

Modern Slavery Identification Checklist - Adults



What is modern slavery?

Modern slavery refers to situations of exploitation where a person is unable to refuse or leave due to threats, violence, coercion, deception, or abuse of power. Forms of modern slavery include sexual, labour and criminal exploitation, and domestic servitude.

General Indicators

Note: Identifying something on the checklist is not reason alone to identify someone as a victim of modern slavery. Professional judgement and available information must be considered in its entirety.

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- No access to their passport or identity documents
- Limited personal possessions or missing essential items like a phone
- Believes they owe money to someone, including for travel or accommodation
- Pay is withheld, extremely low, or controlled by another person
- Accommodation is tied to their work, or they are homeless, sofa surfing, or living in overcrowded/poor conditions
- Does not know their home address or is moved frequently
- No work contract, unclear terms, or excessive working hours
- Not allowed sick leave or holidays.
- Not able to come and go freely from where they live or work
- Movements are monitored or restricted, or limited and controlled contact with others
- Not accessing medical care when needed
- Appears malnourished, unkempt, or dressed inappropriately for the weather
- Afraid to speak to authorities or report their situation
- Has been threatened with arrest, deportation, or harm if they disclose information
- Reluctant or frightened to identify who employs or controls them

Domestic Servitude

Forced to work in a private setting providing cooking, cleaning, childcare or other housework.

- Came to the UK on an Overseas Domestic Worker Visa
- Has no contract of employment
- Isn't being paid until they leave the country
- Unable to leave the house alone, with movements monitored by employers
- Not interacting with the family they work for
- Reporting verbal or physical abuse from their employer

Labour Exploitation

Forced to work against their will in settings such as restaurants, car washes, delivery driving or construction.

- Has injuries consistent with physical labour
- Is not able to access protective equipment to work
- Is unclear about what type of work they are doing and for who
- Dropped off and collected for work by the employers, often in large groups
- Has not been appropriately trained for the work they are undertaking

Sexual Exploitation

Forced to provide sexual services against their will, this could be in the commercial sex industry or through individual and group exploitation.

- Is being made to sell or exchange sex against their will
- Has their advertisement for sexual services controlled by someone else
- Is not able to control how many clients they see, the amount of money they keep or the services they offer
- Does not access regular sexual health screenings
- Reports being a victim of a robbery, assault or rape

Criminal Exploitation

Forced to commit a crime, like begging, pickpocketing, theft, fraud or drug supply against their will.

- Has unexplained stolen goods, including bank cards or identity documents
- Frequently arrested for petty crimes
- Does not appear to financially benefit from crimes they are being made to commit
- Begging in an organised way, and not keeping any money
- Forced to sell, store, transport or prepare drugs either in public or at home

If you identify a potential victim of modern slavery, follow your internal safeguarding procedures, and seek advice from the Modern Slavery & Exploitation Helpline, police or Adult Social Care. If indicators of modern slavery are present, the individual may require a referral into the National Referral Mechanism (NRM) for specialist support.

RBKC Adult Social Care: 020 7361 3013 / socialservices@rbkc.gov.uk

Westminster Adult Social Care: 0207 641 2500 / adultsocialcare@westminster.gov.uk