

Three Rivers District Council

Safeguarding
Children, Young
People and Adults
at Risk Policy
2023 – 2027

August 2023-2027

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1. Introduction.

Three Rivers District Council takes the safeguarding of children, young people, and adults at risk seriously. Within the course of providing our services, or having contact with Customers, we can make positive impacts on the lives of children and adults at risk, by protecting them from harm and abuse and helping them to access early help.

The policy applies to 'all staff' as being anyone working for Three Rivers District Council including Volunteers, agency staff, work placements, Contractors, commissioned services, and Elected Members of the council.

The definition of a child for the purpose of the policy is anyone under the age of 18 years, including an unborn child.

The definition of an adult at risk for the purpose of the policy is:

A person 18 years or over who has needs for care and support (whether any of those needs are being met by an authority), is experiencing, or is at risk of, abuse or neglect, as a result of those needs is unable to protect him/herself against the abuse or neglect or the risk of it or is deemed, having been appropriately assessed, to lack mental capacity by Hertfordshire County Council as the responsible authority.

2. Our Commitment to Safeguarding.

The Council:

- is committed to protecting and safeguarding children and adults at risk against potential and actual harm.
- fully accepts and promotes the principle enshrined in the Children Act 1989 and 2004 that the welfare of the child is paramount.
- is committed to supporting adults and providing a service to adults at risk who are experiencing abuse, neglect, and exploitation.
- will take all allegations of abuse seriously, valuing the individual affected, listening to them, and respecting them.
- is committed to working with statutory and voluntary organisations to promote the safety and welfare of children and adults at risk, to protect them from abuse, and prevent abuse.
- is committed to empowering and supporting adults at risk to make their own choices.
- will act promptly whenever a concern is raised about a child or an adult at risk, or the behaviour of someone towards them, sharing information about concerns with agencies who need to know, involving children, parents and adults at risk as required.
- will co-operate with statutory partners in the investigation of any cases of suspected child abuse, or abuse of adults at risk.
- will maintain procedures and training for the identification of abuse, and appropriate investigation of such abuse.
- will recruit staff and volunteers safely ensuring all necessary checks are made.
- will safeguard children and adults at risk by following the procedures developed for the purposes of enacting this policy.

3. Our aims for safeguarding and early help.

This policy aims to:

- Promote the welfare of children and young people accessing the Council's services and living in the district.
- Ensure the needs and interests of adults at risk are always respected and upheld.
- Assure children, young people, adults at risk and their families and carers, that the Council takes their welfare seriously and assure them that we deliver our services in a safe and secure environment.
- Help adults at risk maintain choice and control, safety, health, quality of life, dignity, and respect.
- Ensure that all staff, volunteers, members, and contractors understand the reporting procedures for any concerns that a child, young person, or adult at risk may be at risk of abuse or neglect.
- Ensure that the Council maintains safer recruitment practices.
- Uphold the human rights of children and adults at risk.

4. Our policy, the legislation, and safeguarding procedures.

This policy and its associated procedures will ensure that the Council is compliant with the responsibilities and expectations laid out in the following legislation, guidance, and local procedures:

- The Children Act 1989
- The Children Act 2004
- 'Working Together to Safeguard Children 2018'
- The Care Act 2014
- Care and Support Statutory Guidance
- Better Care, Higher Standards charter
- Making Safeguarding Personal
- The United Nations Convention on the Rights of the Child.
- The Human Rights Act 1998.
- Mental Capacity Act 2019
- Female Genital Mutilation Act 2003
- Forced Marriage (Civil Protection) Act 2023
- The Domestic Violence, Crime and Victims Act 2004.
- The Domestic Abuse Act 2021
- The Modern Slavery Act 2015.
- The National Prevent Strategy
- Criminal Exploitation of Children and Vulnerable Adults: County Lines (September 2018)
- Multi-Agency Public Protection Arrangements (MAPPA).
- Safeguarding Adults at Risk
- Hertfordshire Safeguarding Children Partnership Procedures Manual.

5. Roles and responsibilities.

All Staff, including Elected Members of the Council are to:

- Understand and apply the policy and its related procedures to their activities within the Council; Apply the policies and its related procedures to their everyday activities within the Council.
- Undertake appropriate training to support them in recognising the signs of abuse and neglect and the pathways to appropriate and timely reporting using a designated safeguarding lead.
- Act appropriately always and to challenge inappropriate behaviour in others and report it in compliance with our code of conduct policy.

Managers in the Council are to:

- Encourage all staff, to understand this policy and related procedures; Ensure that new members of staff familiarise themselves with the policy in its entirety and all related procedures Including the Council's Whistle blowing policy.
- Ensure all staff to undertake appropriate safeguarding training and refresher courses.
- Ensure that the policy and procedures are always adhered to including how to report any concerns about a child or adult at risk.
- Act on any breach of the policy and/or its procedures to include the reporting of concerns around staff conduct to the designated safeguarding lead and human resources team for appropriate investigation and referral to LADO if required.
- Act on any breach of the policy and its procedures as appropriate.

Designated Safeguarding Leads are to:

- Ensure that any concern about a child or adult at risk is acted on and is clearly recorded and an appropriate decision is made using a time sensitive approach and referred on to another agency where necessary.
- Identify options for early help for concerns about children or adults at risk that do not meet the thresholds of safeguarding referrals, to record and communicate these options and make any consented referrals.
- To respond to any concerns about the conduct of staff and know when to appropriately report to LADO.
- To undertake training and refresher training as required.
- Maintain understanding of Hertfordshire Safeguarding Children Partnership and Hertfordshire Safeguarding Adults Board procedures.

Human Resources are to:

- Maintain and implement policy and procedures for the checks of staff recruited to the Council through the Disclosure and Barring Service, keeping records of all such checks and outcomes. This will include the maintenance of a register of posts requiring different levels of Disclosure and Barring checks according to staff responsibility. Leisure services hold and maintain the enhanced Disclosure and barring checks for coaching and play ranger etc roles as appropriate.

- Maintain safer recruitment practices for designated posts that work with children and adults at risk and for Managers that will be recruiting staff for these positions.
- To maintain a register of staff training requirements for safeguarding and monitor and audit uptake of that training.
- To organise and provide the training programme for safeguarding across the organisation.

The Strategic Lead for Safeguarding will be the Head of Strategy and Partnerships who will, with the support of the Community Safety and Safeguarding Manager:

- Take strategic responsibility for maintaining and updating this policy and associated procedures.
- Take strategic responsibility for ensuring that the policy and procedures are implemented and audited.
- Take strategic responsibility for engaging with the Hertfordshire Safeguarding Children Partnership, Hertfordshire Safeguarding Adults Board and statutory partner agencies across Hertfordshire and enacting their joint procedures for the safeguarding of children and adults at risk, and for helping families and adults at risk access early help.
- Act as the strategic lead for the specialist issues of Child Sexual Exploitation, Child Criminal Exploitation and County Lines, Female Genital Mutilation, Forced Marriage, "Honour"-Based Violence, Modern Day Slavery and Radicalisation, ensuring appropriate procedures and training are put in place to address these issues and that these procedures are audited.
- Ensure the safe dissemination of all changes to policy and procedures or new protocols are shared with all staff.
- In the absence of the Strategic Safeguarding lead, responsibility will pass to the Community Safety and Safeguarding Lead.

6. Categories of abuse.

Child Abuse and Neglect

Abuse and Neglect are forms of maltreatment. Abuse or neglect of a child (any person under the age of 18 years) is to inflict harm or failure to prevent harm. Abuse or neglect of a child is categorised as a child who is suffering from or is at significant risk of harm.

The Council is committed to maintaining all staff awareness of the four types of child abuse and other forms of Harm: (***Full descriptions in appendix***)

- **Physical abuse** - physical abuse is deliberately physically hurting a child.
- **Emotional abuse** –Emotional abuse is the persistent emotional maltreatment of a child. It is also sometimes called psychological abuse.
- **Sexual abuse** – sexual abuse is any sexual activity with a child.
- **Neglect** – neglect is a pattern of failing to provide for a child's basic needs, whether it be adequate food, clothing, hygiene, supervision, or shelter. It is likely to result in the serious impairment of a child's health or development.
- **Bullying** - An Imbalance of Power and repetition.

- **Child Sexual Exploitation (CSE)** - Child sexual exploitation is a form of sexual abuse where children are sexually exploited for money, power, or status.
- **Child Criminal Exploitation (CCE)** – Child Criminal Exploitation occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18.
- **County Lines** - County lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas within the UK, using dedicated mobile phone lines or other form of “deal line”. They are likely to exploit children and vulnerable adults to move and store the drugs and money and they will often use coercion, intimidation, violence (including sexual violence) and weapons. The Council will work within the arrangements of the Community Safety Partnership and Safeguarding boards arrangements to safeguard those affected.

Contextual Safeguarding

An approach to understanding, and responding to, young people’s experiences of significant harm beyond their families. It recognises that the relationships that young people form in their neighbourhoods, schools and online can put them at risk and that these connections can be inter linked making them at risk from multiple sources that can bring violence and abuse. The Council understands the complexities of contextual safeguarding and adopts the approach for ‘a fuller picture’ in relation to all safeguarding of Children and Adults.

Adult abuse

The Council is committed to maintaining all the main forms of abuse set out in the Statutory Guidance of The Care Act 2014 which is not an exhaustive list but an illustration as to the sort of behaviour that could give rise to a safeguarding concern for an adult at risk:

- **Physical abuse** - including assault, hitting, slapping, pushing, kicking, misuse of medication, restraint, or inappropriate sanctions.
- **Domestic Abuse** – including psychological, physical, sexual, financial, emotional abuse; so, called “honour”- based Abuse.
- **Sexual abuse** – including rape and sexual assault or sexual acts to which the adult at risk has not consented, or could not consent, or was pressured into consenting, indecent exposure, sexual harassment, inappropriate looking or touching, sexual teasing or innuendo, sexual photography, subjection to pornography, witnessing sexual acts or indecent exposure.
- **Psychological/emotional abuse** – including emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, cyber abuse, isolation or unreasonable and unjustified withdrawal of services or supportive networks.
- **Economical abuse** – including theft, fraud, internet scamming, coercion in relation to an adult’s financial affairs or arrangements, including in connection with wills, property, inheritance or financial transactions, or

the misuse of misappropriation of property (cuckooing), possessions or benefits.

- **Discriminatory abuse** - including forms of harassment, slurs or similar treatment because of race, gender and gender identity, age, disability, sexual orientation, or religion.
- **Organisational abuse** – including neglect and poor care practice within an institution or specific care setting such as a hospital or care home, or in relation to care provided in one's own home.
- **Neglect and acts of omission** – including ignoring medical, emotional, or physical care needs, failure to provide access to appropriate health, care and support or education services, the withholding of the necessities of life, such as medication, adequate nutrition, and heating.
- **Self-neglect** – a wide range of behaviour neglecting to care for one's personal hygiene, health or surroundings and includes behaviour such as hoarding.

- **Female Genital Mutilation (FGM) & Breast Flattening/Ironing** - Female Genital Mutilation (FGM) is defined by the World Health Organisation as 'all procedures (not operations) which involve partial or total removal of the external female genitalia or injury to the female genital organs whether for cultural or other non-therapeutic reasons. The Council recognises that FGM is illegal and that it is an offence for a UK resident or national to take a girl abroad or to help others to do so to carry out FGM. Breast Ironing/Flattening as defined by the National FGM centre as "a process during which young pubescent girls' breasts are ironed, massaged, flattened and/or pounded down over a period of time (sometimes years) in order for the breasts to disappear or delay the development of the breasts entirely."

The Council recognises its responsibilities and is committed to maintaining staff awareness of FGM and Breast Flattening/ironing. The Council understands that there are no specific laws for Breast ironing but considers this a form of Physical Abuse and as such any person who suspects that a child is at risk of significant harm from this process should make an immediate referral to Children's services.

- **"Honour"-based Abuse and forced marriage** - In a forced marriage, one or both spouses do not consent to the arrangement of the marriage and some elements of duress are involved. "Honour"-Based Abuse is a crime or incident that may have been committed to protect or defend the "honour" of a family or community.

The Council recognises its responsibilities and is committed to maintaining staff awareness of "honour"-based abuse and forced marriage and to the protection of children and adults from such violence and forced marriage.

- **Modern Slavery** - Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain.

The Council is committed to maintain staff awareness of the risks of modern slavery and the processes for reporting concerns about potential victims. It

recognises its duty under the Modern Slavery Act 2015 and will co-operate with national and local arrangements to meet these duties. The Licensing Team will ensure that guidance is provided to all licensed premises, licensed taxi drivers and licensed taxi operators regarding Modern Slavery.

- **Radicalisation** - The Counterterrorism and Security Act 2015 sets out the duty on local authorities and partners of local panels to provide support for people vulnerable to being drawn into terrorism. Hertfordshire's Prevent Strategy aims to reduce the threat to the UK from terrorism by stopping people becoming terrorists or supporting terrorism. The Channel Panel is part of the local Prevent Strategy and is a multi-agency approach to identify and provide support to individuals who are at risk of being drawn into terrorism. Radicalisation of children and adults at risk can be compared to grooming for sexual exploitation. The Home Office states in the Prevent Strategy that 'Safeguarding vulnerable people from radicalisation is no different from safeguarding them from other forms of harm'.

The Council is committed to maintain staff awareness of the risks of radicalisation and the processes for reporting concerns about potential radicalisation of children, young people, and adults at risk. The Council recognises its duties under the Prevent Strategy and will co-operate with Hertfordshire-based arrangements to meet these duties including participation in the Channel Panel.

7. Reporting a concern.

The Council recognises that it has a duty to act on reports or suspicions of abuse and believes that the safety of a child or adult at risk should override any doubts, hesitations, or other considerations (such as the potential to have a negative impact on professional relationship with a child, family, or adult at risk) and that it will maintain clear reporting procedures for staff in a Guidance for reporting concerns document.

For staff

All staff must follow the reporting procedures, keep clear written records of their concerns about a child or adult at risk, and pass these concerns on a [logging a concern form](#) to a Designated Safeguarding Lead at the earliest opportunity for assessment and onward referral if necessary.

However, where there is immediate risk to a child or adult or where there is an urgent medical requirement, it is that member of staff's responsibility to immediately contact the emergency services on 999.

Non-Staff members

It is not the responsibility of anyone working at Three Rivers District Council, in a paid or unpaid capacity, to decide whether child abuse has taken place. If a child is at immediate risk of harm, it is the responsibility of the person who believes this to be true to call the police on 999 or contact Hertfordshire County Council Children social care on 0300 123 4043.

If there is a concern for an adult or child but the concerned do not believe the adult or child to be at immediate risk of harm, they can report their concerns

using the Hertfordshire County Council website.

[Concern for a child](#)
[Concern for an adult](#)

Or visit [Three Rivers website](#) for more information

8. Information sharing, data protection and confidentiality.

Information sharing between organisations is essential to safeguard children and adults at risk. Information about a child or adult at risk must be shared on a need-to-know basis in line with the Council's Information Sharing Protocols for safeguarding. The Council recognises that the duty to share personal confidential data can be as important as the duty to respect a service user's confidentiality. The Council also recognises that the Data Protection Act is not a barrier to sharing information.

The Council will share information with other agencies which comply with the requirements of the Hertfordshire Safeguarding Adults Board and the Hertfordshire Safeguarding Children Partnership when it has a concern about a child or adult at risk. Where appropriate it will seek consent to share this information, but there will be circumstances where it needs to share information without the informed consent of the data subject(s).

Information about any concerns for a child or adult at risk will be stored securely, in a manner that all Designated Safeguarding Leads can access so that advice is available on all cases from any Designated Safeguarding Lead. All staff will be bound by normal confidentiality arrangements in restricting access to this personal information.

9. Investigating allegations.

The Council will maintain specific procedures in line with the requirements of Hertfordshire Safeguarding Children Partnership and Hertfordshire Safeguarding Adults Board for reporting any concerns about the conduct of any staff, volunteer, member or contractor towards a child, young person, or adult at risk.

The procedure will apply to any situation where any staff has in any activity connected with their role:

- Behaved in a way that has or may have harmed a child.
- Possibly committed a criminal offence against/related to a child.
- Behaved toward a child in a way which indicates they are unsuitable to work with children.
- Or it is discovered that an individual known to have been involved previously in child abuse is, or has been, working with children.
- Behaved in a way that has harmed, or may have harmed, an adult at risk.
- Possibly committed a criminal offence against, or related to, an adult at risk.

- Behaved towards any adult at risk in a way that indicates they are unsuitable to work with adults at risk – including having a sexual relationship with an adult at risk if in a position of trust, even if the relationship appears consensual; sending inappropriate text/email messages or images; or the possession of indecent images of adults at risk.
- Or it is discovered that an individual known to have been involved previously in adult abuse is working with adults at risk.

Before starting any disciplinary investigation into such allegations, the Council will always seek the advice of partner agencies in Hertfordshire Safeguarding Children Partnership or Hertfordshire Safeguarding Adults Board.

10. Safer recruitment.

The Council is committed to recruiting appropriate staff to work safely with children, young people, and adults at risk. The Human Resources Team will maintain appropriate policies, procedures, and guidance to:

- Undertake Disclosure Barring checks; checks for all staff and Disclosure and Barring checks, and Enhanced Disclosure and Barring checks for relevant staff and volunteers who have regular contact with children, young people, and adults at risk.
- To keep records and update checks of staff in line with recommended practice by Hertfordshire Safeguarding Children Partnership and Hertfordshire Safeguarding Adults Board.
- To keep and maintain a register of all posts requiring different levels of Disclosure and Barring checks.
- To identify posts that require an enhanced level of safer recruitment due to their role with children, young people and/or adults at risk, and to maintain training and guidance for staff involved in recruitment to such posts.
- To apply the above policy to volunteers, and work placements, and consider safeguarding issues when offering work placements to young people and adults at risk.

11. Safeguarding training.

The Council is committed to training all staff on their responsibilities under this Safeguarding Policy. The Human Resources Team will be responsible for maintaining a register of training requirements for all roles within the Council in relation to safeguarding children and adults. The Human Resources Team will review this register with the Strategic Lead for Safeguarding on a regular basis and will consult with the Strategic Lead for Safeguarding on the content of all commissioned safeguarding training including that on specialist subjects.

Human Resources will also be responsible for alerting managers to when their staff are required to attend training, in line with the requirements of Hertfordshire Safeguarding Children Partnership and Hertfordshire Safeguarding Adults Board. Managers will ensure that staff and elected members access their required level of training including induction training, e-learning courses and formal safeguarding and specialist courses.

12. Safeguarding when contracting, grant-giving, and licensing.

When contracting with suppliers or providing grants to external organisations the relevant Council Officer involved in the contracting or grant-giving will:

- Ensure that the agencies are aware of the Council's commitment to safeguarding children and adults at risk.
- Request to see a copy of the agency's Safeguarding Policy and ensure it is compliant with the requirements of Hertfordshire Safeguarding Children Partnership and Hertfordshire Safeguarding Adult Board. Where the agency does not have a safeguarding policy, they will be required to adopt the Council's Safeguarding Policy before receiving funds or commencing work.
- Request to see evidence of the safer recruitment and disclosure and barring processes used by the agency and of the training provided to its staff on safeguarding.
- Provide the agency with copies of the Council's Safeguarding Contractor Cards.
- Keep a record of the above and stipulate the safeguarding requirements in the contract or grant agreement.

Regulatory Services will:

- Ensure that all taxi licence applicants are enhanced Disclosure and Barring Service checked (completed annually), Police intelligence checked and checked against the NAFN database to ensure they are 'fit and proper' and that the Licensing Policy is maintained in line with best practice for safeguarding children, and adults at risk.
- Ensure that all licensed premises and licenced taxi drivers and operators receive information on Child Sexual Exploitation and Safeguarding.
- Ensure that new taxi drivers are required to undertake a Safeguarding course. All drivers have completed a Safeguarding test in order to pass the safeguarding training for which they receive pass certificate. The training is required to be done every 3 years.

Version Control - Version 4: August 2023 Next review due September 2026.

Appendix

Definitions of Abuse and other forms of Harm

Physical Abuse

It might take a variety of different forms, including hitting, pinching, shaking, throwing, poisoning, burning, or scalding, drowning, or suffocating a child. Physical abuse can happen in any family, but children may be more at risk if their parents have problems with drugs, alcohol, and mental health or if they live in a home where domestic abuse happens. Babies and disabled children also have a higher risk of suffering physical abuse. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. Physical abuse can also occur outside of the family environment

Emotional/Psychological Abuse

Has severe and persistent adverse effects on a child's emotional development. Although the effects of emotional abuse might take a long time to be recognisable, practitioners will be able to observe it, for example, in the way that a parent interacts with their child. Emotional abuse may involve deliberately telling a child that they are worthless, or unloved and inadequate. It may include not giving a child opportunity to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. Emotional abuse may involve serious bullying – including online bullying through social networks, online games, or mobile phones – by a child's peers

Sexual Abuse

You should be aware that many children and young people who are victims of sexual abuse do not recognise themselves as such. A child may not understand what is happening and may not even understand that it is wrong. Sexual abuse can have a long-term impact on mental health. 17. Sexual abuse may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside clothing. It may include non-contact activities, such as involving children in the production of sexual images, forcing children to look at sexual images or watch sexual activities, encouraging children to behave in sexually inappropriate ways or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can commit acts of sexual abuse, as can other children.

Neglect

Children who are neglected often also suffer from other types of abuse. It is important that practitioners remain alert and do not miss opportunities to take timely action. However, while you may be concerned about a child, neglect is not always straightforward to identify. Neglect may occur if a parent becomes physically or mentally unable to care for a child. A parent may also have an addiction to alcohol or drugs, which could impair their ability to keep a child safe or result in them prioritising buying drugs, or alcohol, over food, clothing, or warmth for the child. Neglect may occur during pregnancy because of maternal drug or alcohol abuse.

Bullying

Bullying is an imbalance of power that is repeated.

People who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people. Repetition is behaviour that happens more than once or has the potential to happen more than once. Bullying can include:

- people being called names.
- making things up to get another person into trouble.
- hitting, punching, biting, pushing, and shoving.
- taking things away from someone.
- damaging another person's belongings.
- stealing someone's money.
- taking someone's friends away from them.
- cyberbullying.
- spreading rumours.
- threats and intimidation.
- making silent or abusive phone calls.
- a bully frightening the victim so that they do not want to go to school or take part in other activities. The victim may pretend to be ill to avoid the bully.

Child Sexual Exploitation (CSE)

It can involve violent, humiliating and degrading sexual assaults. In some cases, young people are persuaded or forced into exchanging sexual activity for money, drugs, gifts, affection, or status. Consent cannot be given, even where a child may believe they are voluntarily engaging in sexual activity with the person who is exploiting them. Child sexual exploitation doesn't always involve physical contact and can happen online. A significant number of children who are victims of sexual exploitation go missing from home, care, and education at some point.

Child Criminal Exploitation (CCE)

Child Criminal Exploitation is common in county lines and occurs where an individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child or young person under the age of 18. The victim may have been criminally exploited even if the activity appears consensual. Child Criminal Exploitation does not always involve physical contact; it can also occur through the use of technology.

Honour based abuse and Forced Marriage

Forced marriage.

one or both spouses do not consent to the arrangement of the marriage and some elements of duress are involved. Duress can include both physical and psychological pressure. Forced marriage is distinct from an arranged marriage – where both parties can choose whether to accept the arrangement usual made by the families of both spouses.

“Honour”-Based Abuse

It is often linked to family members or acquaintances who mistakenly believe someone has brought shame to their family or community by doing something

that is not in keeping with the traditional beliefs of their culture. For example, “honour”-based Abuse might be committed against people who:

- become involved with a boyfriend or girlfriend from a different culture or religion.
- want to get out of an arranged marriage.
- want to get out of a forced marriage.
- wear clothes or take part in activities that might not be considered traditional within a particular culture.

Modern Slavery

The impact can be devastating for the victims. Modern slavery comprises slavery, servitude, forced and compulsory labour and human trafficking. The common factors are that a victim is, or is intended to be, used, or exploited for someone else’s (usually financial) gain, without respect for their human rights. The perpetrators seeking to take advantage of them could be private individuals, running small businesses or part of a wider organised crime network. For adult victims, there will be some element of coercion involved, such as threats, use of force, deception, or abuse of power.

Victims may appear to give consent, but they have little ability to choose to leave the exploitative situation and the perpetrators have still committed a crime. Child victims and vulnerable adults are not able to give informed consent and therefore exploitation even without any element of coercion could constitute modern slavery.

