

 West Mercia POLICE		POLICY
Security Classification	OFFICIAL	
Disclosable under Freedom of Information Act 2000	Yes	

POLICY TITLE	Modern Slavery and Human Trafficking (MSHT)
REFERENCE NUMBER	WMP010d
Version	1.2

POLICY OWNERSHIP	
DIRECTORATE	CRIME AND VULNERABILITY
BUSINESS AREA	VULNERABILITY & SAFEGUARDING

INITIAL IMPLEMENTATION DATE	April 2021
NEXT REVIEW DATE:	June 2024
RISK RATING	HIGH
EQUALITY ANALYSIS	LOW

West Mercia Police welcome comments and suggestions from the public and staff about the contents and implementation of this policy.
Please e-mail policiesandprocedures@westmercia.pnn.police.uk

1.0 POLICY OUTLINE

This document is intended to act as a policy guide to officers and police staff of West Mercia Police from the point of first contact with a victim of Human Trafficking and Modern Slavery (Slavery, Servitude, Forced or Compulsory Labour) through to charge and conviction.

West Mercia Police has adopted the national guidance for Modern Slavery and Human Trafficking as identified within Approved Professional Practice (APP) from College of Policing as its policy. This national guidance can be located by following the below hyperlink.

<https://www.college.police.uk/app/major-investigation-and-public-protection/modern-slavery>

2.0 PURPOSE OF POLICY

- To ensure West Mercia Police abide by legislation and best practice to tackle such offences.
- This Policy also links into other guidance documents such as Child Sexual Exploitation, Child Criminal Exploitation, Adult Sex Workers, Clandestine Entrants/Immigration Incidents and Working Together to Safeguard Children documents, which should be used in conjunction.
- The content of this policy and the accompanying procedure document will need to be effectively communicated to the staff of West Mercia Police to inform the performance of their duties.

3.0 IMPLICATIONS of the POLICY

- 3.1** This policy will have implications in relation to the way that West Mercia Police are perceived by the communities it serves. This will impact upon the confidence that those communities have in the force.
- 3.2** There is a training implication in respect of the correct response to such offences and will be required by all staff and officers. This will be contained within the existing Detective Development Programme (DDP) and via the Staffordshire University, student officer programme and future e-learning packages. Training of other officers and staff will be delivered via local training inputs or through media-based learning methods.
- 3.3** This policy requires that LPAs consider the method by which they investigate Modern Slavery/Human Trafficking and identify a number of key stakeholders. Fulfilling this obligation will ensure that we are in a more robust position to actively and professionally investigate any reports of such offences to ensure the organisation is at a lower level of risk from poor investigation of these offences.
- 3.4** West Mercia Police will ensure that any sharing of personal information of victims of modern slavery and human trafficking with other partners, support organisations and the Home Office will be done in compliance with the Information Commissioner's Office guidance.

4.0 PROCEDURE

Procedural document can be found following below link

[Force Procedure MSHT](#)

5.0 CONSULTATION

<i>Business Lead Consulted</i>	<i>Date Consulted</i>
T/D Supt V&S	June 2023

Consultation has taken place with relevant force departments and national organisations, PVP, OCC, CID, IE NCCU, MSHTU (NCA), and Force Crime & Incident Manager. Safeguarding and Vulnerability Lead has consulted with relevant Superintendents.

The policy has been circulated to other internal stakeholders via the 'Critical Friends' group.

6.0 DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

Date	Author / Reviewer	Amendment(s) & Rationale	Date of Approval / Adoption
		Previously approved at JNCC meeting	JNCC – Sept 2014
Apr 2021	M Wilding	Reviewed to include legislative updates and reverting to West Mercia Policy v1.0	May 2021
May 2022	K Duncan	Review - minor amendments v1.1	May 2022
May 2023	K Duncan	Review – minor amendments v1.2	Jun 2023

7.0 ASSESSMENT AND ANALYSIS

The Equality Analysis (EA), Health and Safety Assessment (HAS) and Risk Assessment (RA) associated with this document are available on request.

8.0 MONITORING / EVALUATION

The Monitoring and review of this policy is the responsibility of the policy owner.

9.0 DATA PROTECTION IMPACT ASSESSMENT

- Is a DPIA required? – No DPIA required as per Audit, Risk and Compliance 30/05/2022