

Modern Slavery Toolkit for Practitioners

Working together to end modern day slavery, trafficking and exploitation

General Indicators of Modern Slavery



- Story is scripted
- Reluctance to speak
- Inconsistency about personal details
- Limited English



- Presents as fearful/anxious/distress
- Erratic change of behaviour
- Injuries
- Unsuitable clothing



- Limited freedom of movement
- Limited or no social interaction
- Strong dependence on someone (transport/food)
- Not permitted to leave without supervision



- Compulsory deduction of rent/food
- Lack of personal belongings
- Overcrowding/ rough sleeping conditions
- Lack of access to private space



- No or limited access to money
- Excessive hours of work (no holidays/contract/payment)
- Debt bondage (working to pay off a debt)
- Needs to "earn" certain amount (e.g. begging)



- Signs of physical/psychological abuse
- Malnourishment
- Vulnerabilities (learning difficulties/addiction/mental health)
- Lack of personal hygiene/unattended health issues



- Someone else in possession of ID/Passport
- Threatened of being deported/reported to authorities
- Is afraid of revealing their immigration status



- Not connected with support organisations
- Lack of strong support network
- Is in a situation of dependence



Questions you can ask...

Work

- How would you describe your current work situation?
- What would happen if you left your job?
- Do you feel safe going to work?
- How do you feel about the work you are doing?
- Did you get a contract for your work/payslips from your employer?
- How many hours to you generally work each day/week?
- Are you allowed to take breaks/holidays?
- How do you get to and from work?
- Are you aware of your rights under employment law?



Questions you can ask...

Accommodation

- How would you describe your living situation?
- How many people do you live with? Is the property overcrowded?
- Is your accommodation linked to your work?
- Do you have access to bathroom/kitchen?
- Where do you sleep? Do you have your own bed?
- Do you have your own key and can leave the property when you want?
- Do you have enough clothes and material items that you need?
- Do you cook for yourself?
- Do you have enough food?
- Are you allowed to go shopping? What does that look like for you?





Questions you can ask...

Money

- Do you know how much you get paid per hour/day/week?
- Is this money enough for you to buy everything you need?
- Are you able to buy things with your own money?
- Do you receive sick pay/holiday pay?
- Do you have a N.I number? If so, are you paying tax and N.I currently?
- Do you owe anybody any money? Do you have any outstanding debt?
- Is your pay the same as it was described to you before you started?
- Do you get paid for your work, or does the money go to someone else?
- Do you have your own bank account/bank card?
- Are you the only one with access to your account?
- Does anyone else use your bank account?





Questions you can ask... Immigration Status

- Do you know what your immigration status in the UK is?
- Have you made any recent immigration claims, or do you have a visa?
- Do you have access to your passport or another form of ID?
- What are you hoping for long-term?
- Are you scared to interact with authorities?
- Is your employer threatening you to cancel your visa?
- Have you ever been threatened with deportation?





Questions you can ask...

Support

- Do you have any support from charities, services or health providers?
- How often you are able to access this services?
- What support do you get from other people?
- How do people treat you in your life?
- Is there anything that you are worried about or scared of?
- Are you prevented from communicating with others, such as colleagues or members of your family?
- Do you feel isolated?
- Do you feel that you can raise your concerns within the designated processes?

