

CEO overview

It is now more than six months since I joined Justice and Care as CEO. The time has gone so quickly and with it my pride has grown exponentially.

You do not need me to tell you, but Justice and Care is special. As you will read in this report, we have seen a significant increase in the number of survivors we are supporting - much of this growth is down to securing access to shelter homes run by the Bangladesh Government. We are supporting children who have been labelled as 'socially challenged'. In reality, they are victims of abuse and have never before been given the care they need to come to terms with what happened to them.

Within my first month or so at Justice and Care, I travelled to Bangladesh to see the work and was blown away by our Champion Survivor programme. It is extraordinary and as you will see in our deep-dive section, an evaluation has confirmed it is making an enormous impact.

In Romania, meanwhile, we have recruited an outstanding new Country Director, Madalina Turza, who previously worked within the government, leading the country's response to human trafficking. Her ambition for our work is infectious and already growing momentum. We have recently seen two traffickers convicted and are supporting more survivors like Danut, whose story you can read on page [5].

In the UK, the Navigator programme continues to give survivors the confidence to engage with police investigations - with the percentage of survivors engaging

with police growing to an extraordinary 97%. It is no wonder the Commons Home Affairs Select Committee recommended a Navigator be deployed in every human trafficking investigation in December.

Across our work however we have seen a drop in the number of victims freed and suspected traffickers arrested. In Bangladesh this is in part due to a rotation of many trained police officers and border guards - we are training those who have taken over and expect to see successful outcomes from this.

Of course, beyond our brilliant frontline work we have a constant focus on creating change at scale. In the UK we are fighting to keep modern slavery as a priority focus, whilst the Government puts more attention on illegal immigration crime. Alongside this, we have released major reports on criminal exploitation, as well as the risk of human trafficking in humanitarian settings.

Behind the scenes, a major priority has been working hard on a new ten-year strategy - creating a clear direction of travel for the season ahead. We will look forward to sharing our plans with you in the summer. Thank you for your ongoing support that makes all this work possible.

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Purpose and strategy

Justice and Care is a charity that joins forces to support modern slavery survivors, bring exploiters to justice and spark the systemic change needed to end this ruthless crime.

The charity outworks its vision in three ways - by undertaking **frontline work** in the UK, Romania and Bangladesh, through strategic **partnerships** with like minded organisations and through a commitment to sparking **systemic change**, extracting lessons from the direct work and translating them into ways governments and stakeholders can fight this crime at scale.



Headline achievements

SEPT 23 - FEB 24

- 23/24 H1 Total - direct work
- Growth on 22/23 HY direct work average

Saving lives:

VICTIMS REMOVED FROM EXPLOITATION

18 -51%

SURVIVORS AND SHELTER RESIDENTS CARED FOR¹

763 +98%

SURVIVORS REPATRIATED

64 -32%

Prosecuting criminals:

ACCUSED TRAFFICKERS ARRESTED

13 -57%

CASES PROSECUTED

336 +22%

EXPLOITERS CONVICTED

20 +14%

FRONTLINE PROFESSIONALS TRAINED

1,917 -4%

Systemic change:

- Mutual Legal Assistance guidelines drafted for the Government by the JCBD legal team are to be disseminated for use across the country with potential to greatly improve cross-border HT investigations as well as all other crime types
- Training programme developed by OIC Navigator to reach over 10,000 UK Border Force staff nationally.
- Published groundbreaking research on trafficking in humanitarian settings, and criminal exploitation in the UK, with significant engagement from key stakeholders

¹ This includes 391 children and young women in shelter homes in Bangladesh, who are a mixture of survivors of MSHT and clients placed in shelters for other reasons - currently very little data on how many of these are survivors of trafficking.

Detail by strategy

Direct work



8 VICTIMS REMOVED FROM EXPLOITATION

195 SURVIVORS CARED FOR

2 SURVIVORS REPATRIATED

3 ACCUSED TRAFFICKERS ARRESTED

6 NEW CASES TRIED IN RELATION TO OUR SURVIVORS

9 EXPLOITERS CONVICTED

1,201 FRONTLINE PROFESSIONALS TRAINED

In the last six months, our Navigators in the UK have continued to be successful in key areas, including -

- **Survivor aftercare:** We delivered holistic care to 195 survivors, with more than three quarters (77%) of survivors demonstrating overall improvements to their physical and mental wellbeing, safety, social connections, legal status and economic stability
- **Being the trusted bridge between survivors and police:** Nearly all survivors we have worked with (97%) have engaged with a police investigation during this period, and many survivors are directly supporting the prosecution of their exploiters
- **Justice:** Nine convictions have been secured as a direct result of the intervention of our Navigators over the last six months, with a combined prison sentence of 23 years being handed down to their exploiters
- **Police partnership:** In recognition of their outstanding support to a long-running

sexual exploitation case, our Police Scotland Navigators were named 'Policing Partner of the Year' at the Tayside Divisional Commander's Annual Awards

- **Systemic change:** Our Navigators have developed national-level training programmes for Border Force, advised a number of police forces on their standard operating procedures for brothel welfare visits, and presented at international forums including the European Forum against Human Trafficking and the International Organization for Migration (IOM)
- On top of this, our Victim Navigators have been involved in a number of interventions aimed at addressing labour exploitation within care homes amid concern due to rising reports. Our team engaged in police operations, welfare checks, educated potential victims and relevant stakeholders around spotting the signs, developed guidance for victims on their labour rights and input on national level policy discussions

“ I could never have asked for a better person, [he] made this unbearable situation bearable. I'm thankful for him in my life.

Survivor, UK





BANGLADESH

10 VICTIMS REMOVED FROM EXPLOITATION

526 SURVIVORS AND SHELTER HOME RESIDENTS CARED FOR

57 SURVIVORS REPATRIATED

10 ACCUSED TRAFFICKERS ARRESTED

366 PROSECUTIONS OF EXPLOITERS SUPPORTED

9 EXPLOITERS CONVICTED

716 FRONTLINE PROFESSIONALS TRAINED

In Bangladesh, our team has continued to help shape the national response to trafficking:

- **Systemic change:** The Mutual Legal Assistance guidelines drafted by our legal team to facilitate the collection of cross border evidence in trafficking cases has now received full endorsement from the government. These guidelines will play a substantial role in strengthening the prosecution process, covering not just trafficking crimes but also all other types of criminal activity as well
- **New aftercare project:** We are now providing specialised aftercare to survivors of internal trafficking, providing training to government-run shelter-home staff, assessing current policies within shelter homes and making recommendations regarding minimum standards of care. More than 300 survivors and vulnerable girls residing in shelter homes have already received care through the project. Additionally, the team has initiated a large-scale tracing project to identify

survivors who have previously lived in these shelters to assess their recovery journeys and offer follow-up aftercare support, with 370 already traced

- **Police partnership:** JCBD team supported an operation that led to the arrest of five traffickers, and the removal of seven victims of sexual exploitation from a brothel in India after a victim who was being held against her will at a brothel contacted one of our Programme Officers for help
- **Justice:** Our team are supporting more than 300 trafficking cases, as well as providing capacity building training to prosecutors, judiciary and other legal stakeholders. Their work facilitating hundreds of witnesses to attend trials has resulted in nine convictions in the last six months. In one landmark case, a schoolgirl was awarded substantial compensation and saw her four traffickers convicted, with one receiving a life-sentence



ROMANIA

42 SURVIVORS CARED FOR

5 SURVIVORS REPATRIATED

2 EXPLOITERS CONVICTED

Our small but mighty team in Romania has continued to build our work and is making strides under our new Country Director:

- **Survivor aftercare:** Our team supported more than 40 survivors during this period, including with accessing counselling, legal assistance, finding and maintaining employment, medical services and advice on labour rights. In many cases, our Navigators are providing support not only to MSHT survivors themselves, but also to their family members, in particular their children. In one case, our Navigators helped a survivor's child who has been diagnosed with autism to gain access to specialised therapy, while another survivor was supported to get urgent blood tests for her three babies
- **Justice and moral compensation:** A survivor of sexual exploitation, whose four traffickers were convicted and sentenced to pay her criminal damages, finally received the first share of the compensation owed to her, after our Navigator assisted her to access legal support. This is the first time that JCRO have been involved in obtaining moral

compensation for a survivor in Romania and it is rarely successfully pursued, as it is a lengthy and bureaucratic process. Additionally, two more defendants linked to this case have been convicted, with combined prison sentences of 14 years, and compensation of €20,000 to be awarded to the survivor, provided that these decisions are upheld at appeal stage

- **Reintegration:** The team conducted interviews with survivor consultants to inform the development of a reintegration guide accessible to survivors of MSHT in Romania which will help them to understand their rights, make safe migration choices and to access vital services
- **Systemic change:** In a major breakthrough, the Romanian Government has pledged to include the JCRO Victim Navigator role in a new Governmental Strategy (2024-2028) following advocacy work led by our new Country Director





Partnerships

We are partnering operationally with more than 100 organisations along the trafficking routes where our casework takes place. To strengthen regional joint working, during the last six months we also:

- Hosted key Indian partner organisations for a collaboration meeting in Bangladesh, leading to increased referrals and joint working
- Contributed to numerous best practice recommendations as part of an International Organization for Migration international exchange conference

Systemic Change

Our International Systemic Change Unit has:

- Published research on trafficking in humanitarian settings to fill an evidence gap, with engagement from key stakeholders including Regional Anti-Trafficking Taskforce for Ukraine, UNODC, IUK Gov International Development Committee
- Convened prosecutors for the second in-person gathering of the Global Prosecutors' Consortium in Nairobi, with a focus on survivor-centric prosecutions

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

- Publishing a groundbreaking report on Criminal Exploitation in the UK
- Contributing evidence to an independent review on child criminal exploitation
- Attending an exclusive roundtable with the US Ambassador-at-large to Monitor and Combat Trafficking in Persons to provide a briefing on the MSHT situation in the UK as

background for the next US State Department Trafficking in Persons report

- Meeting with key policymakers, MPs, peers and advisors from government and opposition parties to inform MSHT policy and input on implementation of recent legislation including the Nationality and Borders Act and Criminal Justice Bill
- Multiple media engagements on cuckooing and criminal exploitation including ITN, Channel 4, Observer, Cap X, Inside Housing

Danut's* story

Growing up in the Romanian care system, Danut suffered years of physical and sexual abuse before he was trafficked for labour exploitation and brought to the UK. Danut was forced to work long hours in a car wash, housed in squalid conditions, deprived of food, and regularly beaten, with his pay being confiscated to cover 'debts'.

After being removed from exploitation by police, Danut was supported by our UK team, providing interviews to support a police investigation, before being

repatriated to Romania. He was suffering from a number of complex medical and emotional needs, which made his recovery and reintegration particularly challenging.

Our Navigator built a relationship with Danut, found him short-term accommodation, provided food and toiletries and assisted him to apply for documentation to access other social services. After months of tireless advocacy, our Navigator helped Danut gain long-term financial stability, with

backtracked disability benefits payments amounting to a total of around £2500, and £400 monthly payments thereafter. Danut has also been given long-term social housing, free ongoing medical treatment and counselling support.

The future is looking brighter for Danut, who is proud to have a home of his own, and has begun volunteering at an animal shelter, and training as a handyman. He expressed gratitude to JCRO for helping get him back on his feet and rebuilding his hope.

“JCRO offered me a chance to a new life that I could not imagine before, I feel more confident in the future now and I have gained a friend.

Danut, survivor



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 Champion Survivors' peer-led aftercare programme in Bangladesh to date.

The programme

Since January 2023, twenty remarkable survivors of modern slavery who have been supported through the JCBD aftercare programme have now been employed to work alongside our team as peer aftercare professionals. These Champion Survivors had already reached an advanced stage of recovery, engaged with our Joyjatra survivor's forum, and have gained experience through providing peer mentoring services. With funding from the UK Home Office Modern Slavery Innovation Fund (MSIF), they are taking the next step in their path to reintegration and empowerment by working alongside the JCBD team to deliver a full range of aftercare to other survivors who are at an earlier stage in their recovery journey. Champion Survivors have been provided with intensive training, ongoing professional supervision, mentoring, salaries and support, helping them to flourish in their new roles.

The evaluation

To monitor the impact of the programme, and to provide ongoing recommendations for improvements, we have hired a team of expert researchers to run an external evaluation of the programme. The baseline evaluation involved more than 50 in-depth surveys and 40 interviews with survivors, Champion Survivors, family members and JCBD team members. The report paints a hugely encouraging picture of where the project is at so far in terms of outcomes for both the survivors and Champions.

Professional development

Champion Survivors have found themselves personally and professionally empowered through their roles. They are rapidly developing the strong professional skills and mental resilience needed to perform their roles to the highest standards, learning through observation, practice and personal diligence and watching each other, as well as other Justice and Care staff at work: Champions reported that they take great pride in their professional roles:

"Now, when I tell others that I am doing a job, I feel the pride. I feel my head is held high when I tell others". They report gaining satisfaction from knowing that they are good at their jobs and channelling their energy towards doing something positive:

Standing in the community

Champion Survivors are experiencing improved social connections and relationships within their families and wider communities as a result of their role with Justice and Care, reporting that while they were previously experiencing discrimination, they are now being 'valued' and treated with respect:

“

Those who used to point their finger towards me, now lower their eyes when talking with me.

“

I feel like, [name of Champion] has now become this. One day I want to go there, I dream about being like her.

Survivor perspectives

Survivors rate the services provided by Justice and Care very highly, with counselling and grocery support ranked as the most useful services, followed by medical support, peer mentoring and income generation activities, indicating the importance of a holistic model that combines an emphasis on immediate practical needs with longer term emotional recovery.

Survivors view the Champions in extremely favourable terms, rating them highly in terms of quality of service, trust, and ease of communication. Many survivors mentioned the special connection that they have with their Champion aftercare worker based on their shared lived experiences and see Champions as role models:

Champion Survivor identifies victim of MSHT on bus

Sitting on a bus close to the Bangladesh border, one of our Champion Survivors noticed a young woman crying. Our Champion Survivor, who is now working with JCBD as a peer-led aftercare worker, sat down next to the woman and comforted her- it led to the woman sharing her story. She explained how she had been trafficked to India, where she was forced to work in a brothel. She managed to escape but did so with no possessions, money or documents, which the traffickers had taken. People smugglers agreed to take her across the border - the 'payment' that she was raped four times.

This young woman found herself on a bus from the border with nothing and nowhere to go - she comes from a broken family, plagued by mental health and addiction issues. Our Champion Survivor explained how Justice and

Care had helped her and called the team who were able to quickly act - ensuring that the woman got access to emergency accommodation in a shelter home. Our team is now ensuring that she is given aftercare support .and our Champion Survivor is standing by her, offering peer mentoring and moral support, from the valuable perspective of someone who has overcome similar struggles.



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.