

## 1. What is the NRM?

- ❑ The [National Referral Mechanism](#) is the national framework for identifying and referring victims of **\*modern slavery** and ensuring they receive the appropriate support.
- ❑ The **Single Competent Authority (SCA)** administers it, which is part of the Home Office.

**\*modern slavery is a complex crime and may involve multiple forms of exploitation. It encompasses:**

- ❑ human trafficking
- ❑ slavery, servitude, and forced or compulsory labour

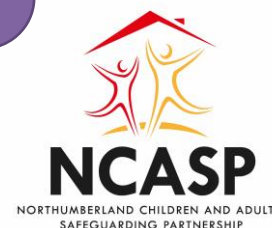
## 2. What is a *First Responder*?

- ❑ The people who can make a referral to the NRM are known as ‘**first responders**’.
- ❑ Some statutory and non-statutory organisations are designated as ‘**first responders**’. Only staff at designated first responder organisations can make referrals ([see NRM guidance: section 4](#)) – this includes the Local Authority and Police.
- ❑ You can still report modern slavery if you are not a first responder via the helpline on 0800 0121 700 or [report it online](#) (via [modernslaveryhelpline.org](http://modernslaveryhelpline.org)).

## 7. Further information and resources

- ❑ [NRM Guidance](#) and [online form](#) – also contact via [email](#) or call **0207 0355 689**
- ❑ [NCLCC - National Referral Mechanism - Awareness Video](#)
- ❑ [NCLCC Section 45 Defence awareness video](#)
- ❑ **The Home Office:** [Training and awareness raising resources](#)
- ❑ Border Force: [how to spot the signs of exploitation and how to raise concerns](#)
- ❑ [National Referral Mechanism Analysis Briefs](#)
- ❑ **NCASP:** [Modern Slavery and Human Trafficking \(NCC\)](#)
- ❑ **The Children Society:** [NRM Plain Language Guide](#)

Its closer than you think.. spot the signs



## 6. Things to remember..

- ❑ Where there are concerns for a potential victim under 18 years of age, the Local Authority should be completing an NRM referral.
- ❑ You **do not need consent** to send a referral for any potential victim **under 18** years of age.
- ❑ If you are working with an adult or young person **over the age of 18** years old, and believe them to be a potential victim, you **will need consent** to send a referral to NRM. **If no consent given, submit DtN referral instead.** If the adult **lacks capacity to consent**, then a [Best Interests Decision](#) should be made.
- ❑ Consideration to the information that is being shared within the referral and ensuring that it is factual, and specific in highlighting areas of potential exploitation.
- ❑ If a case is due in court it is important to communicate dates to the SCA so they can liaise with defence.

## 3. NRM referral or a Duty to Notify referral (DtN)

- ❑ The [online referral system](#) is to be used for referrals into the NRM and for Duty to Notify referrals (DtN).
- ❑ The difference between an NRM referral and a DtN referral relates to the consent of the adult involved.
- ❑ If the potential victim is under 18, an NRM referral must be made – children cannot be referred in using a DtN referral.
- ❑ **Child victims do not have to consent** and must first be safeguarded and then referred into the NRM process.
- ❑ **Consent is required for an adult** to be referred to the NRM. **If an adult does not consent to enter the NRM, a DtN referral should be completed.**
- ❑ **Where an adult lacks capacity then a [Best Interests Decision](#) should be made.**

## 5. How do I refer into the NRM?

- ❑ If you suspect a child or adult may have been victim of modern slavery you should speak to your manager and make a referral to the MASH who will guide you through the process.
- ❑ They will also consider whether a referral needs to be made any other services.
- ❑ Once a referral has been made, trained decision makers will assess and make a decision on whether an individual is a victim of trafficking or modern slavery.

### Reasonable Grounds (RG) – updated guidance:

- ❑ NRM decision makers, the Single Competent Authority (SCA) and Immigration Competent Authority (IECA) now have to consider whether there are reasonable grounds to believe, based on objective factors, that a person is a victim of modern slavery or human trafficking
- ❑ This replaces the previous “suspect but cannot prove” RG threshold.
- ❑ It is therefore essential that when policing (or any other First Responder) makes an NRM referral they include objective evidence to support the referral.

## 4. When do I refer into the NRM / notify the Home Office?

If you have ‘*a reasonable cause to believe that you may have encountered a victim of Modern Slavery*’ then you must notify the Home Office.

### There are two elements to consider:

1. The fact that you **may** have encountered a victim of Modern Slavery is a LOW threshold.
2. Modern Slavery is a serious crime and victims are likely to suffer or have suffered significant harm. The information in the notification to the Home Office should therefore reflect the gravity of these concerns.

See: [The components of modern slavery](#)

- ❑ **Referring a potential victim can give them access to support (such as counselling, housing and legal advice).**
- ❑ [Section 45](#) is a defence available for a person (adults and children) who plead they have committed a criminal offence, because they were compelled to do so by virtue of slavery or exploitation.)