

# CHIEF EXECUTIVE'S OVERVIEW

I have now been at Justice and Care for a month. As an investor I knew the work was strong, but in the CEO seat I have been blown away by what I have seen and heard.

From conversations with police, Government officials and leading foundations I have understood just how well regarded Justice and Care is and the vital role we play. It goes without saying that the staff team is so impressive and so too are our partners; but above all it is the stories of the survivors that have impacted me. They are truly extraordinary.

As you will read, we have seen **growth in the number of survivors supported**, and thanks to the intensive work of our teams and the determination of our survivors, **more than ever are making tangible progress in their recovery and reintegration**. There has been a ten

percent increase in the number of survivors we are supporting - many making huge leaps forward over the last six months, finding employment, starting businesses and graduating from university. Others have begun to go outside again for the first time, or finally told their story to the police.

The relationship we hold with police is critical to our work. I saw that for myself on a recent trip to Romania. **Our Navigators have quickly demonstrated how the programme can make a difference in the country and critically as a result have forged strong relationships with police**. It helps explain why our support of investigations in Romania and the UK have both increased - but also why there has been a drop in Bangladesh, where we are building new relationships with officers due to former lead investigators moving on.

One of the most striking figures in the report is the **increased number of court cases** we are supporting in Bangladesh. Convictions that we are involved in there have grown by 175% since last year - during the last financial year, **we contributed directly to 37% of all convictions for human trafficking nationally**. I cannot wait to go and see for myself the work in Bangladesh next week. I will be able to see how, thanks to funding from the British Home Office and the US State Department, we are the process of doubling the scale of our work there. This growth will include a **new project working in the country's state-run shelter homes**, helping to ensure child victims of sexual exploitation are identified and given trauma-informed care.

Court backlogs have slowed down the cogs of justice in the UK, nevertheless there were some key victories including the **first conviction for organ harvesting in the UK**, in the case of a Nigerian street trader unwittingly trafficked for his kidney, cared for and supported by our Navigator. You can hear more about the story here - <https://www.bbc.co.uk/programmes/m001n1s4>.

Our influence and ability to drive systemic change continues to grow. In Bangladesh, we gained **permission to train all the nation's Prosecutors working in the Human Trafficking Tribunals**; in the UK we are expecting **new legislation to address the crime of Cuckooing following our campaign**; and in Romania we disseminated **national guidelines on victim care** that we developed with funding from the British Embassy.

However, we know there is so much more to do. That is illustrated in the UK, for example, by a large **increase of victims being identified in the UK care industry** - particularly through our work with the GLAA (Gangmasters and Labour Abuse Authority).

Do grab a coffee and take a moment to read the report and know that the achievements are only possible because of the support you and others provide. I hope they demonstrate why we were a finalist for the Charity of the Year in this year's Third Sector Awards.

Thank you

  
James Clarry, CEO

## Headline achievements

March 23 - August 23

Over the last six months, our impact includes:

	22/23 H2 Total	Growth on 21/22 HY average
<b>Saving lives:</b>		
Victims removed from exploitation	37	-14% ↓
Survivors cared for	348	10% ↑
Survivors repatriated	107	13% ↑
<b>Prosecuting criminals:</b>		
Accused traffickers arrested	34	-20% ↓
Cases prosecuted	250	2% ↑
Exploiters convicted	11	-42% ↓
Frontline professionals trained	1,827	-9% ↓

### Systemic change:

#### Key wins

- Victim identification guidelines developed by JCBD rolled out by the Bangladesh Government to all law enforcement nationally
- Alongside partners, successfully lobbied the Romanian Government to raise the age of consent, helping to protect children from sexual exploitation
- Secured commitment from the UK Government to explore making cuckooing a criminal offence



## FRONTLINE WORK

This period we received authorisation from the National Police Chiefs' Council to embed Navigators in every Regional Organised Crime Unit in the UK - an enormous endorsement for our model. To capitalise on this we will need a major increase in multi-year funding commitments - however we are now supporting almost 40% of UK police forces.

Navigators continue to significantly increase the numbers of survivors willing to engage with and provide vital information to police investigations, with 97% engaging this period. Our Eastern Region Navigator supported a British survivor of sexual exploitation who was extremely distrusting of police and reluctant to support an investigation. Due to the intervention of our Navigator, the survivor agreed to give a police interview and is committed to supporting the prosecution. The survivor and police have credited the Navigator, with an officer saying: *"Your assistance so far has been invaluable."*

Navigators cared for a wide range of survivors, from 14 West African victims of labour exploitation working in care homes in Surrey to Romanians exploited in car washes in Manchester, to British victims of sexual exploitation in Scotland.

Our Navigators drove key changes in police forces and beyond - from driving an overhaul of safeguarding for sex workers exploited in Sussex Police, to shaping referral pathways for victims identified at Heathrow, to feeding into a national review of criminal injuries compensation.

*"With you in my corner, I never felt I was alone and knew there was someone who wouldn't give up fighting for me."* Survivor, UK

20 of our Champion Survivors are excelling in providing care to other survivors in their aid role as 'Aftercare Case Facilitators' as part of our staff team'. Alongside our team they have conducted hundreds of in-person and phone follow-ups with survivors, devised care plans, delivered peer mentoring and family counselling sessions and led life skill sessions. One ACF commented, *"I feel like my dream came true that I have got a chance to facilitate two day Life Skill Development training, it increased my self-confidence."*

31 victims were rescued and 29 suspected traffickers were arrested as a direct result of our work over the last six months, both due to our training in victim identification to border guards and our support to police investigations. This included the arrest of a notorious trafficker who tricked a young woman into a sham marriage and trafficked her to a brothel in India. After being contacted by her sister, we liaised with a partner organisation in India to secure the victim's rescue and repatriation and supported her to pursue legal action against her trafficker. The trafficker was denied bail thanks to the intervention of our legal team and has been jailed pending trial.

Our prosecution project continues to drive up prosecutions in Bangladesh - while overall numbers of convictions of traffickers remain low, relative to the scale of the problem, Justice and Care is playing a nationally significant role, contributing directly to 38% of all traffickers convicted in the country in FY22/23

The Human Trafficking Victim & Crime Identification guidelines that Justice and Care drafted at the request of the Ministry of Home Affairs have received final approval from the National Anti-Human Trafficking Authority and are now being disseminated for use across the country. They will help law enforcement correctly identify victims and remove them from exploitation, and bring much needed clarity within the criminal justice process. A prosecutor has already reported how he successfully used

### UK

- 844** Frontline professionals trained
- 188** Survivors cared for
- 4** Survivors repatriated
- 5** Accused traffickers arrested
- 5** New cases tried in relation to our survivors
- 4** Exploiters convicted
- 5** Victims removed from exploitation

### Bangladesh

- 650** Frontline professionals trained
- 123** Survivors cared for
- 92** Survivors repatriated
- 29** Accused traffickers arrested
- 250** Prosecutions of exploiters supported
- 3** Exploiters convicted
- 31** Victims removed from exploitation

Romania

the guidelines to prepare his arguments for court, demonstrating the elements of human trafficking present in a case involving the theft of a newborn baby, and resulting in the conviction of two exploiters. We are preparing to monitor the understanding and usage of the guidelines across national law enforcement over the next two years to ensure maximum impact. Meanwhile, we have been granted permission by the government to train all prosecutors in the country working in the human trafficking tribunals over the next two years.

Our team supported the repatriation of 11 survivors during this period, often working closely with our UK Navigators to assist with survivors' travel and onward transport, and liaising with the necessary law enforcement, care providers, and other stakeholders, to ensure that support was in place for the survivors upon arrival.

In one case, the team worked with UK Navigators, Met Police and Romanian authorities to support two female victims of sexual exploitation, both of whom provided evidence to police after they were rescued, and requested to return urgently to Romania. Justice and Care supported their repatriation by completing safe return needs assessments, working with local authorities to meet the victims at the airport and liaising with other NGOs to find them suitable accommodation. The two women are suffering from trauma and our Navigators are working towards building a trusting relationship, as well providing practical assistance with food, clothes, access to medical insurance and obtaining ID cards.

In a landmark success for the joint work of our UK and Romania teams, four exploiters were convicted in May 2023 on charges of human trafficking and pimping. They were sentenced to a combined total of more than 17 years in prison, as well as being ordered to pay the survivors in this case a total of 110,000 euros in compensation. Justice and Care has been providing support to two survivors linked to this case since September 2021 when they were alerted by the Romanian Embassy in the UK. This survivor had been lured to the UK under the false offer of legitimate work in a laundry but was forced to engage in sex work, managing to escape after her mother contacted the police. After our UK team provided initial emergency support, the survivor returned to Romania where she has been assisted by Justice and Care Navigators to give vital evidence to the police, and to get her life back on track. This is the first judgement in a series of three trials relating to the same criminal network, and our Navigators will continue to provide vital support to one of the survivors as we await further verdicts.

In a major systemic change breakthrough, the Romanian Parliament passed legislation in June 2023 setting the legal age of consent to 16, after this had disappeared from the criminal code. This follows tireless advocacy work by Justice and Care through the ProTect national platform of anti-trafficking NGOs.

## Romania

37 Survivors cared for

11 Survivors repatriated

## PARTNERSHIPS

We are partnering operationally with more than 100 organisations along the trafficking routes where our casework takes place, to arrange and manage safe repatriations, secure specialist care provision for survivors and collaborate on joint advocacy projects. To strengthen regional joint working, during the last six months we also:

- Developed a new network of relationships in Brazil with a view to facilitating intelligence sharing and post-repatriation support for increasing numbers of Brazilian victims trafficked to the UK for sexual exploitation
- Succeeded in securing a Memorandum of Understanding with the Ministry of Social Welfare in Bangladesh, opening permission for us to work with survivors and staff in government-run shelter homes across the country



## SYSTEMIC CHANGE

Over the last six months, our International Systemic Change Unit has:

- Published research examining 'Climate-and conflict-induced migration and modern slavery' and 'Forced scamming - an emerging form of modern slavery' aimed to help governments, NGOs and others identify the work needed to address these issues and enhance policy responses.
- Launched two research projects on mapping vulnerability to human trafficking in humanitarian settings, and addressing forced labour through supply chains.
- Supported prosecutors from across the globe in the Global Prosecutors Consortium to share best practices and co-develop guidelines that will help bolster human trafficking prosecutions throughout the regions represented.



Our Joint Unit - run in conjunction with the Centre for Social Justice has fought for political attention to modern slavery and to avert harmful policy decisions, including:

- Initiating a Westminster Hall debate on Modern Slavery and Human Trafficking and providing briefings to MPs from both Conservative and Labour party.
- Engaging MPs and peers to propose amendments to the Illegal Migration Bill, aimed at mitigating the impact on victims of MSHT. These amendments were rejected, but they have ensured that accompanying guidance will include provision to allow victims exploited in the UK a 30-day minimum period to stay in the UK and establish cooperation with police investigations, with the possibility to extend.
- Providing oral and written evidence to the Home Affairs Committee inquiry.
- Lobbying for policy reform on the back of the publication of our Slavery at Home paper - which has resulted in the Prime Minister announcing a commitment to tackle cuckooing and carry out a stakeholder engagement about creating a separate criminal offence.
- Engaging with the Shadow Front bench to lobby for modern slavery to be included in the Labour Manifesto, with Jess Phillips MP, Shadow Minister for Safeguarding, endorsing several of our key recommendations.

### Survivor story: Safina's journey, Bangladesh

Safina\* had spent four years in an abusive marriage when her husband trafficked her to India and to work in a brothel. After a year of being tortured by her exploiters, who also threatened to harm her infant son, she escaped and returned to Bangladesh.

Safina suffered enormous trauma which manifested in physical and emotional symptoms, causing her to withdraw from society. Her initial attempt to prosecute her husband failed as she was too traumatised to provide evidence in court- he walked free.

Last year, Safina began receiving support from Justice and Care, including life skills training, help to reopen the legal case, and psychosocial counselling sessions. Our counsellor noted that while Safina was initially deeply distressed and reluctant to engage, these sessions were transformative. She broke free from her shame and fear, realising: "I am a human being as well. I am entitled to life. Nothing I did was wrong. I was coerced, and my husband is to blame."

Today, Safina is one of our 20 Champion Survivors who is providing peer-led aftercare to others: "I want to assist others who are currently suffering in the dark like I once did."

## DEEP DIVE

This 'deep dive' section provides detailed insights into an area of our work or challenge we face - in this report we explore the impact of the first year of the deployment of a Justice and Care Navigator within the UK's Gangmaster and Labour Abuse Authority (GLAA).

### The problem

The GLAA's remit includes identifying and supporting victims of labour exploitation, working in partnership to protect workers' rights, and disrupting and deterring criminal activity in relation to labour, across the UK. With a small staff team and a broad national remit, the GLAA has struggled to properly engage with and support the most vulnerable victims of labour exploitation and human trafficking. The GLAA proactively approached Justice and Care to request a Navigator to embed with their teams and support their response to modern slavery and human trafficking - demonstrating the recognition and reputation of the programme within law enforcement.

### 1 year Navigator impact

Embedded in 2022, our GLAA Navigator has provided vital specialist care to survivors, training to GLAA staff and launched processes to support the GLAA to improve their response nationwide to modern slavery and human trafficking across the organisation. This includes:

- **20 survivors of labour exploitation cared for** from 9 different countries - many with multiple complex needs such as depression, alcohol addiction and physical ill health resulting from their exploitation
- **Intensive tailored support provided**, from helping with job searches, English classes, access to medical care, social activities, appropriate accommodation and addressing immigration concerns.
- **83% survivors demonstrating overall recovery so far** across the key domains of mental wellbeing, physical health, safety, social connections and economic empowerment. Survivors have praised the quality of support, describing our Navigator as 'a guardian angel'.

- **100% survivors supported to date have engaged with police investigations**, with 80% engaging at the highest levels of supporting a prosecution.
- **Four exploiters convicted** across two trials, where our Navigator provided a crucial role in facilitating survivors supporting the prosecution. In independent interviews, GLAA officers highlighted the importance of the Navigator role in building trust between survivors and law enforcement: "because of [the Navigator's] involvement, [the survivor] was able to attend court, she's also helped him with other things that have enabled him to feel safer in the UK and able to pick up employment"
- **489 front-line professionals trained** in identifying and supporting victims, including all new starters in the GLAA - with a substantially higher number of NRM referrals by GLAA staff now being recorded.
- **Driving organisational change** including creating and sharing victim support resources, advising staff on relevant legislation and contributing to an overhaul of standard operating procedures (SOP) around victim care.

### Building influence

Our GLAA Navigator is now acting nationally on a strategic level to address emerging forms of exploitation. In response to large scale labour exploitation detected within UK care homes, our Navigator has influenced the establishment of a national working group, including UK Visa and Immigration, GLAA, the Department of Health and Social Care and other government agencies to outline the visa, sponsorship and exploitation issues faced by these skilled workers. Our Policy Unit is now submitting evidence to the Chief Inspector of Borders and Immigration Call on the issue, demonstrating how our operational casework and policy work can build together to drive vital systems-level change.

**Thank you for standing with Justice and Care in bringing freedom to those living in the grip of slavery, justice to those responsible for human trafficking and sparking systemic change.**

**Your support is changing lives, and together we can break the grip of slavery.**

\*Name and image changed to protect identity