



# West Midlands Police

## Modern Day Slavery Delivery Plan – 2015-16



## PCC Deliverables

Aim (what do you want to achieve)	Activity		Evidence of Activity 2015-16
	What are you going to do?	How are you going to do it?	
1.2) We will enact our delivery plans in order to increase victim confidence in services available & levels of victim satisfaction.	We will look at increasing reporting amongst vulnerable people, improving their confidence in police response and to understand the issues that effect satisfaction in service delivery.	<p><b>1.2.1</b> We will carry out victim surveys to understand satisfaction levels and, to hone policing &amp; partner response to improve service delivery. Where applicable, feedback from Surveys will be acted upon to promulgate best practice, learning and training of frontline staff. <b>1.2.3</b> We will continue to support the creation of a Sentinel KIN in-order to facilitate two way communication and sharing of good practice and to help build upon and strengthen existing partnerships and build new stakeholders to tackle MDS. <b>1.2.4</b> We will ensure data is appropriately and electronically flagged, collated and monitored, and developed to understand the nature and scale of MDS within sectors of our community and identify those at risk.</p>	<p><b>1.2.1</b></p> <ul style="list-style-type: none"> <li>• All MDS investigations will have a contact plan; however the relocating of victims nationally and internationally and language barriers can frustrate this process. The introduction of local slavery panels (currently being trialled in Yorkshire) may improve communications by strengthening 3rd sector ties with law enforcement further.</li> </ul> <p><b>1.2.3</b></p> <ul style="list-style-type: none"> <li>• The Sentinel KIN is an established network of statutory and 3<sup>rd</sup> sector organisations. A recent partner's event on 4<sup>th</sup> June at Tally Ho further strengthened this relationship by attracting a large number and array of partners.</li> <li>• Op Sentinel 3 MDS day set for 26<sup>th</sup> November-15, partners and NGOs invited. Speakers include the Independent MDS Commissioner and Hope for Justice (expected audience 250).</li> <li>• <span style="color: red;">Very successful event in which over 200 partners from a whole range of agencies and NGO's attended. Presentations from Welsh slavery Commissioner, Hope For Justice, Gang masters licensing, CPS lead, Op Imperial and a survivor. Excellent feedback received.</span></li> </ul> <p><b>1.2.4</b></p> <ul style="list-style-type: none"> <li>• Force intelligence is currently compiling data on MDS to update the National requirement from the MDS ACPO lead.</li> <li>• A problem profile has now been commissioned and will be produced over the next few months (Late Autumn 2015). There are also current systems in place around the dissemination of intelligence to inform daily activity across LPUs and to provide some coordination of larger scale enquiries by the force leads.</li> <li>• [REDACTED]</li> <li>• [REDACTED] <span style="color: red;">is SME within ROCU and collates all MDS intelligence, disseminating as appropriate to be actioned.</span></li> </ul>
1.4) We will encourage the reporting of crimes from	We will look to encourage (with our partners & LPUs) third party and online reporting so that	<b>1.4.1</b> We will continue to actively support LPUs & partners in utilising Third Party Reporting Centres and on-line reporting where	<b>1.4.1</b>

<p>vulnerable victims, such as those subject to Child Abuse, Domestic Abuse, Child Sexual Exploitation, Female Genital Mutilation, Forced Marriage, Honour Based Violence, <b>Modern Slavery, Human Trafficking</b>, Hate Crimes.</p>	<p>vulnerable victims feel able to come forward and report crimes to us confident that we will sensitively investigate these crimes.</p>	<p>vulnerable people are reluctant to report crimes directly to the Police for a variety of reasons. <b>1.4.2.</b> We will ‘dip-sample’ ‘Contact Counts’ to ensure victim satisfaction is met: specifically Sentinel focused areas of business <b>1.4.3.</b> We will continue to review our understanding of ‘new &amp; emerging’ communities: commissioning Problem Profiles to understand the issues that effect reporting and, to provide an evidence based picture which will inform out tactical engagement with LPUs and force departments.</p>	<ul style="list-style-type: none"> <li>WMP now has a MDS operational group that consists of representatives from across the WMP area. The operational group are tasked with making links into their own communities and encouraging reporting. This work is supported by attendance at the regional and trafficking network (RAT) by the force silver and bronze MDS leads.</li> </ul> <p>[REDACTED]</p> <ul style="list-style-type: none"> <li>The RAT is the conduit into a wide variety of 3<sup>rd</sup> sector organisations and provides a 2 way reporting opportunity.</li> <li>The Op Sentinel KIN network strengthens WMP ability to receive reports via 3<sup>rd</sup> parties from vulnerable victims.</li> </ul> <p><b>1.4.2</b></p> <ul style="list-style-type: none"> <li>As 1.2.1 above, all MDS investigations will now have a contact plan; however the relocating of victims nationally and internationally and language barriers can frustrate this process. The introduction of local slavery panels (currently being trialled in Yorkshire) may improve communications by strengthening 3<sup>rd</sup> sector ties with law enforcement further.</li> </ul> <p><b>1.4.3</b></p> <ul style="list-style-type: none"> <li>A problem profile has now been commissioned amongst other MDS data requests. The profile will be used to identify organised crime groups/hotspots and raise the profile of MDS to attract more force and partners resources. WMP Problem profile now due in Jan 2016.</li> </ul> <p>[REDACTED]</p> <p>[REDACTED]</p>
<p>3.3) We will continue to do more with partners to prevent and detect “hidden crimes”, we will do this by enacting actions derived from our Delivery Plans, Self Inspection &amp; HMIC Actions / Recommendations.</p>	<p>We will apply the National Modern Slavery Strategy: which provides a consistent framework to work in partnership to combat modern day slavery: adopting the 4 key themes - Prepare - Prevent - Protect - Pursue to form a holistic approach.</p>	<p><b>3.3.5</b> We will continue to improve positive outcomes for victims of MDS <b>1.2</b> We will continue to increase organisational understanding of vulnerability around MDS: improving our ability to assess threat and risk and, take appropriate action. <b>3.3.6</b> We will continue to engage with local community groups, charities, religious groups and, outreach teams to raise awareness and impact positively on intelligence. <b>3.3.7</b> We will Provide PP representation on regional &amp; national MDS groups to share information &amp; best practice. <b>3.3.8</b> . We will Provide PP representation on regional &amp; national MDS groups to share information &amp; best practice.</p>	<p><b>3.3.5</b></p> <ul style="list-style-type: none"> <li>WMP have invested considerable resources in training front line staff and supervisors to recognise modern slavery issues and equip them with knowledge of resources available to them.</li> <li><b>Intelligence submission form has been completed and agreed as a result of consultation group with partners and NGO’s.</b></li> <li><b>Training has been delivered to supervisors from all departments, it has now been included in ICIDP and Student Officers courses.</b></li> <li>WMP MDS leads is currently working with CPS via the Regional threat group to establish best practice and increase our ability to present strong evidence</li> </ul>

			<p>of MDS.</p> <p><b>3.3.6</b></p> <ul style="list-style-type: none"> <li>WMP MDS leads are represented at the regional Anti Trafficking Network, Regional and National Threat Groups and Sentinel initiative. Our footprint and representation within the local and national MDS plans within law enforcement and 3<sup>rd</sup> sector is strong.</li> <li>Meetings attended by DCI Chisholm and DI Thurgood</li> </ul>
<p>3.3) We will work with outside specialist agencies to support victims of violent crime.</p>	<p>We will work with 3rd Party Agencies to support the reduction of violent crime &amp; encourage reporting.</p>	<p><b>3.3c.1</b> We will actively support &amp; promote Third Party Reporting Centres and on-line reporting where vulnerable people are reluctant to report crimes directly to the Police for a variety of reasons. <b>3.3c.2</b> We will continue to deliver training (and workshop / conferences) both internally &amp; externally to meet national guidance re obtaining best evidence from victims of crime. <b>3.3c.3</b> We will ensure that there are processes in place to temporarily house victims away from abusers: in case of MDS, this will allow time for referral to the NRM &amp; [REDACTED]</p>	<p><b>3.3c.1</b></p> <ul style="list-style-type: none"> <li>WMP work closely with 3<sup>rd</sup> sector organisations (e.g. Hope for Justice) and have SPOCs in the force and LPU leads to allow organisations to report on behalf of vulnerable victims.</li> <li>[REDACTED]</li> <li>WMP have developed an intelligence report to allow partners to pass information in a structured way direct into FIB.</li> <li>Following consultation group, Intelligence submission form has been devised and agreed by partners and NGO's for submission of intelligence to WMP.</li> </ul> <p><b>3.3c.2</b></p> <ul style="list-style-type: none"> <li>WMP has trained over 2200 staff on MDS issues. We have also developed a 1 hour MDS input that is currently being used at supervisor training days and is likely to be included in other course modules.</li> <li>MDS training input delivered to supervisors, now delivered on ICIDP and student officers courses and in 2016 will be delivered to all frontline officers.</li> </ul> <p><b>3.3c.3</b></p> <ul style="list-style-type: none"> <li>WMP has identified and disseminated guidance for all WMP employees (available on the Op Sentinel website) on local arrangements to provide urgent accommodation for MDS victims.</li> <li>MDS webpage has now been set up and includes lots of information from how to deal with victims of MDS and what support is available to them and officers. This is updated as new legislation/information becomes available.</li> <li>Working with partners we are trying to facilitate premises to house victims for short period of time following rescue.</li> </ul>
<p>3.7) PP will work with local LPUs in-order to effectively contribute to their Priority Areas.</p>	<p>PP will contribute to LPU activity towards working together to implement co-ordinated long term interventions that could deliver substantial benefits (including efficiency &amp; cost savings to</p>	<p><b>3.7a.1</b> We will continue to scrutinise policing in priority areas to ensure that we actively support LPU &amp; partnership activity. <b>3.7a.2</b> We will continue to promote Sentinel &amp; deliver against derived</p>	<p><b>3.7a.1</b></p> <ul style="list-style-type: none"> <li>The WMP MDS Operational Group and delivery plan provides a framework of</li> </ul>

	WMP and partners) i.e. looking at child poverty and the impact on our CA delivery plans.	actions.	<p>activity to ensure we encourage and support LPU and partner's activity.</p> <ul style="list-style-type: none"> <li>The Op Sentinel MDS slavery month required LPUs to assess their own local intelligence and formulate days of action. [REDACTED]</li> </ul> <ul style="list-style-type: none"> <li>The next section of Sentinel 3 is MDS, snap tool has now been designed for LPU's to complete, aide memoir is in process of being completed.</li> </ul>
3.7) PP will work with local LPUs in-order to effectively contribute to their Priority Areas.	PP will target those priority areas which have highest levels of PP related crime types which account for a disproportionate amount of resources from both the PP and our partners.	<p><b>3.7b.1</b> We will continue to scrutinise policing in priority areas to ensure that we actively hone our policing and partner response.</p> <p><b>3.7b.2</b> We will continue to promote Sentinel &amp; deliver against derived actions.</p>	<p><b>3.7b.1</b></p> <ul style="list-style-type: none"> <li>The MDS Operational group and MDS force leads drive activity by ensuring there are reporting routes into the organisation and that MDS intelligence is discussed at local and force DMM.</li> <li>Several LPU's have now included MDS as part of TTCG</li> <li>The forthcoming problem profile has been commissioned: it will further help in identifying key groups and hotspots for targeting of activity (both at a local &amp; regional level).</li> </ul>

# Public Protection Delivery Plan 2015-16



Priority: .....**Modern Day Slavery**

Lead: .....Detective Superintendent Walton

## Local Delivery Plan – 2015-16 *(Including Outstanding HMIC Recommendations)*

PREPARE	No	What are we going to do?	How are we going to do it?	Responsibility	Commentary	Strategic Link
	1	Engage with the local with Local community groups, charities, religious groups, and outreach teams to raise the awareness of slavery and encourage reporting and information sharing.	We will: <ul style="list-style-type: none"> <li>Develop partnership arrangements (NS).</li> <li>Utilise communications plans to support Strategy (NS).</li> <li>Improve National Cohesion (NS).</li> <li>Sustain and improve partnership working (S)</li> </ul>	MDS Lead <i>DSupt Walton</i> & MDS Bronze <i>DCI Chisholm</i>	<ul style="list-style-type: none"> <li>WMP now has a MDS operational group that consists of representatives from across the WMP area. The operational group are tasked with making links into their own communities and encouraging reporting. This work is supported by attendance at the regional ant trafficking network (RAT) by the force silver and bronze MDS leads. The RAT is the conduit into a wide variety of 3rd sector organisations and provides a 2 way reporting opportunity.</li> <li>The Op Sentinel KIN network strengthens WMP ability to receive reports via 3rd parties from vulnerable victims. A WMP MDS Sentinel event is planned at Tally Ho in November 2015 to further strengthen the ties with Op Sentinel KIN network and encourage reporting.</li> <li>WMP is represented by the MDS force leads at National MDS ACPO conferences and has a strong footprint within the national picture.</li> <li>Media release on MDS awareness set for Thursday 1st Oct. DCI Chisholm is available for interviews.</li> <li>Op Sentinel MDS day set for 26th November, partners and NGOs invited. Speakers include the Independent MDS Commissioner and Hope for Justice (expected audience 250).</li> <li><i>As on previous document Very successful event in which over 200 partners from a whole range of agencies and NGO's attended. Presentations from Welsh slavery Commissioner, Hope For Justice, Gang masters licensing , CPS lead, Op Imperial and a survivor</i></li> <li><i>DCI Chisholm has taken part in numerous media releases to raise awareness of MDS.</i></li> </ul>	National Strategy (NS)  Sentinel (S)  PCC 3.3.7
	2	Ensure there are plans with Local Authorities/ Housing to provide reception centres to temporarily accommodate large numbers of potential victims.	<ul style="list-style-type: none"> <li>Develop partnership arrangements (NS)</li> <li>Utilise communications plans to support strategy (NS)</li> <li>Sustain and improve partnership working (S)</li> </ul>	LPU Sentinel Bronze	<ul style="list-style-type: none"> <li>Recent Op Sentinel activity has tested our local reception centre arrangements. The feedback has been very positive with partners and local authorities getting involved and being present on the operational day with no significant issues.</li> <li>Task sent out at force tasking for local areas to liaise with LAs and ascertain whether they have any premises suitable for temporary PvOT accommodation (KIVC the additional</li> </ul>	National Strategy (NS)  Sentinel (S)



	8	Provide representation at regional and national modern slavery groups and, develop intelligence sharing and reporting frameworks from 'local to global' to share Information and best practice.	<ul style="list-style-type: none"> <li>• Improve National cohesion (NS)</li> <li>• Enhance intelligence and data collection (NS)</li> <li>• Enhance our knowledge, understanding and response (S).</li> </ul>	MDS Lead <i>DSupt Walton &amp; Intel Esther Martin</i>	<ul style="list-style-type: none"> <li>• As point 1 above -WMP now has a MDS operational group that consists of representatives from across the WMP area. The operational group are tasked with making links into their own communities and encouraging reporting. This work is supported by attendance at the regional ant trafficking network (RAT) by the force silver and bronze MDS leads. The RAT is the conduit into a wide variety of 3rd sector organisations and provides a 2 way reporting opportunity.</li> <li>• The Op Sentinel KIN network strengthens WMP ability to receive reports via 3rd parties from vulnerable victims. A WMP MDS Sentinel event is planned at Tally Ho in November 2015 to further strengthen the ties with Op Sentinel KIN network and encourage reporting.</li> <li>• As above</li> <li>• WMP is represented by the MDS force leads at National MDS ACPO conferences and has a strong footprint within the national picture.</li> <li>• Op Sentinel MDS day set for 26<sup>th</sup> November, partners and NGOs invited. Speakers include the Independent MDS Commissioner and Hope for Justice (expected audience 250).#</li> <li>• As Above</li> </ul>	National Strategy (NS) Sentinel (S) PCC 1.4.3
	9	Ensure that modern slavery is included within the local CSP agenda.	<ul style="list-style-type: none"> <li>• Develop partnership arrangements (NS).</li> <li>• Sustain and improve partnership working in support of vulnerable people (S).</li> </ul>	MDS Bronze <i>DCI Chisholm &amp; Partnership Officers</i>	<ul style="list-style-type: none"> <li>• CSE offences are very clearly within the local CSP agenda, MDS offences of forced labour, domestic servitude are not at this time. It is hoped that elements of the data requests for National AVCPO lead and WMP problem profile will be shared with CSPs to encourage debate and allow the MDS to feature within CSPs where there is significant activity of either victim living accommodation or exploitation through forced labour. ONGOING.</li> </ul>	National Strategy (NS) Sentinel (S)
Prevent	1	Provide a central point of contact for referral/advice for Police and partners, to signpost victims and information between agencies.	Develop infrastructure to support the strategy (NS).	MDS Lead <i>DSupt Walton</i>	<ul style="list-style-type: none"> <li>• The centre point for referrals will be the UKHTC for daily operational activity, the WMP operational group for WMP processes and RAT/ROCU threat group for wider 3<sup>rd</sup> sector or other law enforcement contact. There is a locally established network of professionals from WMP, Police, CPS and 3<sup>rd</sup> sector who regularly meet and communicated via e mail.</li> </ul>	National Strategy (NS)
	2	Neighbourhood Teams to provide information to community groups regarding modern slavery issues and 'signs' that persons may be victims.  KIV harder to reach communities such as Eastern European, African, Vietnamese.	<ul style="list-style-type: none"> <li>• Enhance service offering in the community (NS).</li> <li>• Encourage our communities to come forward and work with WMP (S).</li> </ul>	MDS Bronze <i>DCI Chisholm &amp; Corporate Comms</i>	<ul style="list-style-type: none"> <li>• This work is on-going via the WMP MDS Delivery Plan. Op Sentinel KIN and the RAT also provides access to community groups.</li> <li>• [REDACTED]</li> </ul>	National Strategy (NS) Sentinel (S)
	3	Provide training for front line staff/call takers in recognising vulnerable persons and provide guidance on how to protect and support them into the NRM.	<ul style="list-style-type: none"> <li>• Enhance service offering in the community (NS).</li> <li>• Encourage our communities to come forward and work with WMP (S).</li> <li>• Produce training and awareness plan (NS)</li> <li>• Increase organisational understanding of 'vulnerability' (S).</li> <li>• Ensure that new legislation and policy is understood (S).</li> </ul>	L&D <i>CI Bruton &amp; MDS Bronze DCI Chisholm</i>	<ul style="list-style-type: none"> <li>• As point 5 above -WMP has provided training to over 2200 front line staff on MDS by utilising an interactive theatre event. An MDS training module has also been developed which is currently being used within a supervisors training day.</li> <li>• A 'Team Talk' slide and marketing posters, PNB inserts have also been disseminated. An MDS webpage is active on the PPU website which provides further advice and guidance. <a href="http://intranet2/force_operations/sentinel/modern_slavery.aspx">http://intranet2/force_operations/sentinel/modern_slavery.aspx</a></li> <li>• As above</li> </ul>	National Strategy (NS) Sentinel (S) PCC 3.3.6
	4	Engage in National forums and provide capacity to report upstream to the Modern Slavery ACPO Lead (Chief Constable Shaun Sawyer) and the Home Office.	<ul style="list-style-type: none"> <li>• Increase organisational understanding of 'vulnerability' and take action (S)</li> <li>• Ensure new legislation and policy is understood (S)</li> <li>• Acknowledging, learning, cascading (S)</li> <li>• Increase organisational understanding (S)</li> </ul>	MDS Lead <i>DSupt Walton &amp; Intel Esther Martin</i>	<ul style="list-style-type: none"> <li>• As point 1 above - WMP is represented by the MDS force leads at National MDS ACPO conferences and has a strong footprint within the national picture. The WMP MDS delivery plan has identified the requirement to implement the Modern Slavery Act 2015 within the organisation; a brief overview is included in current supervisory training. Further dissemination of the Act will be recommended to L+D for ICIDP/IMSC courses.</li> <li>• As above</li> </ul>	National Strategy (NS) Sentinel (S)

Protect	1	Prioritise community intelligence for modern slavery, to feature at local and Force tasking / DMM.	<ul style="list-style-type: none"> <li>Develop target hardening (NS).</li> <li>Increase organisational understanding of vulnerability/threat/risk and take appropriate action (S).</li> </ul>	MDS Lead DSupt Walton & Intel Esther Martin	<ul style="list-style-type: none"> <li>Intelligence on MDS is featured at DMM and force DMM. The MDS lead is also notified of significant intelligence via FIB or ROCU Threat group. The development of a problem profile will assist in identifying organised groups for targeting at level2 (ONGOING).</li> <li>DCI Chisholm has given MDS presentations at Force Tasking and B'Ham LPU vulnerability forums, with a request for local activity to generate intelligence concerning MDS. A further task will be issues at the MDS operational group on 30<sup>th</sup> Sept.</li> <li><b>MDS SPOCS tasked with working with LA and partners to promote intelligence flow</b></li> </ul>	National Strategy (NS) Sentinel (S) PCC 1.2.3 PCC 1.4.3
	2	Improve victim confidence in reporting MDS.	Develop a Media campaign on Op Sentinel Modern Slavery Strand to include Crimestoppers appeal & leafleting campaign.	MDS Bronze DCI Chisholm & Corporate Comms [REDACTED]	<ul style="list-style-type: none"> <li>An Op Sentinel Media Campaign has been launched. An internal awareness campaign has also been launched including posters and PNB inserts. Crime stoppers have launched a MDS campaign and an Op Sentinel MDS event in November to be attended by the National Independent Slavery Commissioner will also provide an opportunity for media coverage.</li> <li><b>As above, very successful event with media coverage in all forms</b></li> </ul>	PCC 1.2.2 PCC 3.3.6
	3	Embed the NRM process within West Midlands Police.	<ul style="list-style-type: none"> <li>Improve victim confidence in reporting (NS).</li> <li>Encourage our communities to come forward (S)</li> </ul>	MDS Bronze DCI Chisholm	<ul style="list-style-type: none"> <li>The awareness of the NRM has been promulgated via training/messaging and web guidance. Recent MDS activity has also provided first-hand experience to WMP staff. The increase in NRM referrals YTD from WMP would suggest that the awareness of the NRM has improved.</li> <li>NRM referrals for WEST MIDS area continues to rise [REDACTED] ytd of which [REDACTED] were from WMP officers</li> <li>All officers who have submitted NRM referrals have been tasked with taking out appropriate crime report.</li> </ul>	National Strategy (NS) Sentinel (S)
Pursue	1	Pro active targeting of modern slavery OCGs (through force tasking processes.)	<ul style="list-style-type: none"> <li>Develop investigative and disruption activity (NS). [REDACTED]</li> <li>Develop specialist support in regions (NS)</li> </ul>	MDS Lead DSupt Walton & FCID & ECU/RART & Intel Esther Martin	<ul style="list-style-type: none"> <li>Intelligence on MDS is featured at DMM and force DMM. The MDS lead is also notified of significant intelligence via FIB or ROCU Threat group. The development of a problem profile will assist in identifying organised groups for targeting at level2 (ONGOING). [REDACTED]</li> <li>[REDACTED]</li> </ul>	National Strategy (NS)
	2	[REDACTED]	<ul style="list-style-type: none"> <li>Develop target hardening (NS)</li> <li>Embed a multi agency safeguarding approach (NS)</li> <li>Sustain and improve partnership working in support of vulnerable people (S).</li> </ul>	MDS Lead DSupt Walton & Intel Esther Martin	<ul style="list-style-type: none"> <li>[REDACTED]</li> </ul>	National Strategy (NS) Sentinel (S)