1.0 Summary of Changes

1.1 The following changes have been made to this policy on its yearly review:

- Full review carried out;
- Minor terminology and grammatical amendments made to throughout the document;
- Within Section 4 the 9 protected characteristic have been updated.

2.0 What this Policy is About

2.1 Human Trafficking and Modern Slavery offences are becoming increasingly prevalent, and the response of Essex and Kent Police Forces is crucial.

2.2 Prepare for this by:

- Working in partnership to tackle these offences;
- Prevent by designing prevention strategies;
- Protecting and supporting victims;
- Pursuing the identification, disruption and prosecution of offenders.

Compliance with this policy and any linked procedures/SOPs is mandatory.

3.0 Statement of Policy

3.1 At its heart, human trafficking involves the exploitation of human beings for profit. It is an abuse of basic human rights, with organised criminals preying on vulnerable people to make money. In most cases, victims are brought to the UK from abroad, but we know that trafficking also occurs within the UK and that children in particular are increasingly vulnerable.

3.2 It is vital that officers and staff of Essex Police and Kent Police who are responsible for responding to and investigating incidents of Modern Slavery and Human Trafficking do so in a manner in accordance with the law, utilising an approach that achieves best evidence, protecting the victims.

3.3 The associated procedures explain the investigative and intelligence requirements for Op Eagle (Human Trafficking and Modern Slavery) by officers and staff in Essex and Kent during an investigation or intelligence research, and provides minimum standards that must be adopted by all officers and staff in order to maintain the integrity of any evidence gained and in order to safeguard the victim.
4.0 Implications of the Policy

4.1 Finance / Staffing / Training / Other

4.1.1 Training

4.1.1.1 This policy requires training inputs to operational staff across ranks PC to Inspector as well as to police staff equivalents in front line roles, including PCSO's and Special Constables to ensure Modern Slavery legislation is understood and followed correctly. Current training modules exist to cover this procedure.

4.1.2 Finance

4.1.2.1 Through the incentivisation scheme, money can be returned to force as a proportion of successfully obtained cash forfeiture and confiscation orders. This can be used to support on-going policing objectives; therefore failure to comply with the policy may reduce the financial benefit to Essex Police or Kent Police.

4.2 Risk Assessment(s)

4.2.1 Failure to adhere to these guidelines and its associated procedures will result in:

- Risk of serious reputational damage to the Force through lack of appropriate response and resulting safeguarding to incidents of Modern Slavery and Human Trafficking offences;
- Loss of evidence and corresponding damage to an investigation;
- Lost opportunities to fully engage with the communities we serve, especially those in hard-to-reach groups.

4.3 Equality Impact Assessment

4.3.1 This policy has been assessed with regard to an Equality Impact Assessment. As a result of this assessment it has been graded as having a low potential impact as the proposals in this policy would have no potential or actual differential impact on grounds of age, sex, disability, race, religion or belief, marriage and civil partnership, sexual orientation, gender reassignment and pregnancy and maternity.

5.0 Consultation

5.1 The following have been included in the consultation during the formulation of this document:

- Federation
- CAIT
- CID – DCI
- Public Protection Unit
6.0 Monitoring and Review

6.1 This policy and associated procedure/SOP will be reviewed on an annual basis.

7.0 Related force policies or related procedures (Essex) / linked standard operating procedures (Kent)

7.1 S 0503 Procedure/SOP - Modern Slavery and Human Trafficking

8.0 Other source documents, e.g. Legislation, APP, partnership agreements (if applicable)

8.1 Authorised Professional Practice (APP) – Human Trafficking
8.2 The Palermo Protocol
8.3 Trafficking for Sexual Exploitation – Sexual Offences Act 2003 Section 59a 1,2,3
8.4 Trafficking for Forced Labour – Coroners and Justice Act 2009 Section 71
8.5 Trafficking for Domestic Servitude - Coroners and Justice Act 2009 Section 71
8.6 Trafficking for Organ Donation – Asylum and Immigration (Treatment of Claimants etc.) Act 2004 Section 4
8.7 POLKA
8.8 UKHTC Best Practice
8.10 Joint Essex/ Kent Op Eagle Strategy
• Joint Essex/ Kent Op Eagle Communications Strategy
• Joint Essex/ Kent Op Eagle Training Strategy
• UKHTC and CPS Guidance
• National Referral Mechanism
• Independent Anti-Slavery Commissioner Yearly Report