

# **Annex A: Indicators of modern slavery**

## **Adult victims**

### **General indicators for modern slavery**

- Distrustful of authorities
- Expression of fear or anxiety
- Signs of psychological trauma (including post-traumatic stress disorder)
- The person acts as if instructed by another
- Injuries apparently a result of assault or controlling measures
- Evidence of control over movement, either as an individual or as a group
- Found in or connected to a type of location likely to be used for exploitation
- Restriction of movement and confinement to the workplace or to a limited area
- Passport or documents held by someone else
- Lack of access to medical care
- Limited social contact/isolation
- Limited contact with family
- Signs of ritual abuse and witchcraft (juju)
- Substance misuse
- Person forced, intimidated or coerced into providing services
- Doesn't know home or work address
- Perception of being bonded by debt
- Money is deducted from salary for food or accommodation
- Threat of being handed over to authorities
- Threats against the individual or their family members
- Being placed in a dependency situation
- No or limited access to bathroom or hygiene facilities
- Self identifies

### **Indicators of forced or compulsory labour**

- No or limited access to earnings or labour contract
- Excessive wage reductions, withholding wages, or financial penalties
- Dependence on employer for a number of services for example work, transport and accommodation
- Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay
- Imposed place of accommodation
- Found in poor living conditions
- Evidence of excessive working days or hours
- Deceived about the nature of the job, location, or employer
- Employer or manager unable to produce documents required when employing migrant labour
- Employer or manager unable to provide record of wages paid to workers
- Poor or non-existent health and safety equipment or no health and safety notices
- Any other evidence of labour laws being breached

## **Indicators of domestic servitude**

- Living with and working for a family in a private home or place of accommodation
- Not eating with the rest of the family or being given only leftovers, or inadequate food
- No private sleeping place or sleeping in shared space for example the living room
- No private space
- Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
- Employer reports them as a missing person
- Employer accuses person of theft or other crime related to the escape
- Never leaving the house without permission from the employer

## **Indicators of sexual exploitation**

- Advertises for sexual services offering individuals from particular ethnic or national groups
- Sleeping on work premises
- Movement of individuals between brothels or working in alternate locations
- Individuals with very limited amounts of clothing or a large proportion of their clothing is 'sexual'
- Only being able to speak sexual words in local language or language of client group
- Having tattoos or other marks indicating 'ownership' by their exploiters
- Person forced, intimidated or coerced into providing services of a sexual nature
- Person subjected to crimes such as abduction, assault or rape
- Someone other than the potential victim receives the money from clients
- Health symptoms (including sexual health issues)

## **Spotting the signs in children**

There are a wide range of signs to look out for, including:

### ***Contact with others***

- Receives unexplained phone calls whilst in placement
  - Is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good
  - Is one among a number of unrelated children found at one address
  - Phone calls or letters from adults outside the usual range of social contacts
  - Adults loitering outside the child's usual place of residence
  - Significantly older boyfriend
  - Entering or leaving vehicles driven by unknown adults

### ***Contact with authorities***

- Has not been registered with or attended a GP practice
- Has not been enrolled in school
- Truancy or disengagement with education

### ***Physical signs***

- Shows signs of physical or sexual abuse
- Sexually transmitted infection or unwanted pregnancy

### ***Behaviours***

- Has a history with missing links and unexplained moves
- Has gone missing from local authority care

- Persistently missing for periods of time, staying out overnight or returning late without explanation
- Has limited freedom of movement
- Performs excessive housework chores and rarely leaves the residence
- Is excessively afraid of being deported
- The child has been seen in places known to be used for sexual exploitation
- Evidence of drug, alcohol or substance misuse
- Leaving home/care setting in clothing unusual for the individual child (inappropriate for age, borrowing clothing from older people)
- Care placement breakdown
- Pattern of street homelessness
- Low self-image, low self-esteem, self harming behaviour including cutting, overdosing, eating disorder, promiscuity

### **Money**

- Has to pay off a large 'debt' (eg for travel costs) before having control over own earnings
- Is permanently deprived of much of their earnings by another person
- Accounts of social activities, expensive clothes, mobile phones or other possessions with no plausible explanation of the source of necessary funding

The NRM referral form outlines a comprehensive list of indicators for modern slavery.

- [More information on referrals and forms \(GOV.UK\)](#)