

Tips for Completing NRM Referrals

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

If you are making an NRM referral for any adult (18+) you must gain their informed consent prior to submission. An NRM referral should not be submitted if informed consent has not been given. If you are submitting a referral for a child (under 18), consent is not required.

If an adult does not wish to give consent, a Duty to Notify (DtN) form should be completed. Be aware though, that there is no bespoke support package and no decision making by the Competent Authorities (SCA or IECA) for DtN referrals. This is an intelligence gathering exercise and will ensure that the adult remains anonymous.

[Here's the link for submitting an NRM or DtN referral](#), you might want to bookmark this for future reference.

Prior to making an NRM referral

Prior to making an NRM referral, you should clearly explain what support a survivor can receive when entering the NRM. For adult survivors you may wish to use the explanatory booklets [here](#). For children, support is provided by the local authority.

Support in the NRM includes:

- Access to safe accommodation and emergency accommodation
- Outreach support, if not accessing a safe house through the NRM
- Access to healthcare, including medical treatment and counselling
- Financial and material assistance
- Training, education, and access to the labour market (if they have the right to work)
- Access to interpreting and translating services
- Legal representation and legal aid access
- Assistance to return to their country of origin
- Support to access discretionary leave to remain (if applicable)
- Support in transitioning to alternative support
- Assistance during criminal proceedings
- Information on compensation entitlements

All adults must be informed that an NRM referral will be sent to a Competent Authority (part of the Home Office). Their case will be reviewed in order for a two-stage decision to be made as to whether they are a victim of modern slavery. Some survivors may be reluctant for their information to be shared with the Home Office. There will be no action in relation to a person's immigration status whilst their claim as a potential victim of modern slavery is under consideration. Indeed, a positive Conclusive Grounds decision may support an immigration/asylum case.

The NRM referral will also be shared with the relevant police force. This will mean that their case is assigned a modern slavery investigation reference number. They may receive a call from the police, asking if they wish to support an investigation. They are not obliged to say yes to this.

Completing an NRM referral

When you submit an NRM referral, it is because you have reason to suspect that someone may be a potential victim of modern slavery. This could have occurred at any time and may be historic.

To ensure that someone can access NRM support and has the best chance of receiving positive decisions, please record all the modern slavery indicators that you identified on the NRM referral form, as well as any relevant information which the survivor has disclosed. It is also helpful to include the context in which you are working with the survivor; how you were alerted to their situation; any additional concerns you have (for example, about their mental or physical health); any ongoing support they might need; and any additional information to help the police identify a potential trafficker.

Please ensure you also note down on the NRM referral how the person's experience has met the legal definition of modern slavery (below).

The survivor must be satisfied with all of the content on the NRM referral, and should be offered a copy of the referral to keep. It is good practice to read out the information with an interpreter to clarify and review any possible errors.

If you do not personally feel that the person may be a victim of modern slavery, but there are still key indicators which suggest modern slavery; or a survivor has made a disclosure, then you should continue to complete a referral (with informed consent). You should document your rationale on the form so that the Competent Authority can make better informed decisions.

The First Responder (you) is responsible for addressing any immediate safeguarding needs prior to the commencement of NRM support.

Definitions of modern slavery

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

a) Human Trafficking

Trafficking in human beings consists of a combination of three basic components:

- **Act** – the action of recruitment, transportation, transfer, harbouring or receipt
- **Means** – by means of the threat or use of force or other forms of coercion; of abduction; of fraud or deception; of the abuse of power or of a position of vulnerability; or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person
- **Purpose** – for the purpose of exploitation, which includes, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

b) Slavery, Servitude, and Forced or Compulsory Labour

Someone may not have experienced an act of movement or recruitment, but they may still have experienced modern slavery.

Many survivors will have initially voluntarily offered themselves for a specific job. However, if the circumstances change, and they experienced some form of 'Means' to keep them in the exploitative activity, then this invalidates their original consent.

For children the 'Means' is not required, as children cannot consent to their own exploitation.

For further information or feedback please contact:

Adam Goode, NRM Manager, West Midlands Police, a.goode@west-midlands.pnn.police.uk