach, authorities can develop comprehensive strategies that address the underlying causes and vulnerabilities associated with modern slavery. This approach enables authorities to promote prevention, support survivors, and create long-term societal change.

We call upon local authorities to commit to the principles of the public health approach and collaborate with partners to implement strategies that protect vulnerable individuals within their communities. By strengthening partnerships and sharing information, resources, and expertise, local authorities can develop evidence-based interventions tailored to their specific context.

By adopting the public health approach, local authorities can make a tangible difference in the lives of those affected by modern slavery. It is the collective commitment and concerted action of local authorities, partners, and communities that will contribute to the eradication of this heinous crime and the realisation of a society where freedom, dignity, and human rights are upheld for all.

Let us stand united in our resolve to protect the vulnerable, empower survivors, and build a future free from the chains of modern slavery.



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*"By adopting the public health approach Local Authorities can enhance capacity to prevent modern slavery, identify victims, support survivors, and disrupt the networks of exploitation."*
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Addressing Modern Slavery:
A Public Health Approach for Local Authorities

# Appendix

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# Overall Checklist for Implementing a Public Health Approach:

The following checklist serves as a practical guide for local authorities who are committed to implementing a public health approach to combat modern slavery. It outlines the key components and considerations necessary for a comprehensive and coordinated response to this heinous crime. Each item on the checklist represents a vital element in the successful implementation of the public health approach, enabling local authorities to prevent, identify, support, and prosecute cases of modern slavery effectively.

## Leadership and Governance:
- ✓ Ensure clear leadership and accountability for combating modern slavery within the local authority.
- ✓ Establish a dedicated team or working group responsible for overseeing the implementation of the public health approach.

## Multi-Agency Collaboration:
- ✓ Foster strong partnerships and collaboration among key stakeholders.
- ✓ Establish formal mechanisms for information sharing, joint operations, and coordinated efforts in preventing, identifying, and supporting victims of modern slavery.

## Data Collection and Analysis:
- ✓ Develop a robust system for collecting, analysing, and monitoring data on modern slavery cases within the jurisdiction.
- ✓ Establish mechanisms to share and collate data with relevant stakeholders to enhance understanding, identify trends, and inform interventions

## Prevention and Awareness:
- ✓ Raise public awareness about modern slavery through targeted campaigns, educational programs, and community engagement initiatives.
- ✓ Collaborate with schools, colleges, and universities to integrate modern slavery education into the curriculum.

## Identification and Support:
- ✓ Train frontline staff and relevant professionals on recognising the signs of modern slavery and reporting procedures.
- ✓ Establish clear referral pathways and support networks for victims of modern slavery, ensuring access to appropriate services, such as housing, legal aid, healthcare, and counselling.

## Enforcement and Prosecution:
- ✓ Work closely with law enforcement agencies to support investigations and prosecutions of modern slavery cases.
- ✓ Develop protocols and procedures to ensure effective cooperation and information sharing between the local authority and law enforcement.

## Monitoring and Evaluation:
- ✓ Regularly monitor and evaluate the effectiveness of interventions and strategies in addressing modern slavery.
- ✓ Collect and analyse data on outcomes and impacts to measure progress and identify areas for improvement.

## Resource Allocation and Collaboration:
- ✓ Allocate adequate resources, including funding, staffing, and training, to support the implementation of the public health approach.
- ✓ Seek opportunities for collaboration, knowledge sharing, and joint initiatives with other local authorities, regional bodies, and national networks working on modern slavery

# Implementing a Public Health Approach to Modern Slavery - Community Safety Team

The Community Safety Team plays a crucial role in addressing modern slavery within the local community. By adopting a public health approach, the team can contribute to prevention, detection, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, the Community Safety Team can strengthen the overall response to modern slavery.

## Assessing Local Risk Factors:
- ✓ Identify risk factors specific to the local community that contribute to modern slavery.
- ✓ Collaborate with other agencies to gather data and conduct assessments to understand the local landscape.

## Raising Awareness and Education:
- ✓ Develop educational materials and campaigns to raise awareness about modern slavery among community members.
- ✓ Organise training sessions for relevant stakeholders, including community groups, businesses, and frontline workers.

## Collaboration and Partnerships:
- ✓ Establish strong partnerships with local law enforcement agencies, NGOs, and survivor support organisations.
- ✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery.
- ✓ Share information, intelligence, and best practices with partners to enhance the collective response.

## Identification and Referral:
- ✓ Train Community Safety Team members to recognise signs of modern slavery and respond appropriately.
- ✓ Develop protocols for identifying potential victims and referring them to relevant support services.
- ✓ Establish effective information-sharing mechanisms with key agencies to facilitate timely referrals.

## Support and Victim-Centered Approach:
- ✓ Collaborate with survivor support organisations to ensure victims receive comprehensive and tailored support.
- ✓ Provide training to team members on trauma-informed approaches to interact with victims of modern slavery.
- ✓ Advocate for the rights and needs of victims within the local authority and in partnership with relevant agencies.

## Data Collection and Evaluation:
- ✓ Establish mechanisms to collect and analyse local data on modern slavery cases and interventions.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making and identify areas for improvement.

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By implementing these actions and adopting a public health approach, the Community Safety Team can effectively contribute to combating modern slavery, protecting vulnerable individuals, and fostering a safer community.

# Implementing a Public Health Approach to Modern Slavery - Community Safety Team

Adult Social Care plays a vital role in safeguarding vulnerable individuals and supporting victims of modern slavery. By adopting a public health approach, Adult Social Care can contribute to prevention, detection, and survivor support. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, Adult Social Care can strengthen the overall response to modern slavery.

## Assessing Local Risk Factors:

- ✓ Identify risk factors within the adult social care sector that may increase vulnerability to modern slavery.
- ✓ Collaborate with other agencies and organisations to gather data and assess the local landscape.
- ✓ Consider factors such as isolation, dependency, mental health issues, and complex care needs that may contribute to vulnerability.

## Raising Awareness and Education:

- ✓ Develop training programs and resources to educate Adult Social Care staff on recognising signs of modern slavery.
- ✓ Raise awareness among service users and their families about the risks and signs of modern slavery.

## Collaboration and Partnerships:

- ✓ Establish strong partnerships with local law enforcement agencies, NGOs, and survivor support organisations.
- ✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery.
- ✓ Share information, intelligence, and best practices with partners to enhance the collective response.

## Identification and Referral:

- ✓ Train Adult Social Care staff on identifying potential signs of modern slavery, including indicators of coercion, control, and exploitation.
- ✓ Establish protocols for reporting suspicions and referring individuals to appropriate support services.
- ✓ Ensure effective information sharing and coordination with relevant agencies to facilitate timely referrals.

## Support and Victim-Centered Approach:

- ✓ Collaborate with survivor support organisations to ensure victims receive comprehensive and tailored support.
- ✓ Develop care plans that address the specific needs of survivors, including trauma-informed approaches and access to specialised services.
- ✓ Advocate for the rights and dignity of survivors within the adult social care sector and in partnership with other agencies.

## Data Collection and Evaluation:

- ✓ Establish mechanisms to collect and analyse data on modern slavery cases within the adult social care sector.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making and identify areas for improvement.

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By implementing these actions and adopting a public health approach, Adult Social Care can play a vital role in identifying and supporting survivors of modern slavery, contributing to a safer and more inclusive community.

# Implementing a Public Health Approach to Modern Slavery - Children's Social Care

Children's Social Care plays a crucial role in safeguarding children and young people from modern slavery. By adopting a public health approach, Children's Social Care can contribute to prevention, early identification, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, Children's Social Care can strengthen the overall response to modern slavery and protect vulnerable children and young people.

## Assessing Local Risk Factors:
- ✓ Identify risk factors specific to children and young people that may contribute to vulnerability to modern slavery.
- ✓ Consider factors such as children in care, children who go missing, and those involved in gangs or county lines exploitation.

## Raising Awareness and Education:
- ✓ Develop training programs and resources to educate Children's Social Care staff on recognising signs of modern slavery and exploitation.
- ✓ Raise awareness among children, young people, parents, and carers about the risks, signs, and reporting mechanisms related to modern slavery.

## Collaboration and Partnerships:
- ✓ Participate in multi-agency safeguarding forums or working groups dedicated to addressing modern slavery.
- ✓ Share information, intelligence, and best practices with partners to enhance the collective response and ensure coordinated support for victims.

## Identification and Referral:
- ✓ Train Children's Social Care staff on identifying indicators of modern slavery and exploitation, including changes in behaviour, unexplained absences, or signs of coercion.
- ✓ Establish clear protocols for reporting suspicions and referring children and young people to appropriate support services.

## Support and Victim-Centered Approach:
- ✓ Collaborate with survivor support organisations to ensure child victims of modern slavery receive comprehensive and tailored support.
- ✓ Develop child-focused support plans that address their specific needs, including access to trauma-informed services and safe accommodation.
- ✓ Advocate for the rights and wellbeing of child victims within the Children's Social Care sector and in partnership with other agencies.

## Data Collection and Evaluation:
- ✓ Establish mechanisms to collect and analyse data on modern slavery cases involving children and young people within the Children's Social Care sector.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making, identify emerging trends, and identify areas for improvement in safeguarding children and young people from modern slavery.

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By implementing these actions and adopting a public health approach, Children's Social Care can play a pivotal role in identifying and supporting child victims of modern slavery, contributing to a safer and more protective environment for vulnerable children and young people.

# Implementing a Public Health Approach to Modern Slavery - Housing

Housing plays a critical role in safeguarding individuals and preventing modern slavery. By adopting a public health approach, housing authorities can contribute to prevention, identification, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, housing authorities can strengthen the overall response to modern slavery and ensure safe and secure housing for all.

## Assessing Local Risk Factors:

- ✓ Identify risk factors within housing settings that may increase vulnerability to modern slavery, such as overcrowding, insecure tenancies, or lack of housing options.
- ✓ Consider the specific vulnerabilities faced by different populations, including migrants, homeless individuals, and those living in temporary accommodations.

## Raising Awareness and Education:

- ✓ Develop training programs and resources to educate housing staff on recognising signs of modern slavery, including indicators of exploitation and coercion.
- ✓ Raise awareness among tenants, landlords, and housing providers about the risks, signs, and reporting mechanisms related to modern slavery.

## Collaboration and Partnerships:

- ✓ Establish strong partnerships with local law enforcement agencies, NGOs, and survivor support organisations.
- ✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery.
- ✓ Share information, intelligence, and best practices with partners to enhance the collective response and ensure coordinated support for victims.

## Identification and Referral:

- ✓ Train housing staff on identifying potential signs of modern slavery, including indicators of exploitation, forced labour, or human trafficking.
- ✓ Establish clear protocols for reporting suspicions and referring individuals to appropriate support services, such as local authorities or specialist organisations.

## Support and Victim-Centered Approach:

- ✓ Collaborate with survivor support organisations to ensure victims of modern slavery receive comprehensive and tailored support.
- ✓ Develop procedures for providing immediate support and secure accommodation to victims identified within housing settings.

## Data Collection and Evaluation:

- ✓ Establish mechanisms to collect and analyse data on modern slavery cases within housing settings, ensuring data protection and confidentiality.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making, identify emerging trends, and identify areas for improvement within the housing sector's response to modern slavery.

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By implementing these actions and adopting a public health approach, housing authorities can play a crucial role in identifying and supporting victims of modern slavery, contributing to safe and secure housing for all individuals within the community.

Public Health plays a crucial role in addressing modern slavery by focusing on prevention, early identification, and support for victims. By adopting a public health approach, Public Health departments can contribute to the overall effort in combatting modern slavery. This approach involves understanding risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, Public Health departments can play a vital role in safeguarding vulnerable populations and promoting health and well-being

### Assessing Local Risk Factors:

✓ Identify local risk factors that contribute to vulnerability to modern slavery, such as socioeconomic inequalities, immigration status, or systemic factors.

✓ Consider specific populations at higher risk for modern slavery, including migrants, homeless individuals, or those with mental health issues.

### Raising Awareness and Education:

✓ Develop targeted awareness campaigns and educational materials to inform the public and professionals about modern slavery, its signs, and reporting mechanisms.

✓ Train Public Health staff on recognising signs of modern slavery and the appropriate response, ensuring a consistent and informed approach.

### Collaboration and Partnerships:

✓ Establish partnerships and networks with local authorities, law enforcement agencies, NGOs, and healthcare providers to enhance the collective response to modern slavery.

✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery at the local level.

✓ Share knowledge, information, and best practices to ensure a coordinated and comprehensive approach.

### Identification and Referral:

✓ Develop protocols and guidelines for Public Health staff to identify potential signs of modern slavery during routine interactions or service provision.

✓ Collaborate with healthcare providers, social services, and other relevant agencies to establish clear referral pathways for potential victims of modern slavery.

✓ Ensure staff receive appropriate training on referral procedures and the support available for victims.

### Support and Victim-Centered Approach:

✓ Collaborate with survivor support organisations and community groups to ensure comprehensive and trauma-informed support services are available to victims of modern slavery.

✓ Advocate for accessible healthcare, mental health, and social support services for victims, addressing their specific needs and vulnerabilities.

### Data Collection and Evaluation:

✓ Develop mechanisms to collect, analyse, and monitor data on modern slavery cases within the Public Health sector, ensuring data protection and confidentiality.

✓ Regularly evaluate the effectiveness of implemented strategies and interventions.

✓ Utilise data to inform evidence-based decision-making, identify emerging trends, and identify areas for improvement within the Public Health response to modern slavery.

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By implementing these actions and adopting a public health approach, Public Health departments can contribute to the prevention, identification, and support for victims of modern slavery, promoting the health and well-being of all individuals within the community.

# Implementing a Public Health Approach to Modern Slavery - Private Sector Housing

Private sector housing plays a critical role in safeguarding individuals and preventing modern slavery. By adopting a public health approach, private sector housing authorities can contribute to prevention, identification, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. Private sector housing plays a critical role in safeguarding individuals and preventing modern slavery.

## Raising Awareness and Education:

- ✓ Develop training programs and resources to educate private sector housing staff on recognising signs of modern slavery, including indicators of exploitation, forced labour, or human trafficking.
- ✓ Collaborate with training providers to integrate modern slavery awareness into relevant training curricula for housing professionals, including landlords and property managers.
- ✓ Raise awareness among tenants, landlords, and housing providers about the risks, signs, and reporting mechanisms related to modern slavery.

## Collaboration and Partnerships:

- ✓ Establish strong partnerships with local law enforcement agencies, NGOs, and survivor support organisations.
- ✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery in the private sector housing sector.
- ✓ Share information, intelligence, and best practices with partners to enhance the collective response and ensure coordinated support for victims.

## Identification and Referral:

- ✓ Train private sector housing staff on identifying potential signs of modern slavery, including indicators of exploitation, substandard living conditions, or coercive control.
- ✓ Establish clear protocols for reporting suspicions and referring individuals to appropriate support services, such as local authorities or specialist organisations.
- ✓ Foster effective information sharing and coordination with relevant agencies to facilitate timely responses and ensure the safety of potential victims.

## Support and Victim-Centered Approach:

- ✓ Collaborate with survivor support organisations to ensure victims of modern slavery receive comprehensive and tailored support.
- ✓ Develop procedures for providing immediate support and secure accommodation to victims identified within private sector housing settings.
- ✓ Advocate for the rights and wellbeing of victims within the private sector housing sector and work with partners to ensure their ongoing support needs are met.

## Data Collection and Evaluation:

- ✓ Establish mechanisms to collect and analyse data on modern slavery cases within the private sector housing sector, ensuring data protection and confidentiality.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making, identify emerging trends, and identify areas for improvement within the private sector housing sector's response to modern slavery.

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By adopting a public health approach, private sector housing authorities can contribute to prevention, identification, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. Actions for Private Sector Housing Authorities:

# Implementing a Public Health Approach to Modern Slavery - Regulatory Services

Regulatory Services, including Trading Standards, Planning, and Environmental Protection, have a vital role in preventing and addressing modern slavery. By adopting a public health approach, Regulatory Services can contribute to prevention, identification, and support for victims of modern slavery. This approach focuses on identifying risk factors, raising awareness, collaborating with key stakeholders, and implementing evidence-based strategies. By embedding the public health approach, Regulatory Services can strengthen the overall response to modern slavery and ensure a safe and fair environment for all.

## Assessing Local Risk Factors:
- ✓ Identify risk factors within regulatory services' remit that may contribute to vulnerability to modern slavery, such as exploitative businesses, non-compliance with labour standards, or illicit activities.
- ✓ Consider specific sectors or industries that are known to be at higher risk for modern slavery, such as construction, agriculture, or hospitality.

## Raising Awareness and Education:
- ✓ Develop training programs and resources to educate Regulatory Services staff on recognising signs of modern slavery, including indicators of labour exploitation, fraudulent practices, or environmental abuses.
- ✓ Raise awareness among businesses, contractors, and the public about the risks, signs, and reporting mechanisms related to modern slavery.

## Collaboration and Partnerships:
- ✓ Establish strong partnerships with local law enforcement agencies, NGOs, and relevant industry bodies.
- ✓ Participate in multi-agency task forces or working groups dedicated to addressing modern slavery within the regulatory context.

## Identification and Referral:
- ✓ Train Regulatory Services staff on identifying potential signs of modern slavery, such as exploitative labour practices, environmental abuses, or fraudulent activities.
- ✓ Establish clear protocols for reporting suspicions and referring cases to appropriate enforcement agencies or support services.

## Enforcement and Compliance:
- ✓ Strengthen regulatory frameworks and enforcement mechanisms to address modern slavery-related violations, such as labour exploitation, illegal working conditions, or environmental abuses.
- ✓ Conduct targeted inspections and investigations to identify and disrupt businesses involved in modern slavery.

## Data Collection and Evaluation:
- ✓ Establish mechanisms to collect and analyse data on modern slavery-related offenses within the regulatory services sector, ensuring data protection and confidentiality.
- ✓ Regularly evaluate the effectiveness of implemented strategies and interventions.
- ✓ Use data to inform evidence-based decision-making, identify emerging trends, and identify areas for improvement within the regulatory services' response to modern slavery.

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By implementing these actions and adopting a public health approach, Regulatory Services can play a significant role in identifying and addressing modern slavery, contributing to a safe, fair, and ethical environment for all individuals within the community.

# Implementing a Public Health Approach to Modern Slavery - Education and Schools

Education and Schools play a vital role in addressing modern slavery by raising awareness, educating students, and fostering a culture of vigilance against exploitation. By adopting a public health approach, Education and Schools departments can contribute to the prevention, identification, and support for victims of modern slavery. This approach involves integrating modern slavery education into the curriculum, training staff, and collaborating with external organisations. By embedding the public health approach, Education and Schools departments can empower students, teachers, and parents to recognise the signs of modern slavery and act.

## Curriculum Integration:

✓ Integrate modern slavery education into the curriculum at appropriate grade levels, emphasising awareness, prevention, and responsible citizenship.

✓ Develop age-appropriate resources, lesson plans, and teaching materials that help students understand the concept of modern slavery, its signs, and the importance of reporting.

✓ Collaborate with subject teachers to incorporate modern slavery-related topics into various subjects, such as history, geography, social studies, and citizenship education.

## Teacher and Staff Training:

✓ Provide professional development opportunities to teachers and staff on recognising signs of modern slavery, understanding the local context, and responding appropriately.

✓ Facilitate training sessions with external experts or organisations that specialise in modern slavery education to enhance staff knowledge and capacity.

✓ Establish reporting mechanisms and procedures for staff to follow when they suspect a case of modern slavery involving a student or within the community.

## Partnerships and Engagement:

✓ Collaborate with local law enforcement agencies, NGOs, and survivor support organisations to provide guest speakers, workshops, or assemblies on modern slavery awareness and prevention.

✓ Engage with parents, guardians, and the wider community through workshops, information sessions, or online resources to raise awareness about modern slavery and encourage reporting.

## Student Support and Guidance:

✓ Establish support mechanisms for students who may have been victims of or exposed to modern slavery, providing a safe and confidential environment to seek assistance.

✓ Develop protocols for staff to respond sensitively to disclosures and to facilitate appropriate referrals to support services or local authorities.

✓ Promote student well-being programs that address resilience, critical thinking, and responsible digital citizenship to help prevent exploitation and empower students to protect themselves and others.

## Awareness Campaigns and Events:

✓ Organise awareness campaigns, events, or competitions within schools to engage students in learning about modern slavery, expressing their ideas, and acting.

✓ Utilise school newsletters, websites, social media platforms, and notice boards to share information on modern slavery, reporting mechanisms, and available support services.

✓ Collaborate with community organisations to organise activities that promote community engagement and highlight the importance of combating modern slavery.

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By implementing these actions and adopting a public health approach, Education and Schools departments can play a significant role in preventing modern slavery, empowering students, and creating a safe and informed community. Together, we can educate the next generation and foster a society that stands against exploitation and supports the well-being of all individuals.

# Implementing a Public Health Approach to Modern Slavery - Procurement

Procurement plays a critical role in addressing modern slavery by promoting ethical practices and ensuring supply chains are free from exploitation. By adopting a public health approach, Procurement departments can contribute to the prevention, identification, and mitigation of modern slavery risks. This approach involves assessing supply chains, raising awareness, collaborating with suppliers, and implementing robust procurement practices. By embedding the public health approach, Procurement departments can make a significant impact in combatting modern slavery and promoting responsible business practices.

## Assessing Supply Chain Risks:

✓ Conduct comprehensive assessments of supply chains to identify potential risks and vulnerabilities to modern slavery.

✓ Collaborate with suppliers and industry associations to gather information and promote transparency within the supply chain.

✓ Consider factors such as geographical location, industry sector, subcontracting practices, and labour conditions when assessing risks.

## Raising Awareness and Education:

✓ Develop training programs and resources to educate procurement staff about modern slavery, its signs, and the importance of responsible sourcing.

✓ Collaborate with industry bodies and suppliers to share best practices and raise awareness about modern slavery risks within supply chains.

✓ Communicate the organisation's commitment to ethical procurement practices and encourage suppliers to uphold the same standards.

## Collaboration and Partnerships:

✓ Establish partnerships with suppliers, industry associations, and NGOs to promote responsible business practices and address modern slavery risks.

✓ Participate in multi-stakeholder initiatives or working groups dedicated to combatting modern slavery in procurement.

## Procurement Practices:

✓ Integrate modern slavery considerations into procurement policies and procedures, ensuring that ethical practices are a key criterion in supplier selection.

✓ Conduct due diligence on suppliers to assess their commitment to human rights, labour standards, and responsible business practices.

## Supplier Engagement and Capacity Building:

✓ Engage with suppliers to promote awareness of modern slavery risks and support their efforts to mitigate these risks.

✓ Provide guidance and resources to suppliers on responsible sourcing, supply chain mapping, and auditing processes.

✓ Encourage suppliers to develop and implement robust policies and procedures to address modern slavery risks within their own operations and supply chains.

## Monitoring and Reporting:

✓ Implement mechanisms to monitor supplier compliance with ethical standards and contractual requirements related to modern slavery.

✓ Regularly review and assess supplier performance through audits, inspections, and other monitoring tools.

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By implementing these actions and adopting a public health approach, Procurement departments can contribute to the prevention of modern slavery, promote responsible sourcing, and ensure supply chains are free from exploitation. Together, we can make a significant impact in combatting modern slavery and creating a more ethical and sustainable business environment.

The HR department plays a critical role in addressing modern slavery within an organisation by ensuring responsible recruitment practices, promoting employee well-being, and creating a safe and inclusive workplace. By adopting a public health approach, HR departments can contribute to the prevention, identification, and support for victims of modern slavery. This approach involves integrating modern slavery awareness into HR policies, implementing robust due diligence measures, and providing training and support for employees. By embedding the public health approach, HR departments can play a significant role in eradicating modern slavery within their organisations.

## Responsible Recruitment:

- ✓ Establish robust recruitment policies that promote ethical practices, including measures to identify and prevent modern slavery within the supply chain.
- ✓ Conduct due diligence on recruitment agencies, ensuring they adhere to ethical standards and do not engage in exploitative practices.
- ✓ Implement procedures for verifying the identity and eligibility of job applicants to prevent cases of forced labour or human trafficking.

## Employee Training and Awareness:

- ✓ Provide training programs to employees on recognising signs of modern slavery, both within the organisation and in external business interactions.
- ✓ Raise awareness about modern slavery through internal communication channels, such as employee newsletters, intranet platforms, or awareness campaigns.
- ✓ Encourage employees to report any suspicions or concerns related to modern slavery and establish confidential reporting mechanisms.

## Supplier Engagement:

- ✓ Collaborate with the procurement department to ensure suppliers are screened for modern slavery risks during the vendor selection process.
- ✓ Communicate the organisation's commitment to responsible sourcing and ethical business practices to suppliers and encourage them to uphold the same standards.
- ✓ Engage with suppliers to assess their own policies and practices related to modern slavery prevention and encourage continuous improvement.

## Employee Support and Well-being:

- ✓ Provide a supportive environment for employees who may have been victims of or exposed to modern slavery, ensuring confidentiality and access to appropriate support services.
- ✓ Develop protocols for HR staff to handle disclosures sensitively, offer guidance on accessing external support, and facilitate necessary referrals.
- ✓ Foster a workplace culture that promotes employee well-being, respect, and inclusion, which contributes to the prevention of modern slavery.

## Policies and Procedures:

- ✓ Update HR policies to explicitly address modern slavery, including provisions related to ethical recruitment, zero-tolerance for forced labour, and reporting mechanisms.
- ✓ Regularly review and update policies and procedures to ensure compliance with legal requirements and best practices in addressing modern slavery.
- ✓ Establish procedures for conducting internal audits or inspections to monitor compliance with modern slavery prevention measures.

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By implementing these actions and adopting a public health approach, HR departments can contribute to preventing modern slavery, promoting responsible recruitment practices, and ensuring a safe and inclusive workplace. Together, we can create organisations that prioritise the well-being and rights of all employees and actively work towards eradicating modern slavery.

# Implementing a Public Health Approach to Modern Slavery - Information Technology (IT)

IT plays a crucial role in supporting the implementation of a public health approach to modern slavery by enhancing data management systems, ensuring information security, and facilitating effective communication and collaboration. By adopting a public health approach. The IT department can contribute to the prevention, identification, and support for victims of modern slavery through robust data management, secure information sharing, and technological solutions. By embedding the public health approach, the IT department can help create a technology-driven environment that supports the fight against modern slavery.
By implementing these actions

## Data Management and Analysis:
- ✓ Enhance data management systems to effectively collect, analyse, and monitor information related to modern slavery cases and interventions.
- ✓ Develop secure databases or platforms to store and manage sensitive information related to potential victims, perpetrators, and support services.
- ✓ Collaborate with relevant departments to establish data sharing protocols that prioritise confidentiality, compliance with data protection regulations, and interdepartmental coordination.

## Reporting and Case Management Systems:
- ✓ Implement reporting mechanisms and case management systems that allow for the efficient and secure reporting, tracking, and monitoring of modern slavery cases.
- ✓ Ensure that these systems provide clear workflows, automate processes, and facilitate communication and collaboration among relevant stakeholders.
- ✓ Integrate analytical tools to generate insights and identify trends that can inform preventive measures and targeted interventions.

## Information Security and Privacy:
- ✓ Strengthen information security protocols to protect sensitive data related to modern slavery cases, victims, and investigative processes.
- ✓ Conduct regular assessments of IT infrastructure, networks, and applications to identify vulnerabilities and implement appropriate security measures.
- ✓ Ensure compliance with relevant data protection laws and regulations to safeguard the privacy and confidentiality of individuals involved in modern slavery cases.

## Technological Solutions and Innovations:
- ✓ Explore technological solutions, such as data analytics, artificial intelligence, and machine learning, to support the identification and prevention of modern slavery.
- ✓ Collaborate with external partners, such as tech companies or research institutions, to leverage innovative tools and technologies in the fight against modern slavery.
- ✓ Develop user-friendly applications or platforms that provide accessible information on modern slavery, reporting mechanisms, and support services.

## Training and Support:
- ✓ Provide training to staff on the proper use of IT systems, data security protocols, and privacy regulations related to modern slavery cases.
- ✓ Offer technical support and assistance to departments and staff members in utilising IT systems effectively for reporting, data management, and analysis.
- ✓ Foster a culture of continuous learning and improvement within the IT department by staying informed about emerging technologies and best practices in addressing modern slavery.

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By implementing these actions and adopting a public health approach, the IT department can support the prevention, identification, and support for victims of modern slavery through effective data management, secure information sharing, and technological innovations. Together, we can harness the power of technology to fight against modern slavery and contribute to a safer and more just society.

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