

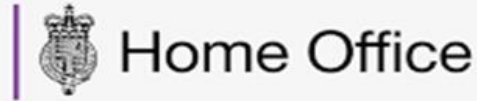


LONDON CARE AND SUPPORT FORUM

social care, personal support and health services across the Capital

Modern Day Slavery & Regulatory Cross Linkage

INTERNATIONAL RECRUITMENT GUIDANCE FOR SOCIAL CARE PROVIDERS & MANAGERS



HM Revenue
& Customs



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- The types of MDS
- Human trafficking
- Labour exploitation
- Sexual exploitation
- Domestic servitude
- Organ harvesting
- Debt bondage



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- Human Trafficking is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit.
- Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world.
- The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.
- Exploitation can include slavery, forced or compulsory labour or services, servitude, forced criminality, sexual exploitation or the removal of organs.
- Once initial control is secured, victims are usually moved to a place where there is a market for their services. This is often a location where they lack the language skills or other basic knowledge which would allow them to seek help.
- There may be one person trafficking the victims or a number of different individuals. Victims may also be passed or sold to different traffickers.
- Since the introduction of the Modern Slavery Act 2015, human trafficking carries a maximum sentence of life imprisonment.



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- Why in Adult Social Care?
- The widespread use of agencies to provide particularly domiciliary and live in care, some of whom have been found to exploit novice carers have been identified as a potential driver of MDS
- International Recruitment has increased the opportunity for potential criminal activity including MDS

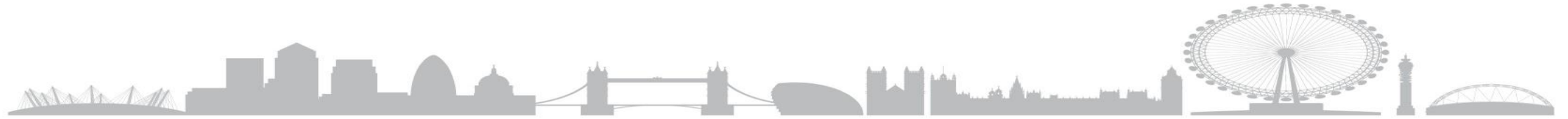


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What to look out for

- Victims of Modern Slavery may . . .
- Look malnourished or unkempt
- Be withdrawn, anxious and unwilling to interact
- Be under the control and influence of others
- Live in cramped, dirty, overcrowded accommodation
- Have no access or control of their passport or identity documents
- Appear scared, avoid eye contact, and be untrusting
- Show signs of abuse and/or have health issues



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- What to look out for . . .
- How can we know that someone may be a victim?
- The behaviour that victims may display

- be unfamiliar with the local language
- act as if they were instructed by someone else
- allow others to speak for them when addressed directly
- be distrustful of the authorities
- be afraid of revealing their immigration status
- have limited or no social interaction either in the workplace or at their accommodation

- believe that they must work against their will
- never leave the workplace without their employer
- show fear or anxiety
- feel that they cannot leave
- have to resort to crime in order to get food or money for food
- may need to scavenge for food
- be forced to commit crime if there is no work available for them
- have acted on the basis of false promises



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- What can we do about it?
- How are we going to integrate this knowledge into our daily working lives and indeed how can you prove that you have this knowledge and are making the relevant enquiries to ensure the safety of your staff?
- How will authorities ensure that you as a provider integrate due diligence into your recruitment processes?

Modern Slavery and International Recruitment

- Workers recruited from overseas are a hugely valuable and important part of the UK's health and social care workforce
- International recruitment itself is not a risk that leads to modern slavery
- [CQC has published a regulatory policy position on modern slavery and unethical international recruitment](#)
- A nationwide shortage of staff across health and social care - along with recent changes to immigration visas - has introduced **concerns and increased risk of mistreatment of existing workforce and internationally recruited staff**. This includes an increased risk of modern slavery and unethical international recruitment practices
- Modern slavery and unethical international recruitment practices can be present in any health and social care setting - **victims could be staff working in services, or service users**

What is CQC's remit:

Modern Slavery and Unethical International Recruitment is present in all sectors.

What we <u>cannot</u> do	What we can do
<p>Investigate/assess/inspect concerns relating to</p> <ul style="list-style-type: none">• modern slavery• immigration and visas• international recruitment	<p>CQC will refer to and share the information with relevant partner agencies – Home Office UKVI – GLAA etc</p> <p>Regulate as per Health and Social Care Act & Regulations</p> <ul style="list-style-type: none">• 19 Fit and Proper persons employed• Schedule 3• Regulation 18 Staffing• Regulation 17 Good Governance• Regulation 12 Safe Care and Treatment <p>Assess the risk and determine there is a need for a regulatory response.</p>

If you suspect MDS or exploitation, who to report it to?

- The Police
- Your Local Authority
- CQC
- Unseen - <https://www.unseenuk.org/about-us/>
- The modern slavery helpline on 0800 0121 700 or [report it online](#).
- GLAA 0800 432 0804 intelligence@gla.gov.uk

Skills for Care toolkit on recruitment practices

- Skills for Care - the new hiring toolkit which supports care providers with safer recruitment practices ([Sharing effective references and conduct information](#) guide for providers).
- This toolkit provides guidance and supports CQC-registered providers to meet Regulation 19 requirements to employ 'fit and proper' staff, gather satisfactory evidence of conduct in previous employment and make safer recruitment decisions.

The image shows a screenshot of a digital toolkit page. The main title is "Sharing Effective References and Conduct Information" and the subtitle is "A Better Hiring Toolkit". The page has a navigation bar with tabs: Introduction, Why we need to get it right, Legal responsibilities, How to gather references and conduct information, What to do with information received, How to share references and conduct information, FAQs, and Useful contacts. The current page is "2. Why we need to get it right". It features a quote from Michael Richard (2004) about the harsh reality of safeguarding, a section on the "PRISIM model of safer employment", and an "Application forms checklist" with a "Download the checklist form" button. A circular diagram at the bottom shows the cycle: Reflect, Review, Share.



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