

THE NATIONAL REFERRAL MECHANISM: WEBINAR FOR FIRST RESPONDERS

Resource Hub

ABBREVIATIONS

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| (NRM) | National Referral Mechanism |
| (MSVCC) | Modern Slavery Victim Care Contract |
| (RG) | Reasonable Grounds Decision |
| (CG) | Conclusive Grounds Decision |
| (ICTG) | Independent Child Trafficking Guardianship Service |
| (RNA) | Recovery Needs Assessment |
| (PV) | Potential Victim |
| (SCA) | Single Competent Authority |
| (IECA) | Immigration Enforcement Competent Authority |
| (MSOIC) | Modern Slavery Organised Immigration Crime Unit |

GLOSSARY

MODERN SLAVERY

Modern slavery is an umbrella term which encompasses human trafficking, slavery, servitude, and forced or compulsory labour.

HUMAN TRAFFICKING

Human trafficking is the transportation, harbouring or receipt of persons (Act), via deception threats or coercion (Means), for exploitation (Purpose). The Means does not need to be present to constitute child trafficking.

NATIONAL REFERRAL MECHANISM (NRM)

The NRM is defined by the Modern Slavery Statutory Guidance as ‘the UK’s framework for identifying and supporting victims of modern slavery. It is one means of ensuring that adult victims

receive the necessary support and assistance in the period immediately after their identification as a potential victim.’

Child victims of modern slavery must be referred to the NRM, whereas adult victims of modern slavery must give informed consent to be referred. A referral can only be made by a First Responder Organisation. For adult victims, the NRM provides support through the Modern Slavery Victim Care Contract (MSVCC).

FIRST RESPONDER ORGANISATION (FRO)

An organisation that is authorised to refer a potential victim of modern slavery into the National Referral Mechanism such as the police, local authorities, Gangmasters and Labour Abuse Authority, immigration authorities and specific charities.

MODERN SLAVERY VICTIM CARE CONTRACT (MSVCC)

The Home Office contract to provide care to adult victims of modern slavery in England and Wales to help meet their recovery needs. The contract is currently held by The Salvation Army and delivered by The Salvation Army and a number of specialist subcontractors. The MSVCC includes access to safe accommodation (where needed), interpretation and translation services, financial support, help and advice through a support worker, healthcare, legal advice and transport to important appointments.

COMPETENT AUTHORITIES

The Single Competent Authority and the Immigration Enforcement Competent Authority are teams within the Home Office and the decision-making bodies responsible for making the NRM reasonable grounds decisions and conclusive grounds decisions.

REASONABLE GROUNDS DECISION

The first-stage NRM decision made by the competent authorities as to whether the decision maker agrees there are reasonable grounds to believe, based on all available general and specific evidence but falling short of conclusive proof, that a person is a victim of modern slavery. A positive reasonable grounds decision gives an adult access to support under the MSVCC.

CONCLUSIVE GROUNDS DECISION

The second-stage NRM decision made by the competent authorities as to whether, on the balance of probabilities, there are sufficient grounds to decide that the individual being considered is a victim of modern slavery.

RECOVERY NEEDS ASSESSMENT (RNA)

The RNA is conducted after a positive conclusive grounds decision to allow support workers to work with victims in developing recommendations for support through the MSVCC or other services where they have ongoing recovery needs arising from their modern slavery experiences.

POTENTIAL VICTIM (PV)

An individual who is suspected of being a victim of modern slavery at any stage of identification in the NRM i.e. they may or may not have been referred to the NRM, may have received a positive reasonable grounds decision, and/or they may be awaiting a conclusive grounds decision.

INDEPENDENT CHILD TRAFFICKING GUARDIANSHIP (ICTG)

The Independent Child Trafficking Guardianship (ICTG) Service is outlined within Section 48 of the Modern Slavery Act. The service is commissioned by the Home Office and delivered by Barnardo's to offer advice, guidance and support for children (aged under 18) who have been exploited through trafficking and modern slavery. The service also provides support, advice and guidance for professionals working with young people who are victims of trafficking and Modern Slavery.

USEFUL RESOURCES

[MODERN SLAVERY STATUTORY GUIDANCE](#) *This guidance produced by the government provides detailed up to date information about identifying potential victims of modern slavery, roles and responsibilities, and the NRM. It is a long document so we suggest using Ctrl+F to find the section you're looking for.*

[NRM FORM](#) *This link grants First Responders access to make a referral to the NRM (with informed consent for adult victims). The same form can be used to make the anonymous Duty to Notify referral when an adult victim does not consent to the referral.*

[OFFLINE PROMPT SHEET](#) *If you won't have access to a computer when making an NRM referral, you can download and print the NRM prompt sheet to help you. The prompt sheet contains the questions you will need to ask and the type of information a report needs. You will still need to complete the online form after the interview - the potential victim will not be referred until you do.*

[NRM EXPLANATORY BOOKLETS](#) *The West-Midlands Anti-Slavery Network has produced NRM explanatory booklet for survivors in multiple languages.*

[INDEPENDENT CHILD TRAFFICKING GUARDIANSHIP \(ICTG\) SERVICE](#) *The ICTG service offers advice, guidance and support for children (aged under 18) who have been exploited through trafficking and Modern Slavery. Above is the link to make a referral to the service.*

[NRM DEVOLVED DECISION MAKING GUIDANCE](#) *This guidance is for local authorities involved in the NRM child devolved decision making panels. A list of the pilot sites is in this guidance.*

[UK SUPPORT SERVICES MAP](#) & [LONDON DIRECTORY OF SUPPORT SERVICES](#) *These resources show a detailed list of support services available to victims of modern slavery, ranging from accommodation support, advocacy, legal services, mental health support and educational training.*

[FIRST RESPONDER E-LEARNING](#) & [CHILD VICTIMS OF MODERN SLAVERY](#) *Training developed by the Home Office for First Responder Organisations. Note the e-learning has not been updated since 2020.*

[TRAUMA INFORMED CODE OF CONDUCT](#) *This guidance written by the Helen Bamber Foundation is a professional guide for best-practice when working with survivors.*

[Lived Experience Advisory Panel \(LEAP\)](#) *LEAP offers the delivery of modern slavery training to improve the response of First Responders, statutory agencies, NGOs and other relevant bodies to bring lived experiences into learning to help improve understanding, attitudes and services available. LEAP can also provide expert advice on policy, research documents and guidance on supporting survivors of modern slavery. To submit a request for LEAP consultancy and for pricing please submit a completed [expression of interest form](#).*