



## **Expansion of the Slavery Exploitation Team and SERAC**

Head of Community Safety, Slavery Exploitation Team Manager & the Senior Community Safety Manager

### **Overview of Service**

#### **Background**

The Nottingham City Council Slavery Exploitation Team (SET) was formed in its current format in 2019 in response to the identification of a number of cases where individuals were being held in slavery/being exploited but the case had no ownership from statutory services.

Case types included cuckooing, debt bondage, criminal exploitation and sexual exploitation.

#### **Response**

The council's response was to establish the SET as a specialist team incorporating the monthly SERAC (Slavery Exploitation Risk Assessment Conference) to develop a structure through which professionals can refer known or suspected victims of exploitation, slavery or trafficking and share situations where suspicious activity has been highlighted. The team receives and reviews all referrals to the SERAC, in addition to dealing with queries raised by internal colleagues and external partners, seeking to establish the wider background to cases and identify multiagency action plans.

Wider service provision includes the SPoC function, identification of emerging threats and trends to inform work practice, training and awareness raising, data collection and analysis.

The work of the team naturally incorporates identifying and appropriately dealing with a number of other issues affecting individuals and the wider community including serious violence, domestic abuse, sexual violence, hate crime, honour based abuse, substance misuse, mental health, homelessness, children's safeguarding, SOC, recruitment of children and ASB. The SET has always focussed on identification of vulnerabilities and sourcing appropriate pathways to support by using a person centred, case specific approach.

The team has a significant role in filling a void in services when cases do not meet thresholds for the Care Act or immediate police intervention. As such the service delivers additional safeguarding for vulnerable citizens who would not otherwise benefit from intervention. This is recognised by both the Safeguarding Adults Board and the Children's Partnership and the former has included the SERAC model in its list of approved interventions. The team manager sits on a number of the sub-groups of the Safeguarding Adults Board and chairs the group responsible for training, learning and implementation.

Examples of reduction in workload for existing services:

- ASB – cuckooed properties, county lines, sexual exploitation all cause advanced levels of ASB in a community. There have been a number of cases where ASB has been observed for months, sometimes even years, before being referred to the SET as a potential cuckooing case (where a vulnerable person's home is taken over by criminals for the purposes of exploitation) and swiftly resolved.



- Substance misuse is often interlinked with exploitation. Substance users can be vulnerable to being taken advantage of by others and drugs/alcohol are also often used as a method to control victims. SERAC utilises partnerships with recovery services to address this element.
- Resolving criminal exploitation, cuckooing and sexual exploitation have an associated reduction on demand on other services (police call outs, ambulance attendances, hospital presentation, ASB).
- In a peer review of SERAC in 2021, all SERAC partner agencies (police, NUH NHS Trust, local housing providers, GLAA, HMRC, local NGOs, Adult Social Care, NFRS, Community Protection – including Community Safety - colleagues) were consulted. Findings concluded 100% of responses agreed the involvement of the Slavery Exploitation Team and SERAC had a positive impact on organisational outcomes and forms part of a pathway for agencies when working with potential victims of exploitation and slavery. Ninety percent agreed the SERAC effectively identified access to the appropriate services and care pathways, whilst eighty percent agreed the actions agreed at the SERAC improved the wellbeing of those being discussed.

## **Impact**

There is increase in identification of ‘hidden harm’ in cases that would otherwise not have an ‘owner’ to further explore concerns. Having a multiagency partnership offers opportunity to reduce risk in such cases and prevent further harm by intervention.

In early intervention, there is a reduction on impact on services (police call outs, hospital attendances, local authority dealing with ASB/excess waste). Having a single point of contact for advice also supports front line workers likely to see warning signs leading to identification.

Data analysis and interpretation informs working practice and enables the team to target specific agencies where trends are uncovered.

All of these mean a better outcome for citizens and a safer Nottingham.

A fuller exploration of the impact of the service can be found at Appendix A. This covers the types of exploitation and the consequent demand reduction on statutory services, an examination of the cost savings generated and testimony from partners who have worked closely with the service.

## **National/Global Recognition**

The LGA have this week released a new Council Guide to Tackling Modern Slavery, which includes a three-page case study on the team and SERAC as an example of best practice. The LGA also held a national webinar in October to accompany the launch of the guidance where the SET Manager was a key speaker.

The Global Cities Free of Slavery Project, of which the team is a member, has recently completed a documentary about slavery and the different trends and ways of tackling the problem in the key involved countries (England, Mozambique, Thailand and Brazil). The team had extensive involvement with the content and the work of the team features in the documentary and in the accompanying book Cities Free of Slavery Social Determinants of Vulnerability to Work Exploitation.



The team attended a London Modern Slavery Leads Network in June 2022 to present an overview of how we operate in Nottingham as an example of best practice. This resulted in the Central Specialist Crime Division of the Met Police requesting a visit to come and spend time with the team in Nottingham to better inform their practice, and interest from both the Network and Birmingham in modelling similar processes in their areas.

SET is regarded as a leading light in academic circles. In 2021, a study was conducted, based on SET data and qualitative interviews with the team and wider partnership, by academics at The Rights Lab at Nottingham University to examine the intersection between cognitive impairment and exploitation. Findings gained significant interest and the University has subsequently been awarded funding to do similar research on a national scale to inform practice. The SET Manager is a board member on the advisory panel overseeing this national research.

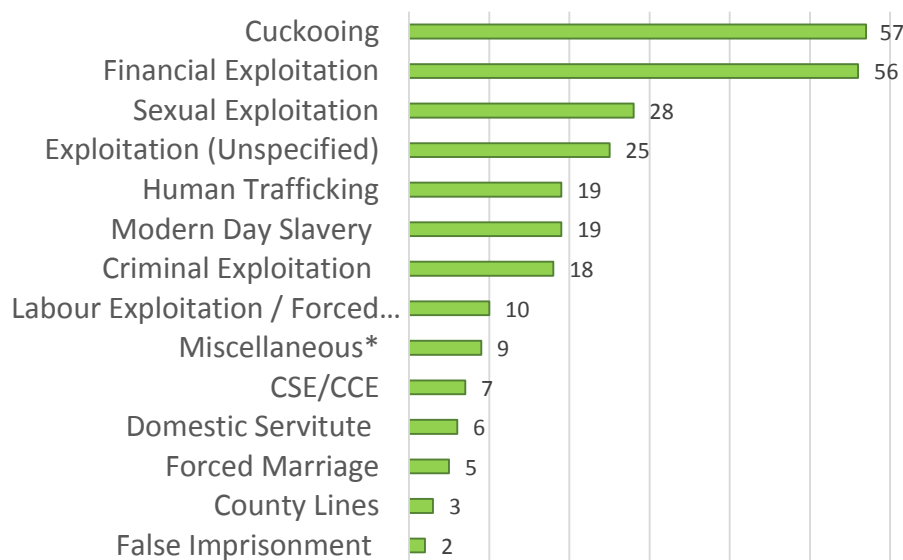
The team has recently been asked to join a Home Office ran First Responder Organisation Forum to improve communication between the Home Office and First Responders. Members of the team also represent on a Quality Assurance Panel with the Home Office reviewing Negative Conclusive Grounds Decisions.

**Current Picture**

The team has expanded to cover the South conurbation and there is potential for further expansion in the field of slavery and exploitation and for the geographical area covered (the rest of the county) but this will require additional resources to reach full potential.

The team currently comprises a Manager, 2 Caseworkers and 1 Business Support Officer role.

Current Local Identified Types of Exploitation:



*Figures are based on the referrals from July 2021 – July 2022*

Due to recent increased demand in referral numbers, a RAG Rating system has been implemented to measure and prioritise risk. To devise this, consultation took place with



NCC's LADO, the Associate Director of the Rights Lab at Nottingham University (who lead in the field of Slavery and Exploitation in academic circles) and Community Protection's Senior and Director Leadership Teams.

The RAG Rating went live at the beginning of August 2022 and assesses risk in housing, disability/ongoing health conditions, substance misuse, mental health, level of agency involvement, immigration status, risk of going missing/absconding, ability to risk assess/access services, police incidents, hospital presentation and slavery/exploitation/trafficking. All of these areas are known factors affecting victims of slavery and exploitation; moving forward, the team will be able to evidence to the reduction in risk levels for specific factors from referral receipt to case closure.

### **Case Examples**

Referral for a 16 year old foreign national from DWP. He had attended to attempt to make a claim for benefits with an older unrelated male and DWP were concerned he was being exploited for benefit fraud. Within 24 hours we'd established he was an unaccompanied minor and had been in the country for 2 years with no parental guardian. CSC now have responsibility for him and a wider multi agency investigation is ongoing around the circumstances.

A live case for a young pregnant female whose property was being cuckooed led to uncovering county lines concerns for her 17 year old boyfriend. Work was undertaken to safeguard them both but escalated into threats of imminent domestic homicide and SET coordinated a response between police, out of area CSC and support workers at 2 different supported accommodations to make arrest and safeguard.

A property of concern came to the attention of SET via a complex persons panel. There had been ASB and criminality for years at the address and enforcement action was being pursued. The SET caseworker raised that there was a possibility the property may be being cuckooed as it appeared the owner had a degenerative medical condition as well as other vulnerabilities with substance misuse. On investigating further, it was discovered that a high number of criminals used the house as a bail address and there were a number of fines issued to the tenant for traffic/tram offences when he clearly hadn't been in the area. He had suffered a number of significant injuries and his substance misuse was used as a form of control. Utilising housing colleagues from the local authority to gain access to the address, specialist officers were able to speak to the tenant who admitted he had lost control of the property and needed help. He was placed in a detox facility that day and later transferred to a safehouse. He remains clean from substances and is in employment. A closure order was immediately placed on the property and the ASB ceased.

### **Business Case for Expansion**

#### **Overview**

The team is currently funded to operate in Nottingham and South Nottinghamshire (Gedling, Broxtowe and Rushcliffe). This current structure and costs of the team are shown below. The volume of work and demands on the team have risen exponentially as the team has become established and embedded within local structures, in particular in the city. This has resulted in a situation whereby the current structure cannot support effective working in Nottingham and South Notts. Consequently NCC and the OPCC have been in discussions in recent



months about expanding the team to ensure stability and to accommodate rising demand as the service becomes established in the county council area. The most recent discussions also included the Chief Executives from Broxtowe and Gedling.

## **Proposal**

Two proposed structures are shown below. The first covers sustainable expansion and consolidation in the South Notts area. The second relates to expansion into the whole of the county area.

Provisionally the OPCC has committed to funding 50% of costs in the city and county if needed. This would leave Nottingham City Council to cover 50% of costs in the city, with the county and district council covering the remaining 50% in that geographic area.

The expanded team would deliver the following in the chosen geographic area:

- Management of caseload
- Establishment and management of SERAC meeting. One each in city, South Notts and North Notts as required. These would be monthly
- Networking
- Training, awareness raising, prevention campaigns
- Establishment of a Slavery and Exploitation, to include the leads in district, city and county councils to coordinate pathways and joint working
- Alignment with safeguarding structures and policies
- Development work in the county area – developing relationships with services and partners, information sharing arrangements, reporting into governance structures (SNB, CSP's, safeguarding boards as required), data collection, development of training resources etc.

## **Outcomes**

The following outcomes are currently delivered within the city and South Notts areas. Any expansion would enable the service to build upon these and deliver improved outcomes for citizens and partners in the county.

- Supporting police investigations
- Feed into National Referral Mechanism referrals
- Identification of further survivors/individuals at risk
- Appropriate accommodation sourced
- Safety planning – safe and well checks, lock changes, emergency accommodation, flags on systems
- Capacity assessments
- Safeguarding/other agency referrals
- Identification and referral into most appropriate advocate
- Support to return to home country (when desired)
- Continuation of monitoring – neighbourhood wardens, police, housing, local services
- Civil actions – prohibition orders, injunctions
- Recommendations/letters of support
- Reductions in ASB, substance misuse, crime, reoffending etc.



- Associated reductions in demand upon local services, in particular those of local authorities
- Increase the identification of current hidden harms and ensure risk is managed effectively

### Demand

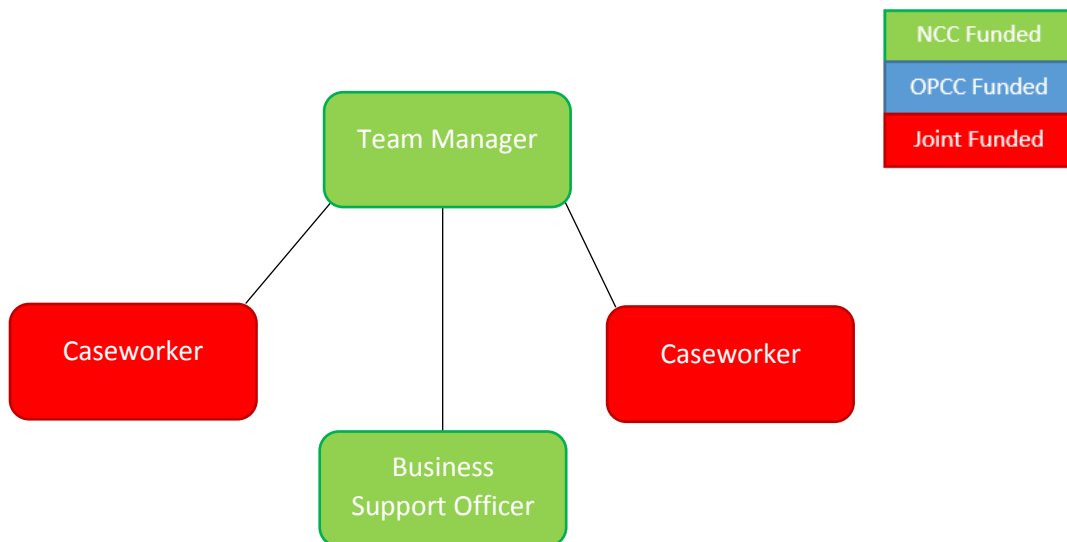
The level of demand in the county council area is difficult to assess at present as much of the harm is hidden. The experience in the city and South Notts has been that demand has risen consistently as the service has been embedded and the team has established networks with local partners and within local structures.

The situation in South Notts is somewhat clearer as the team already operates in that area. In North Notts the picture is largely unknown as the team has no presence there. Given this context there may be some benefit to a staged expansion, with the initial focus being on South Notts along with developmental work in the North. Should sufficient demand be identified in this area then the team could be further expanded to accommodate this.

### Current Structure & Potential Expansion Options

Staff are assumed to be employed by Nottingham City Council. All costs are indicative and based on projected NCC salary scales for 2022/23 following the recent local government pay award. All amounts stated include on costs.

#### Current Structure



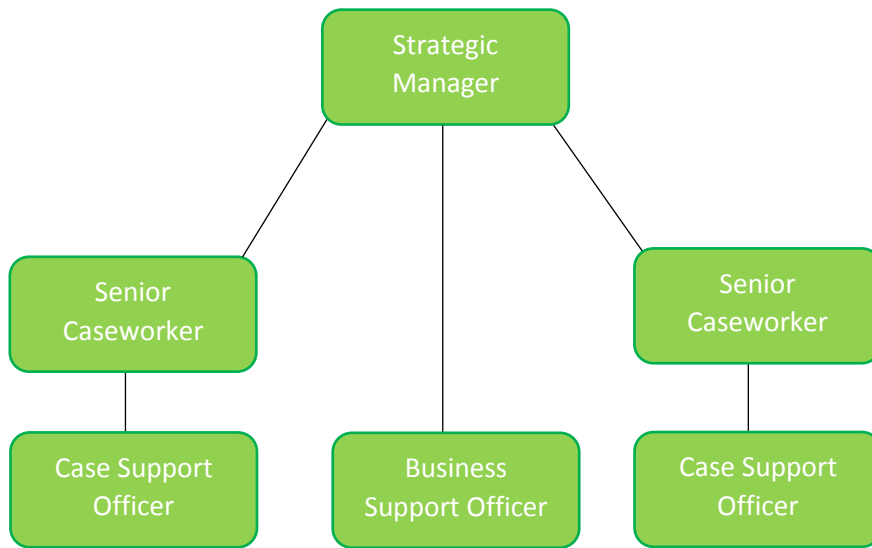
Post	Number	Salary (inc. On Costs)	NCC £	NCC %	OPCC £	OPCC %
Team Manager	1	£56,742	£56,742	100%	£0	0%
Case Worker	2	£87,606	£7,152	8%	£80,454	92%



<i>Business Support Officer</i>	1	£29,066	£29,066	100%	£0	0%
<i>Total</i>	4	£173,414	£92,960	54%	£80,454	46%

Under the current model the funding is largely evenly split between NCC and the OPCC. As noted above this model is no longer fit for purpose and cannot manage demand in the city and South Notts conurbation without either additional resources, significant changes to working practices or both.

*Expansion and Consolidation in City & South Notts*



<b>Post</b>	<b>Number</b>	<b>Salary (inc. On Costs)</b>
<i>Strategic Manager</i>	1	£63,509
<i>Business Support Officer</i>	1	£29,066
<i>Senior Caseworker</i>	2	£99,532
<i>Case Support Officer</i>	2	£77,812
<i>Total</i>	6	£269,919

<b>Agency</b>	<b>%</b>	<b>£</b>
<i>OPCC</i>	48%	£128,706.50
<i>City</i>	34%	£92,960.00
<i>District/County</i>	18%	£48,252.50

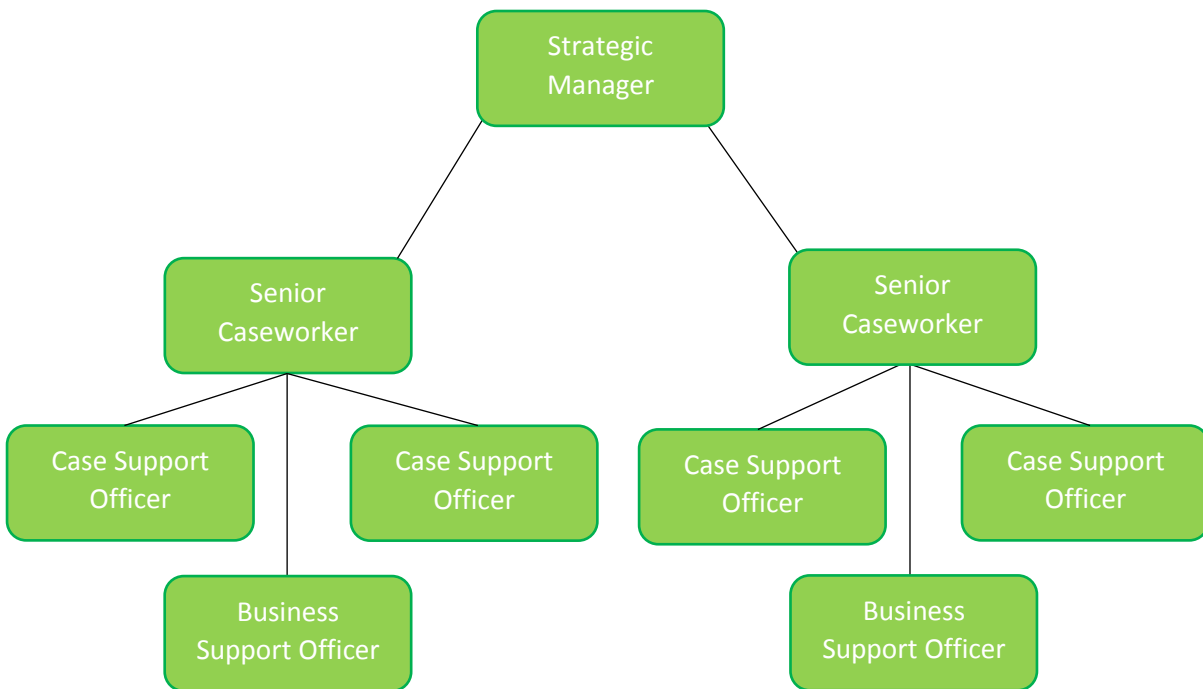


Total	100%	£269,919
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The above model will allow successful operation in Nottingham and South Notts, the implementation of a county SERAC and development work in North Notts as described above. It will also cover the additional managerial capacity, both strategic and operational, that would be required to operate effectively across both city and county.

Under this model Nottingham City Council would maintain its current investment. The OPCC and district/county councils would split the cost of expansion 50/50. This cost would be covered between Broxtowe, Gedling, Rushcliffe and Notts County Council. If split evenly this would amount to £12,063.13 each. The greater contribution from the city would be reflective of the greater level of demand in this area. It is proposed that funding contributions be divided equally across the whole team in order to ensure clarity and consistency.

*Expansion and Consolidation into North Notts*



Post	Number	Salary (inc. On Costs)
<i>Strategic Manager</i>	1	£63,509
<i>Business Support Officer</i>	2	£58,132
<i>Senior Caseworker</i>	2	£99,532





<i>Case Support Officer</i>	4	£155,624
<i>Total</i>	9	£376,797

<b>Agency</b>	<b>%</b>	<b>£</b>
<i>OPCC</i>	48%	£182,145.50
<i>City</i>	25%	£92,960.00
<i>District/County</i>	27%	£101,691.50
<i>Total</i>	100%	£376,797

Should there be proof of concept and a business case for further expansion into North Notts then this would require additional resource. Anticipated minimum provision is shown above. This would allow case management and an additional SERAC for the north of the county, alongside the other deliverables described above.

Under this model Nottingham City Council would again maintain its current investment. The OPCC and district/county councils would again split the cost of expansion 50/50. This cost would be covered between the seven districts and Notts County Council. If split evenly this would amount to £12,711.44 each. The contribution from the county would be greater than that of city in reflection of the greater geographic area, population and likely demand. It is proposed that funding contributions be divided equally across the whole team in order to ensure clarity and consistency.

There are advantages to all local authorities agreeing to be part of the expansion. Firstly, a countywide offer would deliver against both the community safety responsibilities of the district councils and the safeguarding responsibilities of the county council. Secondly, a collective response would provide a consistent service to citizens and reduce the displacement of criminal activity from one area to another. Finally, the most cost effective way to deliver a high quality service is to spread the cost evenly across all parties.

### **OPCC Commitment**

The PCC has committed in principle to expanding the offer to the county from April 2023, on the basis that this would be a total cost of £376,797 (as shown above) funded by up to £182,146 of PCC funding, with the remaining 52% match funded by the city, county and district councils. The PCC is able to commit funding until March 2025 and this would be on the basis that partners work together to identify what activity can be mainstreamed after that time.

The PCC is unable to confirm this funding until she has received notification of the 2023/24 settlement from government – this is usually received in December each year. As such this proposal should not be made public until funding is confirmed, however it can be discussed internally within and between local authorities.

### **Proposed Governance**



It is anticipated that following any decision to expand the service a Modern Slavery & Exploitation Steering Group will be established. Initially this will be the project group that will oversee the expansion and will be responsible for the agreeing the final model and financial arrangements, developing a formal partnership agreement and agreeing performance and outcomes to be measured. Membership will be comprised of relevant officers from the OPCC and local authorities, with support from HR, legal and finance colleagues as required.

Once the expanded service is operational this group will become the strategic governance forum and will be responsible for overseeing performance, outcomes, budget, training/awareness programmes and any other relevant matters. The steering group will then report upwards to the Safer Nottinghamshire Board and the Nottingham Crime & Drugs Partnership Board. The service will also be established within local safeguarding structures, such as the statutory boards, as is the case in the city council area.

## **Appendix A**

### **Impact, Demand and Cost Reductions**

The below data and outcomes are reflective of a period of time in the summer of 2022 and relates to cases that have now being closed to the team (please note that each case may have a multitude of types of exploitation and identified vulnerability).

Each type of exploitation and slavery referred to the team carries a host of associated impacts on the individuals, surrounding community and local services.

#### **Types**

**Cuckooing** (where the home of a vulnerable citizen is taken over by criminals for the purpose of illegal activity) accounted for 30% of cases. Outcomes included:

- Move to safe house or safe/supported accommodation
- Financial management implemented
- Care needs addressed
- Housing managing visitors

**Sexual Exploitation**, referenced on 30% of referrals, outcomes included:

- Move to safe house/supported accommodation

**Financial Exploitation**, identified in 60% of referrals, outcomes included:

- Moved to safe accommodation
- Agency referrals made and support in place to ensure no further exploitation
- Financial management
- Care needs addressed

**Domestic Servitude**, 10% of referrals, outcomes included:

- Agency referrals made
- Support in place to mitigate further risk

**Criminal Exploitation**, 10 % of referrals, outcome included:



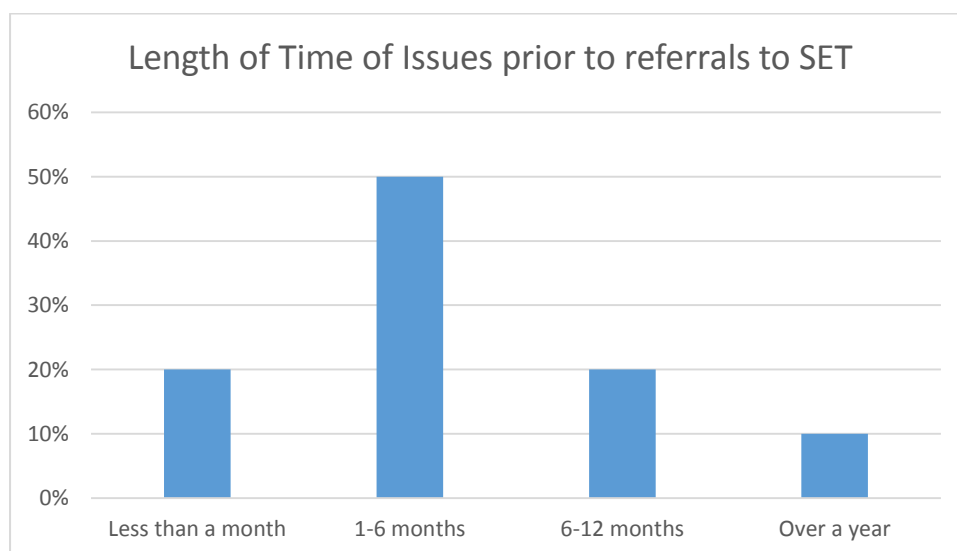
- Move to safe house

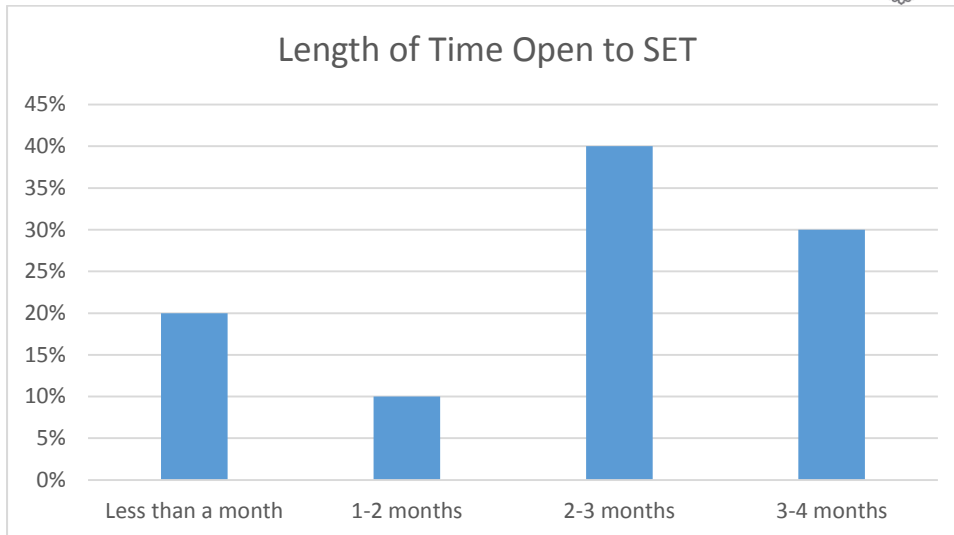
Secondary impacts to the individual being exploited, the surrounding community and local services included anti-social behaviour (in 70% of cases), criminal activity (in over 60%) and physical abuse (over 30%). Domestic abuse was also present in 20% of cases; SET work closely with domestic abuse services to agree which arena is best to manage the overall case and concerns i.e. MARAC or SERAC.

Vulnerabilities identified in these cases included homelessness or risk of (in 70% of cases), mental health issues - often unmanaged (in 70%), substance misuse (in 60%), intellectual disability, physical disability, long-term health conditions, cognitive impairment and unsettled family adversaries.

Representation in the SERAC partnership addresses the secondary impacts and vulnerabilities via neighbourhood and specialist police, mental health services, community safety, drug/alcohol support workers, charities advocating for sex workers, adult social care, children's services, DWP, HMRC, Notts Fire and Rescue Service, Homes for Ukraine Scheme, asylum seeker and refugee services, probation, healthcare professionals and domestic abuse services. SET also works with community connectors to ensure individuals facing unsettled networks have access to support through the relevant community organisations and charities. All these organisations refer into the team so all reap the benefit of having a multi-agency approach to resolving issues (they would otherwise have had to deal with as a sole agency) in a shorter space of time.

Without intervention, the secondary impacts continue and any vulnerabilities remain unaddressed. Using the SERAC partnership, intervention results in a cessation of not just the slavery/exploitation but also the secondary impacts at the property and surrounding area. Support can also be offered in any identified areas of vulnerability, reducing the risk of further exploitation and secondary impacts.





### **Review**

Ongoing cases of slavery and exploitation and the impacts of ASB, crime and abuse cause demand via police call outs, adult/child safeguarding referrals, ambulance call outs, hospital presentation and wider local authority interventions (education input to child protection conferences, waste services, environmental health, trading standards, community safety partnerships).

It is difficult to obtain statistics to support the reduction in demand following SETs involvement. Data will be held by a variety of services and whilst the team can request a 'dip test' method on select cases, this would take time and would still leave subjective gaps – it is not possible to predict a hypothetical future progression had the team not been involved.

A review of the team and SERAC was undertaken in 2021 primarily because it was a recommendation contained within a completed (but yet to be published) SAR Report (Safeguarding Adults Review) undertaken on behalf of Nottingham City Council Safeguarding Adults Board. Findings of the review highlight support to existing services:

- 100% agreed the involvement of SET and SERAC have positive impact on organisational outcomes
- 100% agreed the quality and nature of support provided by SET staff was sufficient to enable effective operation of the SERAC
- 100% agreed issues of diversity and equality are considered when discussing cases and actions adapted accordingly
- 100% agreed the SERAC in its own right forms part of a pathway for agencies seeking support when working with potential victims of exploitation and slavery
- 90% agreed the SERAC effectively identifies access to the appropriate services and care pathways
- 90% agreed other legal options were discussed (i.e. consideration of capacity or mental health, police interventions, civil interventions, health interventions, support by voluntary sector agencies)
- 83% access SET as a point of contact for specialist advice
- 80% agreed the actions agreed at the SERAC improve the wellbeing of those being discussed



- In rating the effectiveness of SET in supporting the coordination of suspected case of slavery/exploitation, 75% excellent, 8% good, 17% average

### **Cost**

The estimated cost per modern slavery victim in the UK in 2016/17 (latest available data) was £328,720. Taken from the Governments Economic and Social Cost of Modern Slavery [Economic and social costs of modern slavery - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Some cases are referred to the SET when it is too late for early intervention or prevention and victims will fall into this cost evaluation. However, for the majority of cases the SERAC partnership is successful in implementing safeguarding, early intervention and prevention. Over the last year (01/12/2021 – 30/11/2022) SET have received 234 referrals, with an average cost of £741 per case (based on the operational costs of the team in its current form).

### **Evaluation of the Impact of the SET and SERAC from Partners:**

#### **Senior Practitioner Duty Team, ASC 06/12/2022**

Impact of SERAC support on Nottingham City Adult Services:

We have a number of ways in which SERAC supports our adult social care services, initially when referrals come through our front door via NHCP, via case work within our adult social care teams and then targeted safeguarding work.

Impact on NHCP: When issues are initially raised via our front door the support offered by the SERAC team provides additional information about referrals and also immediate safeguarding actions that can be undertaken in a timely manner. By allowing NHCP colleagues access this information from one source we save time and alleviates the pressure on our colleagues working on NHCP.

Impact on case work within ASC teams: Once cases are allocated to workers our main function is to assess citizens social care needs and provide packages of care to meet these needs. Where there are issues around slavery and exploitation having the support of the specialised SERAC team allows our workers to focus on their main functions, freeing up their time by making additional referrals and taking safeguarding actions in relation to the SERAC issues.

Targeted Safeguarding work: Having an information sharing forum such as SERAC when managing safeguarding cases can allow our workers to quickly and effectively gather information that would not otherwise be available to them. It can aid and assist a rapid response to immediate safeguarding issues as well as the SERAC case workers being an invaluable source of specialised knowledge. Without SERAC safeguarding workers would be facing the time consuming task of contacting each individual interested or involved party to gather the information they need in order to make decision about how best to safeguard and support vulnerable people.

While I have discussed above the impact on specific services and teams, the SERAC team offer specialised knowledge and support to all ASC colleagues whenever their input is needed and appropriate, they are an invaluable team that allows our workers to gather necessary information that would otherwise take considerable amounts of time. Their



knowledge of specialised services available for people experiencing any form of exploitation and the time they take to make these referrals often alleviates pressure and time from our workers. I have no doubt that this team has a positive impact in terms of outcomes for citizens and also reducing the impact on our services of these often complex and time consuming cases.

#### **Adult Safeguarding Lead, Nottingham University Hospitals NHS Trust 06/12/2022**

The support we have from the SERAC/SET team is vital in enabling us to protect those patients that do not have care and support needs.

A number of at risk patients that attend our emergency department would not be identified if it weren't for the support we get from the team when we raise a concern that does not fit into other referral pathways. SET is the open door system of discussion and relevant information sharing that I believe we should have for all categories of abuse.

The support we, as health partners, can now provide to these vulnerable people has improved significantly since the team has been in place.

#### **ASB and Mediation Manager, Nottingham City Homes 07/12/2022**

Impact of SET and SERAC support on NCH:

- NCH have worked closely with SET since the service started
- Both agencies work closely to identify vulnerable tenants/clients
- NCH give advice and support to any tenant identified through SET and work together to make them safe/deal with alleged perpetrator
- NCH attend SERAC every month and provide updates and support to Slavery Team if required
- Modern Slavery Team is an agency NCH makes checks with if a vulnerable tenant/client is identified and referral made to the service
- Using the team/SERAC Partnership enables NCH to resolve issues in a time effective manner whilst addressing vulnerability and safeguarding

NCH and the SET have worked very closely over the last 3 years or so to address Modern Slavery across Nottingham and where a NCH tenant has been identified we work together to make them safe, support them in their accommodation and where possible, provide evidence against the alleged perpetrator. This has sometimes resulted in NCH taking action against a tenant but the SET have worked with them to continue support and relevant referrals to other agencies.

#### **City Neighbourhoods, Notts Police 09/12/2022**

I'd like to offer my support around a potential expansion of the Slavery and Exploitation team. I currently sit on the SERAC meeting on behalf of Nottinghamshire Police and have found this meeting to be invaluable in identifying and safeguarding those at risk of exploitation.

Over the last 12 months I have seen the number of cases for discussion grow which is down to a commitment from all partners to identify and safeguard vulnerable people in our local Communities.



This approach contributes heavily towards the forces 'Vulnerability Action Plan' and overall partnership objectives. I was recently involved in an example of where our joint working has facilitated a police investigation and safeguarded a vulnerable person at risk. Following the sharing of information by the Slavery and Exploitation team local officers based over at Gedling attended an address where there were concerns for a vulnerable female. The officers gained entry to the property and had significant concerns for the females welfare.

They sought advice from the force's Modern Slavery team and subsequently made two arrests at the scene.

The officers removed a female from the address as they considered her to be vulnerable. Accommodation was sought and she was appropriately safeguarded by the Slavery and Exploitation team who worked closely with Adult social care.

This is an excellent example of what can be achieved through partnership working, however there is always more to do and an increase in provision through the Slavery and Exploitation team would enable us to work in partnership to safeguard more vulnerable people in our Communities.

Across the City a number of cases this year have resulted in positive action. Through the SERAC meeting we have worked with other agencies such as 'Framework' in the City to reach out to vulnerable people where there are concerns that their properties have been cuckooed by those involved in drug supply. We know that drug dealers often prey on vulnerable people to further their criminal activity therefore the joint working through the SERAC meeting is key to identifying and safeguarding vulnerable people who are at risk.

The sharing of information also helps to steer proactive work by Operation Reacher teams within Nottinghamshire Police where offenders will be targeted.

As such I am fully supportive of any future increase in provision to enable us to safeguard those at risk.