

Modern Slavery Training Package for Local Authorities



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Overview

Modern Slavery Competency Based Training Package has been developed through a shared initiative by Birmingham and Coventry City Councils. The training package consists of three separate, competency-based sessions (basic, intermediate, and advanced) that are specifically aimed at staff working within local authorities and are delivered through a mixture of eLearning and face to face sessions.

The training seeks to raise awareness of modern slavery and enable staff to better spot the signs of exploitation, as well as to increase confidence in reporting and responding to modern slavery, when potential cases are encountered, to the level required within their roles and responsibilities. The package utilises expertise of a range of partners working in the area of modern slavery. For instance, the Lived Experience Advisory Panel (LEAP) was consulted in the development process of the Tier 1 (basic) training, whereas Tier 2 (intermediate) and Tier 3 (advanced) levels include a number of videos from statutory and non-statutory agencies working in the sector, illustrating their role and case studies. This approach aims to maximise the learning experience by provision of practical examples of the reality of modern slavery, as well as by increasing understanding of the role of various agencies involved in tackling this heinous crime and supporting victims.

The package is designed in a way, that would enable all other local authorities to easily implement the training at their local level, by simply replacing local information (e.g., statistics or how to report concerns) with information relevant to the specific local authority.

Modern slavery is often a hidden crime. Increased awareness and reporting are essential in tackling perpetrators of modern slavery, as well as protecting and supporting victims. Working within local authority creates many possibilities for coming into contact with a potential case of modern slavery and we all have an important part to play when responding to it. We hope that this training package will support upskilling the staff and result in triggering proactive response to modern slavery as well as enhance safeguarding of our communities.

1. Tier 1 (Basic) Modern Slavery Training

Who is this training for?	All staff at Local Authority
Format	E-Learning Course
Length	45 minutes
Values	We understand that tackling modern slavery, is everyone's responsibility and we are aware of indicators of exploitation and local statistics. We understand and apply professional curiosity when interacting with the public and we feel confident about how to raise concerns.
Topics Covered	<p>Tier 1 Session provides a basic learning on modern slavery and covers the following topics:</p> <ul style="list-style-type: none"> ✓ Introduction to modern slavery. ✓ General information on National Referral Mechanism (NRM). ✓ National and local statistics. ✓ Indicators of modern slavery. ✓ Key legislation. ✓ Responsibilities of Local Authorities in responding to modern slavery. ✓ Importance of trauma informed approach. ✓ Importance of intelligence sharing. ✓ Raising concerns.
Objectives of the Training	<p>Tier 1 session aims to equip the learner with:</p> <ul style="list-style-type: none"> ✓ Understanding what the modern slavery is. ✓ Basic understanding of the National Referral Mechanism and support available for the victims. ✓ Understanding the scale of the modern slavery and its presence within the local authority. ✓ Basic knowledge on indicators and how to spot modern slavery. ✓ Basic understanding of key legislation. ✓ Basic understanding of responsibilities of local authorities in responding to modern slavery. ✓ Understanding the importance of trauma informed approach. ✓ Understanding the importance of intelligence sharing for the purpose of safeguarding or serious crime prevention. ✓ Knowledge on how to raise concerns when coming across potential cases of modern slavery.
Criteria for Success	<p>Participant will:</p> <ul style="list-style-type: none"> ✓ Demonstrate basic awareness and understanding of modern slavery. ✓ Know the indicators of modern slavery and be able to explain how to respond to concerns and where to access advice.

2. Tier 2 (Intermediate) Modern Slavery Training

Who is this training for?	Frontline workers, managers and team leaders (E.g., Adult Social Care, Housing, Children Services).
Format	One live, in-person or online, training session delivered by a modern slavery lead & partners and consisting of a set of dedicated video inputs from partner organisations.
Length	3 hours
Values	We are curious and questioning of situations that don't feel right and understand the impact of exploitation on a person's ability to trust, communicate and share information. Our practice is always victim-centred, and trauma informed, and we understand the need for consent to refer, unless there are safeguarding concerns. We know when and where to refer victims for more "specialist" support.
Topics Covered	<p>Tier 2 Session provides an intermediate learning on modern slavery. The session is a continuation of the Tier 1 Modern Slavery training and aims to expand your knowledge on the previously covered topics and response options. Following topics are covered, in more depth, under the Tier 2 session:</p> <ul style="list-style-type: none"> ✓ Definition of modern slavery and types of modern slavery offences in the UK. ✓ Detailed review of types of exploitation, indicators specific to each type and case studies. ✓ Recap of key legislation and responsibilities of Local Authorities in responding to modern slavery and what this means in your role. ✓ Detailed review of the NRM process (e.g., Decision making, support available, First Responders duties). ✓ Importance of trauma informed approach. ✓ Importance of partnership working and intelligence sharing when responding to modern slavery. ✓ How those around you can support you.
Objectives of the Training	<p>The face-to-face format of the training, as well as incorporation of the input from statutory and non-statutory organisations, that deal with modern slavery, will aim to provide the audience with a more extensive understanding and a practical knowledge of:</p> <ul style="list-style-type: none"> ✓ Terminology and types of modern slavery offences in the UK. ✓ Types of modern slavery and indicators of exploitation. ✓ Key national & international legislation. ✓ Duty to Notify and NRM process. ✓ How your role can strengthen our response to modern slavery. ✓ Importance of trauma informed approach when responding to modern slavery. ✓ Importance of partnership working, partnership practices and intelligence sharing when responding to modern slavery ✓ How to find support in complex modern slavey cases.
Criteria for Success	<p>Participant will:</p> <ul style="list-style-type: none"> ✓ Routinely consider modern slavery and make enquiries when necessary. ✓ Share information effectively and seek advice of appropriate professionals. ✓ Understand requirement to complete Duty to Notify or NRM and know how to refer the case to a nominated First Responder within the local authority.

3. Tier 3 (Advanced) Modern Slavery Training

Who is this training for?	Staff responsible for working directly with the victim in the capacity of a nominated First Responder into the NRM system.
Format	One live in-person training session delivered by a modern slavery lead.
Length	2 hours
Values	We are knowledgeable about the NRM system and skilled to report modern slavery by completing Duty to Notify or by referring to the NRM system. We actively listen to victims and demonstrate trauma informed practice when working with them. We have a knowledge of what support can be offered and are able to assess support needs in order to refer for specialist assistance.
Topics Covered	<p>Tier 3 Session is a continuation of the Tier 1 and Tier 2 training. The session provides advanced learning on modern slavery and is aimed at all individuals at local authority, who act as nominated First Responders into the National Referral Mechanism System. Following topics are covered within the Tier 3 session:</p> <ul style="list-style-type: none"> ✓ Your responsibility as a nominated First Responder into the NRM. ✓ Informed consent. ✓ Best practice NRM referrals. ✓ NRM Reconsideration Requests. ✓ Support pathways and discharging duty of care.
Objectives of the Training	<p>This session will aim to ensure that the local authority appropriately discharges its duties of a First Responder Organisations by providing training to all staff that is required to act as a First Responder into the NRM system. The session will:</p> <ul style="list-style-type: none"> ✓ Ensure that all nominated First Responders have appropriate level of knowledge of the NRM system. ✓ Ensure that First Responders know how to obtain informed consent or what to do, if consent is not given. ✓ Provide practical examples of what a good NRM looks like. ✓ Provide understanding on the NRM reconsideration process. ✓ Provide knowledge of the existing support pathways and how to appropriately discharge duty of care.
Criteria for Success	<p>Participant will:</p> <ul style="list-style-type: none"> ✓ Be able to make a high quality DtN and NRM referrals. ✓ Provide meaningful and empowering support to victims, which enables them to achieve their aspirations. ✓ Advocate for the rights and wishes of the victim in multi-agency settings. ✓ Utilise modern slavery pathways and procedures to effectively safeguard victims and prevent harm.