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**POLICE & CRIME  
COMMISSIONER**  
for Leicester,  
Leicestershire & Rutland  
Your Communities - Your Commissioner



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Police and Crime Commissioner

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## **Joint Modern Slavery and Human Trafficking Statement 2024**

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<sup>1</sup>As described in the Chartered Institute of Procurement and Supply - 10 Components of Ethical Procurement  
([Procurement Ethics - 10 Components of Ethical Procurement | CIPS](#))

# Modern Slavery Statement 2023-2024

In accordance with Section 54 of the Modern Slavery Act 2015, the Police and Crime Commissioner for Leicester, Leicestershire and Rutland and the Chief Constable of Leicestershire Police recognise their responsibility to be aware of the potential for instances of modern slavery and to report such instances or concerns to the relevant bodies.

The Police and Crime Commissioner for Leicester, Leicestershire and Rutland and the Chief Constable of Leicestershire Police are committed to ensuring that there is no modern slavery or human trafficking connected in any way to any activities with which Leicestershire Police is associated.

## 1. What is Modern Slavery?

- 1.1. Modern slavery is a crime and a violation of fundamental human rights. Victims are:
  - exploited
  - controlled or held captive.
  - threatened or punished to stop them escaping or reporting the crime.
- 1.2. Anyone can be a target for modern slavery. But some people can be at more risk because of money, social or health issues, or because of their age or immigration status.
- 1.3. Threats and punishments can often be violent, but not always. They can include threatening to tell the authorities about the victim's immigration status in order to get them deported from the country.
- 1.4. Modern slavery includes human trafficking. This is when victims are taken between countries or around a country so they can be exploited.

## 2. How criminals exploit their victims

- 2.1. Forced labour.
  - Forced labour is when victims are threatened or physically forced into working in someone's home or business. Criminals might also trick their victims by promising real work in another place or country, then forcing them into slavery once they arrive.
  - Even if a victim seemingly agrees to the work, we can still prosecute if the work and conditions aren't acceptable. Nobody can agree to being exploited.
  - Victims can work very long hours for little or no pay. They are often kept and work in terrible conditions. But it is still modern slavery if the victim is kept in decent conditions but is not free to leave or live their lives as they want.
- 2.2. Drugs.
  - Some victims in the drug trade are forced to work as cannabis growers. Others are used to distribute or sell drugs.

- County lines is one form of criminal exploitation. This is where vulnerable people, often children, are used to carry drugs from cities to sell them in nearby towns and the countryside.

### 2.3. Sexual exploitation.

- Victims are forced into sex work or to perform sexual acts against their wishes and without their consent. This includes escort work, pornography or making indecent images of children.
- Most victims of sexual exploitation are women and children, but men can also be affected.

### 2.4. Organ trafficking.

- Victims are moved from one place to another so they can have their body parts removed. These are then sold for surgical transplants. Body parts include tissues and organs, for example, kidneys.

## 3. **The Work of Leicestershire Police supported by the Police and Crime Commissioner to protect our communities.**

3.1. The PCC and the Chief Constable will work together to exercise their duties relating to Modern Slavery and Human Trafficking. Through monitoring at Corporate Governance Board they will ensure that the requirements of the Modern Slavery Act 2015 are embedded into policing practices in order to provide assurance and confidence of those who visit, work or live in Leicester, Leicestershire and Rutland.

3.2. The Chief Constable has put robust policies and procedures in place within the Force to protect the communities of Leicester, Leicestershire and Rutland from this type of crime. The four 'P' approach of Prevent, Protect, Prepare and Pursue ensures that this is embedded across the organisation. Under these 'P's the Force will aim to:

### 3.3. **Prevent:**

- The Force will increase Internal Awareness: Increase awareness across Leicestershire Police around the risk factors associated with Modern Slavery and Human Trafficking.
- The Force will increase public awareness about human trafficking and modern slavery in Leicestershire through campaigns, workshops, and educational programs.
- The Force will develop and implement policies/ processes with partners that address the local drivers of human trafficking.
- The Force will establish partnerships with local, national, and international organizations to prevent human trafficking in Leicestershire.

### 3.4. **Protect:**

- The Force will provide comprehensive support services for victims.
- The Force will train Leicestershire police officers on how to identify and assist victims of human trafficking and modern slavery.
- The Force will work in partnership with local and national organisations to provide protection and support for victims.

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- The Force increase the number of appropriate applications for orders to relating to those who present the greatest risk of exploitation.

### **3.5. Prepare:**

- The Force will provide specialised training for Leicestershire police officers to effectively handle human trafficking and modern slavery cases.
- The Force will allocate necessary resources and tools to aid in the detection, investigation, and prosecution of these crimes.
- The Force will collaborate with other law enforcement agencies, NGOs, and community organisations to prepare for potential cases.

### **3.6. Pursue:**

- The Force will strengthen Leicestershire police's capacity to investigate and prosecute human trafficking cases.
- The Force will ensure that local processes in Leicestershire are in line with Nationally Approved Professional Practice for investigating human trafficking and modern slavery.
- The Force will work with the CPS to reconcile challenges within the National Referral Mechanism, which is the agreed multi-agency framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support.
- The Force will collaborate with national and international law enforcement agencies to pursue and prosecute traffickers.

## **4. Within the Office of the Police and Crime Commissioner and Leicestershire Police**

### **4.1. Employment**

- 4.2. The PCC takes their responsibilities seriously and as such will ensure that their Office, together with Leicestershire Police via the Chief Constable, adhere to HR policies and employment checks to ensure that all those who are employed by the organisation are legally entitled to work in the U.K. and the pay policies for both adhere to the relevant legislation that covers levels of minimum pay for employees.

### **4.3. Procurement and Commissioning**

- 4.4. The Office of the Police and Crime Commissioner and Leicestershire Police will ensure that ethical procurement<sup>1</sup> is promoted and developed throughout the supply chains and ensuring that all procurement procedures with potential contractors include questions to help ensure that those organisations are fulfilling their statutory responsibilities in identifying, preventing and mitigating the risk of modern slavery in the delivery of their operations and contracts.
- 4.5. Any individual or organisation who enters into a contract with the PCC, or who receives funding from the PCC is expected to abide by the commitments set out in this statement and the specific conditions set out in the funding agreements.

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## **5. Spotting Modern Slavery and Human Trafficking and Reporting Concerns**

Modern slavery can happen anywhere in any situation. Each case is different and may not fit the stereotype of groups of people being forced to work in fields or on fishing boats. The signs of forced labour, and criminal or sexual exploitation can be very different. Victims might look helpless and afraid, but they can also seem to accept their situation, be completely unaware of it, or even defend the people who are exploiting them.

The public and staff equally have a responsibility to be aware of potential instances of modern slavery or of a business using forced labour. If you have any such concerns, please contact any of the following bodies:

Leicestershire Police: Telephone 101 (or 999 in an Emergency)

Modern Slavery Helpline: Telephone 0800 0121700

Crimestoppers: Telephone 0800 555 111

## **6. Monitoring and Review**

- 6.1. This Statement has been approved by The Police and Crime Commissioner for Leicester, Leicestershire and Rutland and the Chief Constable of Leicestershire Police.
- 6.2. Progress towards the activities described will be brought bi-annually through Corporate Governance Board.
- 6.3. It will be reviewed and updated annually.

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