

**JUSTICE  
& CARE**

# Modern Slavery Victim Navigator Programme

**ThirdSector  
Awards**

Winner - Breakthrough of the  
Year Award, 2020



Winner - Stop Slavery  
Innovation Award, 2022

# Summary

Justice and Care's Victim Navigator Programme sees specialist workers deployed in the heart of police forces in the UK to fight slavery. They are deployed with border teams and serious organised crime units. Our own research, based on police data, estimates there are more than 100,000 victims of slavery in the UK.

The Navigators are given unparalleled access to cases, with the highest security clearance, to provide specialist knowledge from the very start of investigations and provide support to survivors. The programme is designed to find and help people in slavery, to rebuild their lives and to enable survivors to engage with the criminal justice system - so the criminal networks

responsible are brought to justice. We currently have 12 Victim Navigators; as a result of their demonstrated impact we are exploring how to work with the government to scale the model nationally over the coming years.

*'Justice and Care's Victim Navigator Programme is helping to shape the national police response to modern slavery. It is a unique attempt to create partnership between senior police investigators and a specialist NGO, joining forces to fight against this appalling crime.'*

Jenny Bristow, Detective Chief Inspector -  
Modern Slavery Police Transformation Unit

## The Justice and Care Solution

Following extensive discussions with national police leaders, forces and leading national stakeholders, Justice and Care launched the Victim Navigator Programme in September 2018. We currently have Navigators deployed in Surrey, Essex, Greater Manchester, Police Scotland and the Metropolitan Police Forces, as well as an East Midlands regional and a national Navigator, and a Navigator working with the Gangmasters and Labour Abuse Authority (GLAA).



Victim Navigators provide:

- **Specialist care and support:** including supporting rescues, access to counselling, legal advice, medical treatment and coordinating international repatriations
- **Tactical advice into investigations:** including shaping investigations, reopening filed cases by connecting new evidence, advising on strategy and joining the dots across forces
- **Advocacy:** acting as a trusted bridge between police and victim to increase victim engagement and drive higher conviction rates
- **Systemic change:** including training for key policing leaders and agencies, lesson sharing to shape national strategy with partners such as the National Crime Agency and Home Office

*'There are many people still in the dark like I was. They are desperate to have a life, to live like other people - to have freedom. I just hope people have the power to help rescue those people.'* Nina, Vietnamese survivor of slavery

## Four years of impact

The Victim Navigator programme is being independently evaluated, with the final report demonstrating that it is improving lives and starting to change the system.

**Achievements, up to November 2022, include:**

- More than 8,000 potential modern slavery cases analysed
- Strategic advice provided to 564 modern slavery investigations
- 361 survivors given intensive support
- 92% survivors supported choosing to engage with police investigations, compared to an estimated 44% of similar cases without Navigator support - providing police with key evidence to improve investigations and prosecution rates
- Identifying and nurturing a local network of specialist organisations providing wraparound support to victims including charities, local authorities, Rape Crisis, Safeguarding Boards, NHS, Asylum Support services and more
- 73% victims supported reporting improved mental and emotional wellbeing and recovery
- 159 suspects arrested with the support of Victim Navigators
- Working with senior figures within each police force to identify gaps in their response to modern slavery - this includes developing training workshops, more streamlined processes for recording and notifying relevant parties about new cases, improved victim support strategies and specialist resources rolled out force-wide
- More than 5,000 frontline professionals trained in best practice in victim identification and care - with 96% of those trained reporting significantly improved knowledge after the session. As a direct result, more victims are rescued - one Road Policing Unit trained by a Navigator identified and intercepted four female potential victims from Eastern Europe and arrested two suspected traffickers, directly attributing this to their increased awareness following our training
- Internationally, supporting the repatriation of 27 survivors and several international investigations involving our other country offices and police forces in Europe



## Ileana's story



Ileana arrived in the UK from Romania on her 19<sup>th</sup> birthday with three other people, on a ferry at Dover. Border Force police were suspicious and, although Ileana said everything was fine, using new protocols drawn up with Justice and Care, one of our Victim Navigators was called in to help.

She opened up to our Victim Navigator - bursting into tears and revealing she had been trafficked into sexual exploitation both in Romania and in the UK. She was terrified and vulnerable.

Her account led to two of those in the car being arrested and charged - and another victim released. Supported by our Navigator, Ileana gave key intelligence that led to the identification of others in the criminal network.

We have helped Ileana return to Romania, where we are now supporting her to rebuild her life. We are also working with the Home Office to develop a new model of safe repatriation for victims from Romania.

*“The Victim Navigator programme has supported police forces in their efforts to respond to modern slavery by freeing officers to focus on criminal investigations. It has enhanced the support offered to survivors of modern slavery, improved survivor engagement with the criminal justice process and aided survivors’ recovery and reintegration.”* Independent Evaluation - St Mary’s University and ADT Consulting

## Future plans

The Victim Navigator Programme is transforming policing in the UK, with 12 Navigators currently supporting survivors. With multiple police forces requesting a Navigator, we are deploying even more specialist roles in response to critical needs and gaps identified - demonstrating and evidencing what works in the fight against slavery to save more lives and increase national modern slavery convictions.

As we expand and grow the programme beyond our pilot forces, we are seeking partners who can support us in raising an additional £400k annually to deliver the programme and help transform the fight against slavery.

Our frontline and policy team collaborate closely and, as a result, we are seeing high level political engagement and interest in the Navigator Programme.

## Partnership

**We are building a group of investors who share our commitment to end modern slavery and human trafficking. For more information about how you can become involved, please contact [hello@justiceandcare.org](mailto:hello@justiceandcare.org)**