

Buckinghamshire

Adult Exploitation Strategy

2017-2020

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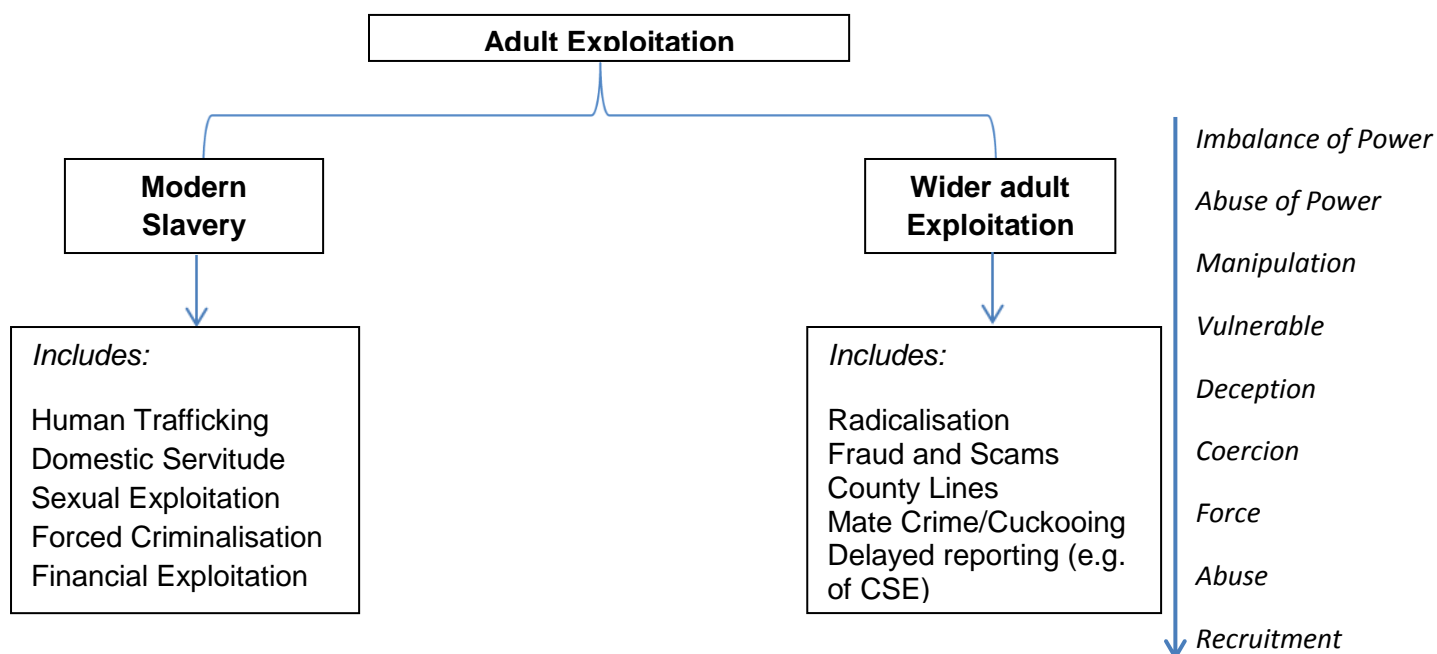
Adult Exploitation

After drug trafficking, human trafficking is the second largest criminal industry in the world¹. The British government estimated there are 13,000 victims of trafficking in the UK (antislavery.org). **The Modern Slavery Act 2015** was established to counter the fact that slavery cases weren't being dealt with properly across the UK. 2016 saw the first conviction and sentencing of a British businessman for human trafficking.

The Act imposes a statutory duty on local authorities (and others) to improve the response to modern slavery. The challenges include policing, identification and protection (of victims). Although to date in Thames Valley we have seen low numbers of recorded victims, it is widely acknowledged that the scale of this issue is much larger as it is a well-hidden crime.

What is Exploitation?

- (i) *The action or fact of treating someone unfairly in order to benefit from their work.*
- (ii) *The fact of making use of a situation to gain unfair advantage for oneself²*



For the context of this strategy “exploitation” includes *(list is not exclusive and regularly being reviewed)*:

Modern Slavery: Is an umbrella term for activities that involve one person keeping another person in compelled service (Home Office 2016). The Modern Slavery Act (2015) includes: forced labour, forced criminality, sexual exploitation, forced marriage and domestic servitude.

Someone is in slavery if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an “employer”, usually through mental or physical abuse or the threat of abuse, often with perceptions of “debt bondage”.
- Dehumanised, treated like a commodity or bought and sold as “property”.
- Physically constrained or have restrictions placed on his/her freedom³.

¹ UNODC- UN office on Drugs and Crime.

² <https://en.oxforddictionaries.com/definition/exploitation>

Human Trafficking/Labour Exploitation: Human trafficking involves recruitment, harbouring or transporting people into a situation of exploitation through the use of violence, deception or coercion and forced to work against their will (antislavery.org). The Palermo Protocol to prevent, suppress and punish trafficking in persons is the internationally accepted definition of human trafficking. This Protocol (which is in force) was signed by the United Kingdom on 14 December 2000 and ratified on 9 February 2006. It provides a definition of trafficking which has since become a widely accepted standard and used in other international instruments. It also outlines protection for victims⁴

Domestic Servitude: Involves children, men and women being forced to work in private households performing tasks such as childcare and housekeeping for little or no pay and often in abusive conditions⁵.

Sexual Exploitation: This includes adults trafficked as part of the sex trade.

Forced Criminalisation: Involves victims; often children, who are forced to commit a range of crimes, including counterfeit DVD selling, bag snatching, ATM theft, pick-pocketing, forced begging, forced sham marriage and cannabis cultivation⁶.

Financial Exploitation: Refers to illegal or improper use of an older person's funds, property, or assets by a trusted person or entity⁷. This frequently occurs without the explicit knowledge or consent of a senior or disabled adult. Assets are commonly taken via forms of deception, coercion, harassment, duress and threats.

Forced Marriage: Where one or both parties do not wish to get married but are forced to by others, usually their families. People forced into marriage may be tricked into going abroad, physically threatened and/or emotionally blackmailed to do so⁸.

Radicalisation: The 'grooming' or 'recruitment' process by which a person comes to support terrorism and forms of extremism leading to terrorism.

Fraud and Scams: Predominantly involves money or transactions that involve financial loss to the victim performed by a dishonest individual, group, or company.

County Lines: Involves drug lines operated by a telephone line often from cities such as London, Birmingham, Manchester and Liverpool sending dealers to sell in smaller towns, rural and coastal areas. Many gangs form a secure base in the homes of vulnerable people and force assistance by using violence or exploiting an addiction to drugs.

Mate Crime/Cuckooing: Involves a drug dealer or other criminal befriending a vulnerable individual who lives on their own. Like a cuckoo, the offender moves in, takes over the property, and turns it into a drug den or other criminal base.

Delayed Reporting (e.g. of CSE): Children and young people who are sexually abused or exploited often find it difficult to report their ordeal at the time the incident occurred (for example due to a fear of not being believed). Some allegations of sexual abuse and/or exploitation are reported a considerable period of time after the abuse took place (for example to make the authorities aware).

³ Institute of Health Visiting: Working with Minority Groups-Spotting the signs of an individual in domestic slavery

⁵ <http://unchosen.org.uk/wp-content/uploads/2015/07/newdomesticservitude.pdf>

⁶ <http://unchosen.org.uk/wp-content/uploads/2015/07/newforcedcriminality.pdf>

⁷ nlrc.aoa.gov/legal_issues/elder_abuse/financial_exploitation.aspx

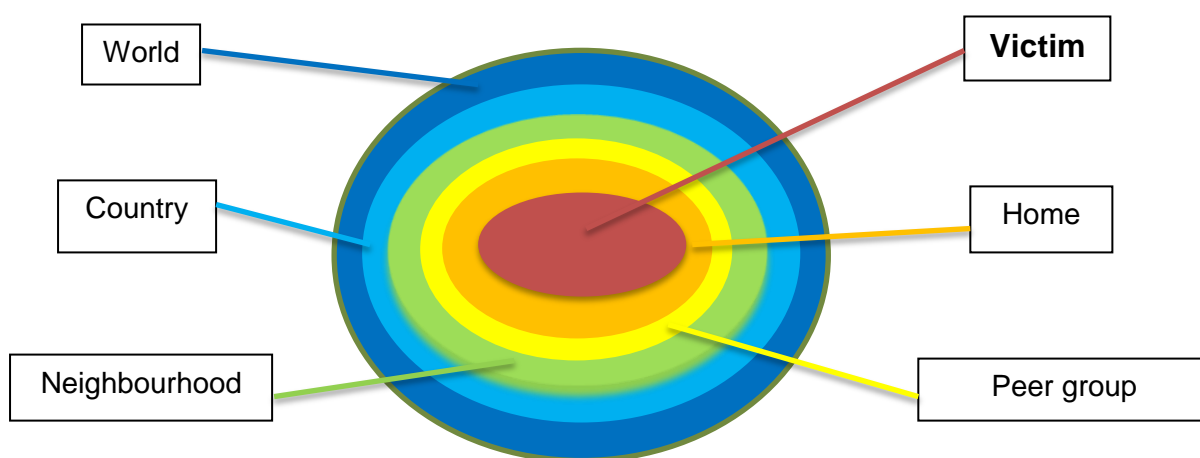
⁸ <http://www.forcedmarriage.net/whatis.html>

What is the aim of the strategy?

The aim of the strategy is to ensure a seamless partnership response for adult exploitation victims that protects people from falling through gaps between existing service provision. It is also part of the “Joint Protocol” (see below) recommendation to bring together all forms of exploitation rather than separated work around different streams (e.g. modern slavery or delayed reporting of CSE).

The different types of exploitation listed above are brought together as part of one strategy because they share many commonalities, for example deception along with the imbalance of power. This approach will help victims where there are gaps in provision of support as many victims will not have statutory care and support needs.

Whilst a local response is being formulated for this strategy, exploitation could be perpetrated from a range of physical or virtual locations anywhere in the world (see diagram below) – and we recognise the local response needs to consider this.



Local roles and responsibility (working together across boards)

In 2015, four key Partnership Boards developed what is now known as *the Joint Protocol*; the Boards involved were; the Safer & Stronger Bucks Partnership Board, the Health & Wellbeing Board, the Children’s Safeguarding Board and the Adult Safeguarding Board. This Joint Protocol recognises that many agendas are shared and that all players have a role in safeguarding children and adults who are vulnerable to abuse, neglect and exploitation.

The Joint Protocol has been formally signed off across the Health and Wellbeing Board (HWB), Safer Stronger Bucks Partnership Board (SSBPB), Buckinghamshire Safeguarding Children Board (BSCB), Buckinghamshire Safeguarding Adults Board (BSAB).

It aims to ensure:

- There is clarity and agreement regarding the roles and responsibilities of different partnerships and boards in relation to safeguarding
- That governance arrangements are clear and work is well co-ordinated, preventing duplication of effort
- That we achieve more by working together
- That working together has a positive impact on people and communities
- That there is effective challenge and scrutiny of safeguarding arrangements across Buckinghamshire.

The Joint Protocol sets out some key principles for working together, and looks in particular at roles and responsibilities in relation to some areas of thematic crossover such as the exploitation agenda.

Who is doing what when it comes to exploitation?

The Modern Slavery Act (2015) sets out clear requirements for key agencies such as Local Authorities. Certain agencies are named as First Responders and must report on any identified victimisation using the process outlined in the legislation.

As this strategy aims to broaden the remit to other areas of exploitation, we need to better understand the areas of responsibility that exist for these other areas of exploitation. The governance for many of these sit with the Safer & Stronger Bucks Partnership Board, and members have key roles to play.

Fraud and Scams

Buckinghamshire & Surrey Trading Standards work with Thames Valley Police and other partners to identify existing victims, and those at risk, of fraud. Local councils are able to provide enforcement support, for example, utilising their ability to gain entry and inspect properties for licensing or environmental health purposes.

County Lines/Cuckooing

Thames Valley Police work with substance misuse outreach and support providers to detect and disrupt offenders who prey on vulnerable adults, often using drugs and alcohol in the coercion and grooming process. They are able to receive support from District Councils where necessary.

Radicalisation

The Counter Terrorism & Security Act 2015 introduced a Prevent Duty which states that prescribed bodies, in the exercise of their duties: “...*must have due regard to the need to prevent people from being drawn into terrorism*”. The statutory guidance identifies two key elements to meeting the Prevent Duty: understanding the risks locally and having an action plan to address those risks, and the establishment of a Channel Panel so that individuals at risk of radicalisation can be referred for appropriate support and intervention.

Delayed reporting (e.g. of CSE)

This has been identified as a specific area for improvement as adults who report exploitation as a child are not eligible for support from Children’s Services and, unless they have care and support needs, they are also not eligible for Adult Social Care support.

Training & Awareness Raising

In most cases, training of staff is the responsibility of each agency. However, the legal driver (or statutory duty) to train staff on the awareness of Modern Slavery or wider exploitation is not present. Buckinghamshire has been fortunate to benefit from the services of Non-Government Organisations who provide such training and Bucks County Council have taken the lead on introducing Exploitation Training to front line officers and managers. The aim of this training is to increase identification of vulnerability and potential victims, increase referrals, intelligence and, in the longer term, help victims to be free from exploitation.

The National Picture

Modern Slavery

The Home Office estimate that there are between 10,000-13,000 victims of modern slavery nationally, however this figure is still likely to be hugely under-reported. The National Crime Agency (NCA) reported that there are 300 live operations in England on 10/8/17 and that 13,000 victims is the “tip of an iceberg”.

An example of the national picture for modern slavery is as follows. The National Referral Mechanism (NRM) is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support.

- 3805 potential victims were submitted to the NRM in 2016 a 17% rise on 2015.
- The most common exploitation type recorded for potential victims exploited as an adult was labour exploitation, which also includes criminal exploitation.
- Of the 3805 potential victims referred to the NRM in 2016, 150 were from Scotland, 123 from Wales and 33 from Northern Ireland. The remaining 3499 were referred from England⁹.
- Most people (who have been identified) are trafficked into the UK from overseas, but there is also a significant number of British nationals in slavery. The most common countries of origin are Albania, Vietnam, Nigeria, Romania and Poland¹⁰.

⁹ <http://www.nationalcrimeagency.gov.uk/publications/national-referral-mechanism-statistics/2016-nrm-statistics/788-national-referral-mechanism-statistics-end-of-year-summary-2016/file>

¹⁰ <https://www.antislavery.org/slavery-today/slavery-uk/>

The Local Picture

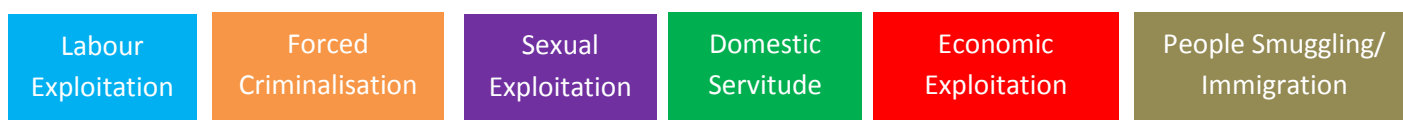
Modern Slavery

Data from Thames Valley Police reflects across the Thames Valley the primary risk factor that led to exploitation of the victim was as follows:

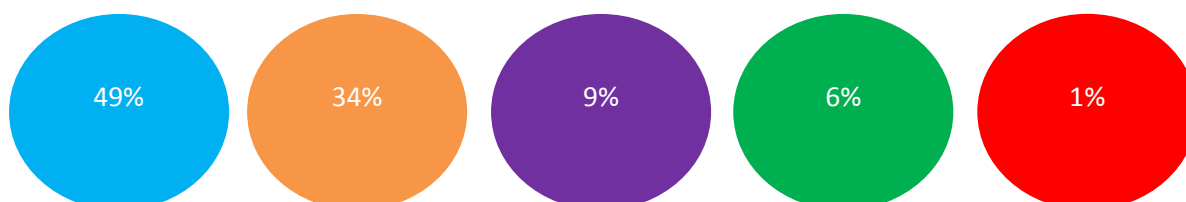
Type	Percentage
Unemployed	26%
Poverty	20%
Drug Addiction	14%
Family Support	15%
Debt Bondage	5%
Homelessness	8%
Other	8%
Uneducated	5%

It is important to recognise that anyone can become vulnerable due to the situation that they find themselves in therefore anyone has the potential to be exploited.

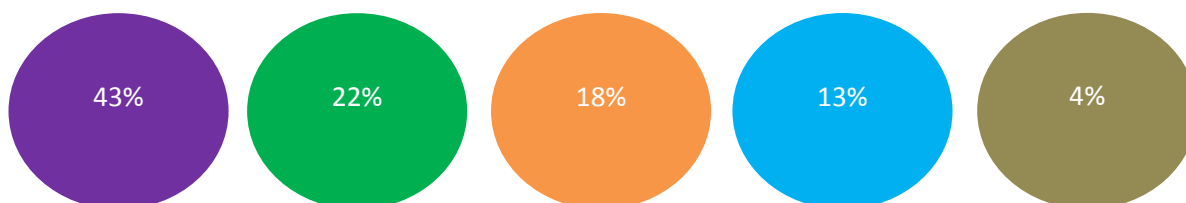
Thames Valley Police recorded 150 unique victims between February 2016 and March 2017 and categorised them into six offence types (see below), separated by gender. This highlights that females are more vulnerable to sexual exploitation and domestic servitude, whereas males are targeted for labour and forced criminalisation¹¹.



MALE (49% of Modern Slavery Victims)



FEMALE (51% of Modern Slavery Victims)



¹¹ Thames Valley Police Risk Meeting April 2017 (Niche RMS)

The table below shows the Thames Valley LPA incident/crime volume breakdown. See below the exploitation type for each LPA: Aylesbury Vale, Chiltern, South Bucks and Wycombe.

LPA	Incidents	Proportion %	Crimes	Proportion %	Most Prominent Exploitation Type
Aylesbury Vale	1	1	8	5	Domestic Servitude
Chiltern & South Bucks	2	3	8	5	Labour Exploitation
Wycombe	3	4	8	5	Forced Criminalisation
Thames Valley	72	100	160	100	Labour Exploitation

Thames Valley Police Data 2015-2016.

Child Sexual Exploitation

Headlines from the Child Sexual Exploitation Serious Case Reviews:

In April 2017 the Buckinghamshire Safeguarding Children Board published a Serious Case Review (SCR) into Child Sexual Exploitation in Buckinghamshire since 1998. Whilst overall the SCR identified strong partnership working, it also a number of areas where the local response could be strengthened further:

- *Transition arrangements:* The SCR identified that there are not robust arrangements in place to ensure that children who are being / have been sexually exploited continue to receive the right support once they turn 18. This is largely because they usually fall below the threshold for services provided through Adult Social Care and due to a lack of identified services for these young adults.
- *Delayed reporting:* The SCR identified that there are not robust arrangements in place to ensure the right services are available for adults who come forward and disclose that they were sexually exploited during their childhood.

This learning is as relevant to the safeguarding of adults as it is for children.

Fraud and Scams

Whilst the true volume and losses to doorstep crime and scams (postal, telephone and internet) remains unknown, both national and local estimates indicate that the police and Trading Standards are only receiving reports on 1 in 10 of doorstep incidents and around 1 in 20 scams. Therefore the two year period ending 31st March 2017 Trading Standards received 204 reported doorstep crime incidents and 223 scam reports.

The average per victim loss in Buckinghamshire to doorstep crime is around £1700, although this figure pales beside known individual losses in the hundreds of thousands. Scam victim losses are more difficult to gauge as many of the victims have been in the constant thrall of scammers for several years before a referral is made. Each instance of a scam may only be £25 here or £40 there but it is not unusual to come across victims who are sending off around a £1000 per month to a variety of prize draw or lottery based scams. Because of the ingrained nature of this type of scam weaning a victim away from their abusers is not a quick fix and we are currently working with victims who we know to have losses exceeding £300,000.

Victim Risk Factors

Anyone can become a victim of exploitation, although the risks of some types of exploitation are increased where there are outward signs of vulnerability such as poverty, mental health issues, drug addiction, homelessness and social exclusion. Similarly there are no “typical” descriptive characteristics of a perpetrator. We recognise that some aspects of exploitation are more likely to be focussed on a particular sex (e.g sexual exploitation and domestic servitude for females and forced labour and forced criminalisation for males). If our services are to be effective, therefore, they need to take account of the diversity within our communities and flex to work with people’s different experiences, values, attitudes, understanding, behaviour, ability to communicate and to change.

We will work with our stakeholders to encourage them to also be committed to this approach so that all service users can expect to be treated fairly, with dignity and with respect.

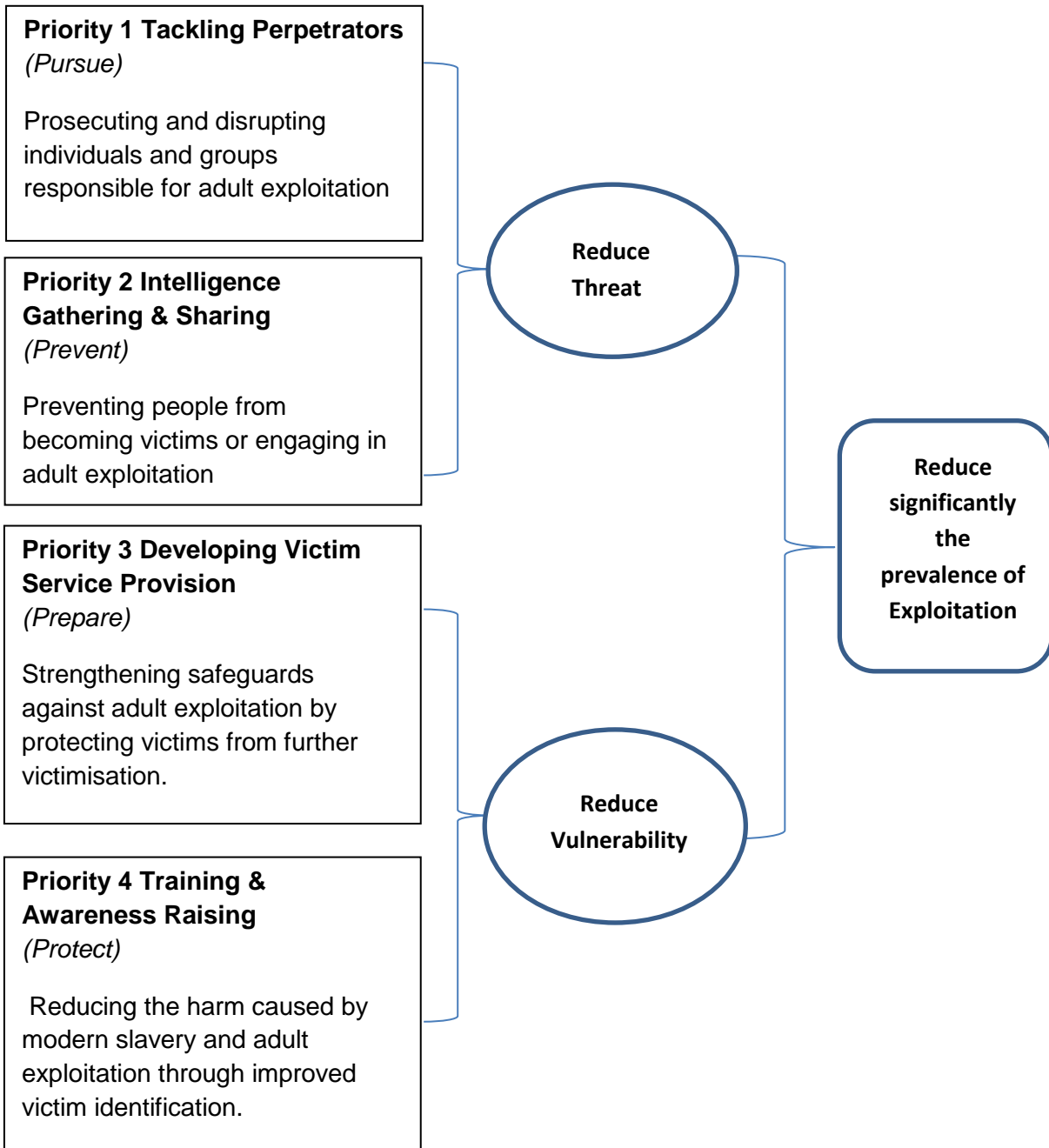
How will transitional support be consistent?

One of the key aspects of this strategy will be the transitional aspect of support for a child or young person. Of a sample of BSCB cases analysed it was made apparent that there were challenges when it came to transition planning for children as they approached 18. A common issue is that services tend to decrease or drop off completely at the age of 18 because access to support from adult social services is on the grounds of care and support needs which will mean that many young people will not be eligible for support from Adult Social Care.

It is also clear that consideration needs to be exercised for those who have additional needs, “learning disability can add to a young person’s vulnerability to exploitation and whilst it does not mean that support is available for longer via Children’s Services (until 21 years), this can just postpone the drop off in services”¹². Rectifying this crucial issue is fundamental in preventing the cycle of repeat exploitation for vulnerable residents of our community.

¹² SBCB Audit Summary Findings: January 2017.

Strategy Aims



Priority 1: Tackling Perpetrators- Prosecuting and disrupting individuals and groups responsible for adult exploitation

- Develop regional and local offender profiles so we understand the processes our perpetrators take to enable us to consider the various disruption tactics available.
- Deterring offenders through increasing their risk of prosecution and their awareness of the consequences.
- Support existing enforcement activity (e.g Trading Standards), as well as supporting activity around the Police operations.

Priority 2: Intelligence Gathering & Sharing - Preventing people from engaging in adult exploitation

- Improve working relationships and enhance our information sharing processes to ensure action can be taken more quickly.
- To have in place clear, concise and adequate multi-agency BSAB and BSCB policies and procedures. This includes victim pathways for children and adults encompassing the period pre-NRM and post NRM (National Referral Mechanism).
- Open dialogue with seldom heard groups of the community to encourage reporting and increase intelligence.
- To have high risk locations (e.g. nail bars, take-aways and car washes) targeted with information on exploitation, including information available in various languages.
- To gather intelligence from visiting locations where vulnerable people may present e.g. homeless shelters, food banks, drug and alcohol support services.

Priority 3 Developing Victim Service Provision- Strengthening safeguards against adult exploitation by protecting victims from further victimisation.

- TVP / OPCC to develop & commission a local victim's service in Buckinghamshire.
- To develop an anti-slavery network across the county and engage key stakeholders across Buckinghamshire.
- To ensure there is a victim centred approach to enforcement and legal activity that is multi-agency and includes NGOs (Non-Governmental Organisation).
- Improve awareness amongst frontline professionals of the help available to victims and the processes for referral, including the TVP Modern Slavery Desk and the Modern Slavery Helpline.
- To improve transition planning for victims of exploitation as they approach 18 and whether appropriate services are available and provided.

Priority 4 Training & Awareness Raising- Reducing the harm caused by modern slavery and adult exploitation through improved victim identification.

- Training of frontline staff (social care, housing, environmental health, police officers, health visitors, volunteers etc) on exploitation, identifying the signs, the NRM and the support available for victims.
- To raise awareness to professionals of the dangers posed to the most vulnerable e.g the homeless and how we can protect those who are most susceptible to being preyed upon as well as preventing repeat victimisation.
- To achieve consistency of messages across different platforms so that there is a common approach and understanding in Bucks that is linked to the wider Thames Valley.

Governance and Delivery

To carry out the implementation of the 4 thematic areas there are 3 meeting groups (see appendix for more detail):

- 1) Buckinghamshire Anti-Slavery and Exploitation Network.
- 2) Adult Exploitation Sub Group
- 3) Child Exploitation Sub Group

Who will oversee the strategy?

Under the *Joint Protocol* adult exploitation sits under the Safer and Stronger Bucks Partnership Board (SSBPB). Updates will also be submitted to partners who are affiliated under the governance of the Joint Protocol, in particular the Child Exploitation Sub Group.

How does this strategy link with other strategies?

This exploitation strategy must be considered and implemented alongside other strategies and procedures (accompanying links to strategies):

- **Safer Bucks Plan 2017-2020:** <https://www.buckscc.gov.uk/media/4508973/safer-bucks-plan-2017-20-published.pdf>
- **Prevent Strategy:** www.buckscc.gov.uk/preventingextremism
- **Thame Valley Cyber Crime Strategy:** *Being finalised*
- **CSE Strategy:** <http://www.bucks-lscb.org.uk/wp-content/uploads/Professionals/Early%20Help%20Toolkit/CSE-Strategy-without-action-plan.pdf>

How will we know we have made a difference? (*Below listed examples of success measures*)

- Training delivered to different types of professionals therefore they have a better understanding of exploitation, the forms it takes, knowledge of the NRM and support services available for victims.
- Increase in membership to the Anti-Slavery and Exploitation Network.
- Victim focussed support scoped and delivered, post engagement with NRM process.
- Increased numbers of victims that are seen and supported by a commissioned victim service.
-

Glossary

BSAB	Bucks Safeguarding Adults Board
BSCB	Bucks Safeguarding Children’s Board
CJS	Criminal Justice System
CSE	Child Sexual Exploitation
HWB	Health & Wellbeing Board
OPCC	Office of the Police & Crime Commissioner
NGO	Non-Governmental Organisation
NRM	National Referral Mechanism
OCG	Organised Crime Groups
SCR	Serious Case Review
Section 17 (of the Crime & Disorder Act)	Makes all local authorities responsible for reducing crime and disorder across service delivery and partnership working.
SSBPB	Safer & Stronger Bucks Partnership Board

Appendices

Appendix 1:

Buckinghamshire Anti-Slavery and Exploitation Network: Terms of Reference

Structure and reporting:

The Bucks AEP will take a strategic approach and will include multiagency stakeholders. The progress of the Group will be communicated to the Safer and Stronger Bucks Partnership Board. Progress will also be submitted to partners who are affiliated under the governance of the Joint Protocol (an agreement across the Community Safety Partnership and Safeguarding Adult and Children's Boards).

Remit of the network:

To agree the key elements of our strategic response to Modern Day Slavery and Adult Exploitation and how this will be achieved. Although focused on Adults, children will not be excluded where there is not an existing structure in place (as with CSE) and any gaps would be considered.

Actions on the plan are to be delivered through the establishment of any necessary (existing or new) sub-groups. The Bucks network will review the progress of the task and finish group in regards to the following work areas:

- Training of frontline staff
- Intelligence gathering and sharing
- Tackling perpetrators
- Developing victims service provision

Chair:

The network is co-chaired by April McCoig (Thames Valley Police) and Cath Marriott (Community Safety Manager, Bucks County Council) who provides and maintains the link between the group and the SSBPB.

Frequency of Meetings & Secretariat:

- The Bucks will meet three times a year (subject to change should demand arise).
- Minutes will be taken by a member of the Bucks County Council Business Support Team and sent to the rest of the group within two weeks, appropriately marked.
- Buckinghamshire County Council will be responsible for distributing the agenda and related documents to the Group.

Membership & Review:

- Membership of the Bucks network will consist of various departments from Bucks County Council (including Safeguarding), Thames Valley Police, Community Safety Managers from the District Councils, Victim Support, National Crime Agency, Salvation Army, CCGs, British Red Cross, faith groups, private sector, Office of the Police and Crime Commissioner (OPCC) and Bucks and Surrey Trading Standards. The membership is not limited to this group.
- Guest attendees will be invited to the Bucks network as matters arise and are welcome to join the group on a permanent basis if appropriate.
- The action plan is to be updated prior to each meeting by nominated leads/action holders. Updates will be requested approximately two weeks before each meeting.
- If attendees are unable to make a meeting, they should send apologies prior to the meeting so it can be documented with good time.

Adult Exploitation Sub Group: Terms of Reference

Structure and reporting:

The Exploitation Task & Finish Group is tactical and multiagency. It will report to the Safer and Stronger Bucks Partnership Board (SSBPB). Updates will also be submitted to partners who are affiliated under the governance of the Joint Protocol.

Remit of subgroup:

To deliver against actions on the Adult Exploitation Action Plan. The outcomes of the group will be as follows:

- Training of frontline staff (social care, housing, environmental health, police officers, nurses, volunteers etc)
- Intelligence gathering and sharing (for developing evidence re raids and targeted observation etc)
- Development of approach for tackling perpetrators.
- Development of victims service provision (securing a service to provide a safe place, a way home, support for investigations through the CJS etc)

Chair of subgroup:

The chair of the subgroup is Faye Blunstone (Community Safety Coordinator, Community Safety, BCC).

Frequency of Meetings & Secretariat:

- The group will meet bi-monthly until agreed otherwise.
- Minutes will be the responsibility of group members (to allocate and rotate) and sent to the rest of the group within 5 working days.
- Buckinghamshire County Council will be responsible for distributing the agenda and related documents to the Group.

Membership & Review:

- Membership of the group will consist of various departments from Bucks County Council (e.g. Children and Adults Safeguarding), Thames Valley Police, District Council Community Safety, Victim Support, Salvation Army, CCGs, Office of the Police and Crime Commissioner (OPCC) and Bucks and Surrey Trading Standards. The membership is not limited to these departments or organisations.
- Guest attendees will be invited to the group as matters arise and are welcome to join the group on a permanent basis as needed. Updates to the action plan should be provided at least one week prior to each meeting by nominated leads/action holders.
- The terms of reference will be reviewed annually.

Child Exploitation Sub Group: Terms of Reference

1. Purpose

The Child Exploitation Sub Group is a multi-agency forum which aims to:

- Support the strategic development of an effective and coordinated multi-agency response to different forms of child exploitation
- Gain assurance around the way agencies are working individually and collectively to protect children from exploitation.
- Oversee and monitor the delivery of the strategy and action plan at an operational level

2. Functions

- To ensure that agencies and partnerships which have engagement with and links with children have a shared understanding of and work together to tackle child exploitation.
- To keep abreast of national research and developments to inform local responses.
- To commission / undertake, and/or scrutinise audits and reviews relating to child exploitation in Buckinghamshire, working in conjunction with the BSCB Performance and Quality Assurance Sub Group or other groups where appropriate.
- To develop and maintain the dataset required to enable local scrutiny and assurance in relation to child exploitation.
- To use data and knowledge to challenge practice and services across partners. This includes identifying any gaps in service, options for joint commissioning or alternative service delivery models, and any blockages which impede effective delivery.
- In conjunction with the BSCB Policies and Procedures Sub Group, to keep under review and support the further development of BSCB policies, procedures and guidance documents relating to child exploitation to ensure that they promote effective mechanisms for joint working and information sharing.
- To work in partnership with the Safeguarding Adult Board, Safer Stronger Bucks Partnership Board and Health & Wellbeing Board to ensure a joined up approach with our response to adult exploitation, including through the transition process.
- To develop and maintain an annual work plan which links to the BSCB Improvement and Development Plan.
- To write and deliver a child exploitation Communication Strategy and keep this under review.
- To seek to ensure that the products produced by the Sub Group are formulated in collaboration and consultation with all relevant agencies and, wherever relevant, also take account of the views of young people and their families.
- To seek to ensure that relevant activities delivered through the Sub Group / products produced by the Sub Group are easy to access by all communities and cultures across Buckinghamshire.
- To work within the Learning and Improvement Framework of the BSCB; to inform and enhance practice.
- To provide regular reports to the BSCB, and where relevant to other partnership Boards, including raising any significant developments or issues and ensuring that areas of risk or concern are escalated to the relevant Board(s).
- To provide an annual report on the work of the Sub Group.

3. Governance

The Child Exploitation Sub Group is a Sub Group of the Buckinghamshire Safeguarding Children Board (BSCB). As such the Sub Group will report primarily to the BSCB. Reporting

lines also exist to the Safer Stronger Bucks Partnership Board, which has the strategic lead for Prevent and gangs & youth violence.

4. Membership

Members of the Exploitation Sub Group are representatives of their organisation, forum or agency. Current membership is listed below:

- Aylesbury Vale District Council
- Barnardo's (RU Safe?)
- BSCB
- Buckinghamshire CCGs
- Buckinghamshire County Council (Children's Social Care and link to children missing)
- Buckinghamshire County Council (Children & Young People Commissioning)
- Buckinghamshire County Council (Communications)
- Buckinghamshire County Council (Community Safety and link to Adult Exploitation task and finish group)
- Buckinghamshire County Council (ESAS)
- Buckinghamshire County Council (Policy)
- Buckinghamshire County Council (Youth Services)
- Bucks Healthcare NHS Trust
- Chiltern and South Bucks District Councils
- National Probation Service
- Oxford Health NHS Foundation Trust
- Public Health
- Thames Valley Police
- Wycombe District Council
- Young Addaction
- Youth Offending Service
- Buckinghamshire Safeguarding Adult Board (to also act as link to adult services)
- Parent / Family representative

A chair and vice chair should be elected from within the Sub Group membership. These roles will be reviewed on an annual basis.

5. Operational Arrangements

The Sub Group will work to an agenda which the Chair will co-ordinate and distribute at least five working days prior to the meeting.

Recommendations will, wherever possible, be made by consensus.

Any member with a conflict of interest or who seeks to benefit as an individual, group or organisation (financially or any other individual benefit) in an agenda item must declare their vested interest and leave the meeting for that item and take no part in the discussion, agreement or recommendations.

Frequency of meetings: The Sub Group will meet on a quarterly basis. Task and Finish Groups may be established as required to take work forward in between meetings.

Quorum: The Sub Group will be quorate if the Chair or Vice Chair and 4 other members are present.

Terms of Reference: The Terms of Reference will be reviewed on an annual basis. Date of next review: May 2018.

Action Plan

Training & Awareness Raising- Reducing the harm caused by modern slavery and adult exploitation through improved victim identification and enhanced support.

Success will mean that: Professionals are trained and are aware of the signs of exploitation. More victims of modern slavery are identified as awareness has been increased among professionals and the public. There will be an increase in the identification of victims, referrals through the NRM and MS1 and improved access and knowledge of support mechanisms available.

Outcome	Actions	Lead	COMMENTS
<p>To make available a range of training packages and delivery options (electronic, face to face etc) for front line staff – (e.g. social care etc) appropriate to the audience, identifying the signs, NRM and support available for victims.</p> <p>Recommendations about how to embed this training in to existing packages or as part of new suite for professionals and the delivery of it.</p>	<p>Identification of training gaps and communication for front line staff</p> <p>Identification of agencies and individuals who would benefit from training. Consider agencies that are peripheral to this agenda.</p> <p>Review a sample of existing training in this area e.g. safeguarding training, radicalisation and provide a gap analysis?</p> <p>Make recommendations on training mechanisms, content, audiences etc</p>	<p>Faye Blunstone</p> <p>All</p> <p>Cath Marriott</p> <p>All – Cath Marriott lead</p>	
<p>Professionals aware of the signs and therefore potential victims are supported and exploitation prevented.</p>	<p>Provide access to training and awareness for staff and volunteers working in homeless shelters, soup kitchens, food banks, and other key front line agencies.</p> <p>Consider production of materials in various languages as per the need and local population.</p>	<p>Cath Marriott / Faye Blunstone</p>	

<p>The level of risk and repeat victimisation of rough sleepers / homeless (as a key risk group) is reduced.</p> <p>Work on the 'gap' Post NRM for those who were already homeless or have left before completion of NRM and are now homeless.</p>	<p>Ensure there is guidance available to Homelessness organisations.</p> <p>Obtain confirmation that these organisations are familiar with the Passage's Jan 2017 report on "Understanding and responding to Modern Slavery within the Homelessness Sector"</p> <p>Ensure training is available to all homelessness agencies in the county.</p> <p>Maintain links and communications with district based rough sleeper multi-agency work.</p>	<p>District Councils</p> <p>District Councils</p> <p>Cath Marriott</p> <p>District Councils</p>	
<p>To achieve consistency of messages across different platforms so that there is a common approach and understanding in Bucks.</p>	<p>Propose consistent information on websites etc which direct victims to the same info. There are resources which other agencies may not be aware of.</p> <p>Draft comms plans and campaigns to be linked to seasons, holidays, annual opportunities, covering a range of audience groups, including frontline professionals, wider community and relevant sectors.</p>	<p>Bucks Anti-Slavery & Exploitation Network</p>	

Developing Victim Service Provision- Strengthening safeguards against adult exploitation by protecting victims from further victimisation and protecting those who may be susceptible to exploitation.

Success will mean that: Fewer people are deceived or forced into abuse. Victim support arrangements in Bucks are in place. Identified Victims are supported and able to continue with their lives.

Outcome	Actions	Lead	COMMENTS
Developed & commissioned local service for victims in Buckinghamshire	Mapping of existing services that work with potential victims Consideration of pre-tender fact finding with possible services Identify funding needs and sources. Work with OPCC following result of the bid for Exploitation Victim service Work with Hope for Justice in the interim until September 2017 Develop business case with costings for countywide Victim Service.	Bucks County Council Bucks County Council Cath Marriott Cath Marriott / OPCC Cath Marriott Cath Marriott	
Undertake gap analysis to identify what further services might be required (e.g. translators, health services, housing, transportation / repatriation)	Identify any gaps in geography, e.g. when victims or offenders are crossing borders Understand where those victims are if they are not statutory social care needs. Need to focus on transitional cases where a young person about to be 18+ and what services are available across the board.	Vicky Butler Vicky Butler/ Matilda Moss / Nicky Barry Matilda Moss / Nicky Barry	

<p>To have a continuous improvement cycle so that we remain effective in service provision.</p>	<p>Develop victim pathways through existing case studies of remaining exploitation types not covered in session last year (financial exploitation and domestic servitude covered last time)</p> <p>Disseminate learning from victim journey mapping/case reviews through the strategic boards and professional networks</p>	<p>Faye Blunstone</p> <p>Faye Blunstone</p>	
<p>Victims are effectively referred into the most appropriate services, according to their needs.</p>	<p>Exercise at District & County Council level mapping eventualities e.g. if today someone reported at the front counter at BCC, District, TVP, etc.</p> <p>There needs to be clear referral pathways for victims who approach partner agencies to report.</p> <p>Agencies in Buckinghamshire have a standard assessment form for exploitation/slavery (by reviewing and adopting existing assessments from Rahab, Elmore and NRM)</p> <p>Identify statutory, non-statutory and other clients, according to social care criteria.</p> <p>Consider triage process</p>	<p>Faye Blunstone TVP CS reps for each district</p>	
<p>There is a victim centred approach to enforcement and legal activity surrounding known cases of exploitation.</p>	<p>Anyone in potential contact with a victim - understanding how to protect victims first whilst maximising opportunity to preserve evidence.</p> <p>Develop collaborative working with the police on raids with support services for victims.</p>	<p>Victim Service</p>	

Tackling Perpetrators- Prosecuting and disrupting individuals and groups responsible for modern slavery and adult exploitation

Success will mean: The disruption of criminals responsible for modern slavery, including their prosecution.

Outcome	Actions	Lead	COMMENTS
Increased awareness and efficient reporting leads to improved intelligence.	<p>Police and Safeguarding to work together to identify the content and frequency of data sharing on live exploitation incidents.</p> <p>Aide memoir re intelligence for TVP staff but can be expanded to all staff.</p> <p>Providing awareness re options for intelligence gathering and information sharing policies and procedures</p>	Vicky Butler	
Development of regional and local profiles	Developing problem profiles around the various exploitation sub-types (e.g. forced labour, fraud, servitude, sexual exploitation) to include victims and location – live data.	April McCoig / Vicky Butler	
Support existing enforcement activity (e.g. trading standards, environmental health etc.) and opportunities for welfare checks – how would this happen?	Find out how the adult/multi-agency safeguarding team support this work	Trading Standards – Cath Marriott & Faye Blunstone / District Councils – CS leads	
Deterring potential offenders through increasing the risk and their awareness of it	Publish media releases for convictions	Vicky Butler	
Exploitation is prevented as offenders are aware of service presence and those who are vulnerable are aware.	Organise proactive visits to homeless shelters, day centres, soup kitchens in order to identify potential exploitation and engage potential victims.	Vicky Butler	

Intelligence Sharing & Gathering

Success will mean that: We prevent the facilitation of modern slavery crime and actively reduce reoffending through improved information and knowledge transfer between key partner agencies.

Outcome	Actions	Lead	COMMENTS
Understand the journey of the offender to identify opportunities to intervene	Develop crime scripts for existing known cases Consider use of crime scripts as workshop learning opportunities. Disrupting perpetrators workshop + intel (understanding links)	Faye Blunstone / April McCoig	
A dialogue is established with hard to engage groups	Formalise links with Prevent Network (who are already linking with community leaders) Consider inclusion of people such as patriarchs of traveller sites and other influential roles	Prevent Network	
Key at risk locations are known and there is a plan to assess the risk in all areas of Bucks and provide them with necessary information	Identify at risk locations such as nail bars, brothels, hotels, etc A dashboard or database of locations that can be used to target with information.	All	
Key sectors (e.g. transport, hospitality, retail) are well informed on their responsibility to tackle exploitation	Developing hotel watch packs (including story boards) so they are aware of indicators/signs of exploitation and can identify and report offending Packs are completed and disseminated and identification increases from these sectors	District Councils	
Information Sharing is proactive and adds value between the police and local authorities so that action can be taken quicker	Police and safeguarding to work together to identify the content and frequency of data sharing on live exploitation incidents	Vicky Butler	