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A large, glowing blue and green Earth seen from space, centered in the background. A white rectangular border is superimposed over the Earth, containing the main text.

Establishing modern slavery risk assessment and due diligence for Adult Social Care

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Presentation outline

- How this guide was produced
- Identification of high urgency/high impact activities
- The importance of local anti-slavery partnerships, provider engagement and contract assurance
- Important roles and structures
- Moving forward: Next steps



<https://www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/resources/reports-and-briefings/2023/october/establishing-modern-slavery-risk-assessment-and-due-diligence-in-adult-social-care-a-commissioning-officers-guide.pdf>

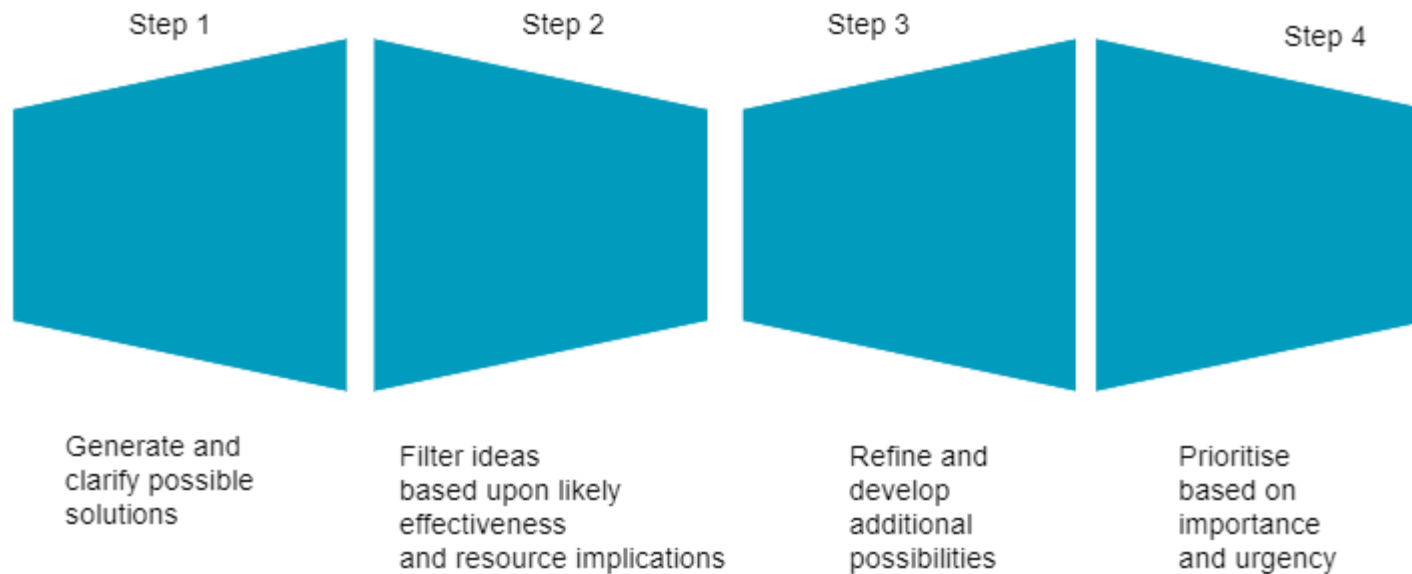


Building local anti-slavery capability: Key stakeholders



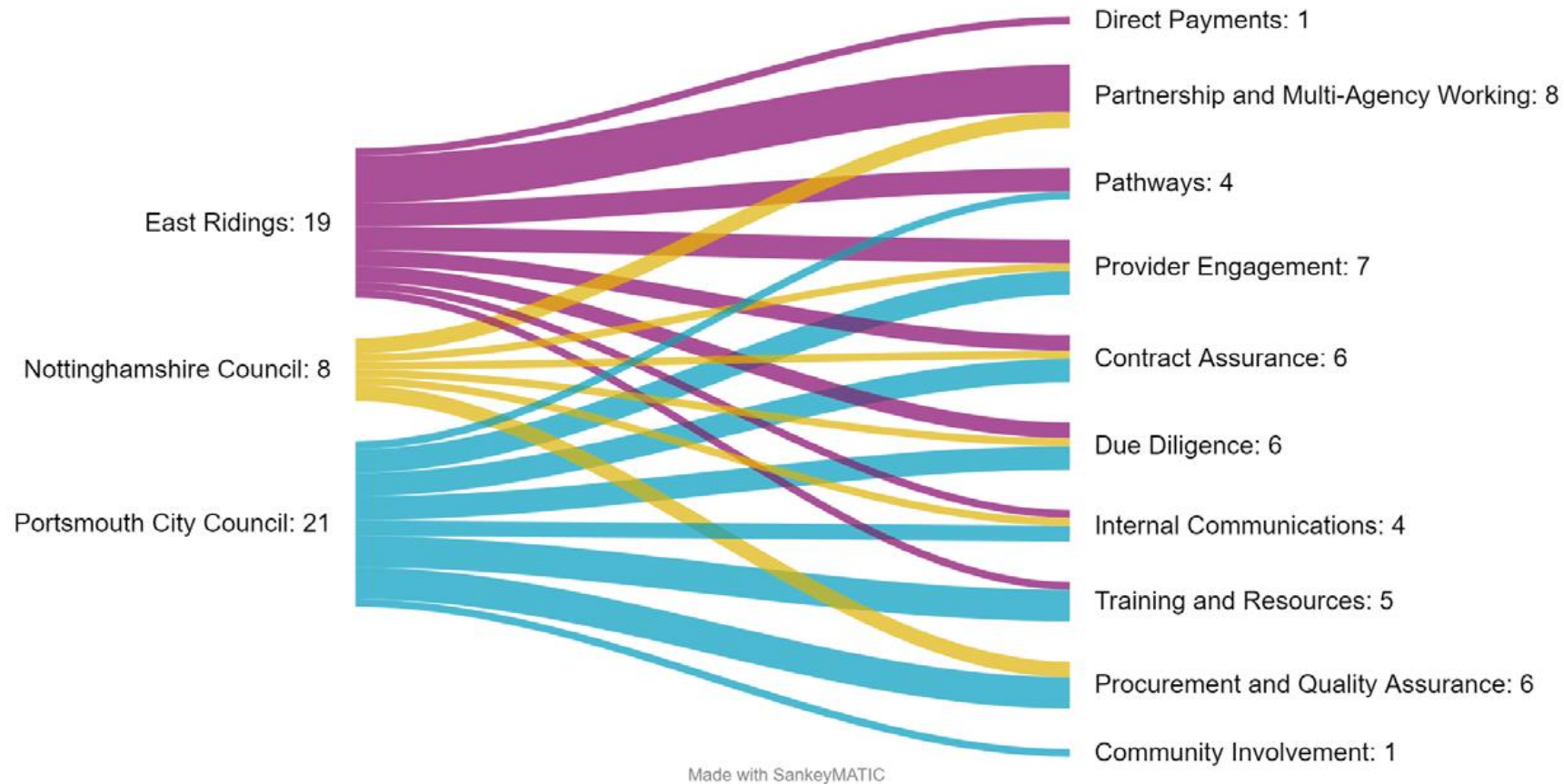


Method: Facilitated group process



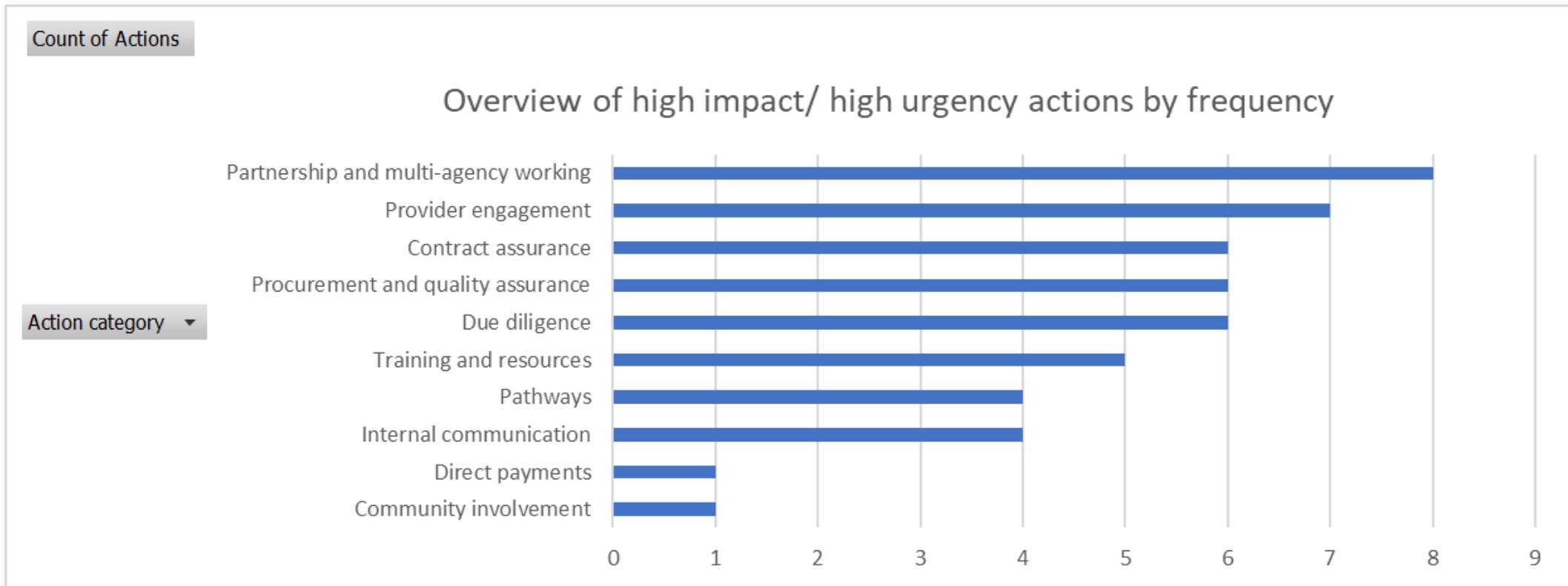


Identification of high impact/high urgency actions





Ranking of high impact/high urgency actions





- **Stage 1: Forming** Establish mission and common goal for the region/
partnership organisation
- **Stage 2: Storming** Understanding and addressing challenges
- **Stage 3: Norming** Increasing modern slavery knowledge throughout
the sector
- **Stage 4: Performing** Implementation of measures



Provider engagement example: A declaration of intent

Nottinghamshire county and Nottingham city council encourage key partnering public and private organisations to commit to taking action on modern slavery.

By applying the principles underpinning its Tobacco Declaration to action against modern slavery, public and private organisations partnering with the council to deliver adult social care can signal their commitment to ensuring decent working conditions for everyone within the adult social care workforce and make a positive contribution to helping to eradicate modern slavery from their local communities.

Adapted from [Nottinghamshire County and Nottingham City declaration on tobacco control](#)



Contract assurance

Interventions throughout the process:

- pre-selection and tendering;
- contract review;
- performance monitoring.

Risk factors:

- Unusually high labour turnover
- Emergency agency usage
- Vulnerabilities of live-in care

Develop an audit protocol for members of your audit team to use including:

- Use GLAA information on how to Spot the Signs of Labour Exploitation
- Include National Insurance number checks

Spot the signs

There are a number of indicators of modern slavery and labour exploitation. If you believe someone is at risk, please seek assistance for them without delay.

Appearance



Victims may:

Wear the same clothes each day.
Not be dressed adequately for work - no protective equipment or warm clothing.
Have injuries that could indicate assault, that are not treated or they cannot explain.

Finances



Victims may:

Receive little or no payment for work.
Have no money, bank cards or documents.
Be disciplined through punishment or fines.
Be charged for unwanted services.
Accrue debts for transport and accommodation.

Restricted freedom



Victims may:

Be unable to communicate freely.
Have limited contact with family or friends.
Depend on employer for work, travel and accommodation.
Not have passport or identity documents.
Have no access to medical care.

Behaviour



Victims may:

Be unfamiliar with the local language.
Follow instructions from someone else.
Allow others to speak on their behalf.
Have limited or no interaction with others at work or home.
Be distrustful of the authorities.

Working conditions



Victims may:

Be unable to choose when and where they work.
Work long hours over long periods of time.
Have no time off.
Be forced to work under certain conditions.
Have no contract.

Accommodation



Victims may:

Not know their home or work address.
Live in poor, substandard or unsuitable accommodation.
Have no choice where or who they live with.
Live in groups in the workplace, rarely leaving.



Important roles and structures

- Modern slavery lead
- Strategic and operational points of contact for modern slavery
- SET team, perhaps based within community protection
- SERAC approaches



Moving forward: Next steps

- Modern slavery policies and statements
- Internal awareness training
- Finding a modern slavery lead
- Risk assessment
- Procurement protocols and supplier engagement
- Audit protocols
- Reporting and remediation protocols
- Wider modern slavery collaboration
- A public health approach to the design of systems for local service delivery



Set within a public health approach



The basics

What is a public health approach to modern slavery?



A public health approach to modern slavery



What is public health?

“The science and art of promoting and protecting health and wellbeing, preventing ill-health and prolonging life through the organised efforts of society” (Acheson 1988)

Public health offers an over-arching approach to modern slavery that is **prevention led, data driven and multi agency**

A public health approach means:

1. Understanding the problem at a population level
2. Looking at what is driving it & framing the problem as part of a complex, interdependent system
3. Collating data and evidence of what works/what happens
4. Being prevention focussed
5. Protecting health and wellbeing
6. Multi-agency/partnership working
7. Addressing inequalities, social justice & human rights



Recommendations for ASS Directors

- Adopt a cross-functional team approach.
- Raise awareness among social care providers, labour intermediaries and direct payment recipients.
- Use your adult safeguarding board
- Introduce training and build modern slavery risk assessment across your adult social care team.
- Ensure connections exist between adult social care and local authority modern slavery lead/ slavery and exploitation teams

The thumbnail shows a document header with the University of Nottingham Rights Lab logo. The title is "Adult Social Care: Guidance on tackling illegal rates of pay, the repayment of recruitment fees and unsafe working conditions". Below the title, it states: "This briefing provides a summary of guidelines produced in 2023 by the Rights Lab for local authority providers, procurers and commissioners of adult social care on how to introduce modern slavery risk assessment and due diligence processes to help prevent and address labour exploitation, including criminal forms such as modern slavery." The document includes sections for "Guidance overview", "Why is this guidance important?", and "Recommendations for Directors of Adult Social Services".

<https://www.nottingham.ac.uk/research/beacons-of-excellence/rights-lab/resources/reports-and-briefings/2023/october/rights-lab-briefing-adult-social-care-guidance.pdf>



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