

CEO overview

The last six months have felt significant internally - including the launch of a new strategy and the development of new initiatives and partnerships, particularly in Romania.

They have also been significant externally - with new Governments in both Bangladesh and the UK. In Bangladesh, the violent unrest and sudden regime change was unexpected and tumultuous. Given the political crisis, including the need to build new relationships with government, the results we have achieved in the last six months are even more extraordinary.

In Bangladesh, we have seen significant growth in the number of survivors supported. This is largely driven by our pioneering project working within the country's Government shelter homes. We have been given unprecedented access to support young women and girls in these shelters. It is a highly challenging environment, but we are bringing hope.

You will see a large increase in the number of convictions secured against traffickers - many of these are happening in Bangladesh and are the result of a project aimed at tackling a large backlog of cases within the judicial system. It is also brilliant to see that the country has adopted software we have developed to manage case referrals nationally.

In Romania we have also seen outstanding engagement with the Government - including signing a new partnership with the Ministry of Education aimed at developing a prevention programme for pupils at risk of exploitation. Our

Navigators meanwhile have been providing support to more than 50 survivors - including helping four victims, who had been held for up to 17 years, to safety.

In the UK, you may have seen the BBC Documentary, 'Slavery on the High Street', about a criminal group who made hundreds of thousands of pounds exploiting homeless victims in a McDonald's and a bakery. We supported many of the survivors and were instrumental in bringing those responsible to justice. You can watch the programme on iPlayer and read more on the case on page 5.

There is so much to be proud of - most importantly, helping survivors and vulnerable people to transform their lives (970 in the last six months). This is only possible because of your support. Thank you.

“

You do not need me to tell you, but Justice and Care is special. As you read this report, we have seen a significant increase in the number of survivors we are supporting.



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 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 direct work and translating them into ways governments and stakeholders can fight this crime at scale.



Headline achievements

MARCH 24 - AUGUST 24

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

Saving lives:

VICTIMS REMOVED FROM EXPLOITATION

58 +59%

SURVIVORS AND SHELTER RESIDENTS CARED FOR¹

970 +151%

SURVIVORS REPATRIATED

91 -4%

Prosecuting criminals:

ACCUSED TRAFFICKERS ARRESTED

20 -33%

CASES PROSECUTED

363 +22%

EXPLOITERS CONVICTED

34 +94%

FRONTLINE PROFESSIONALS TRAINED

2,464 +23%

Systemic change:

- Bangladesh Ministry of Home Affairs agreed to adopt a NRM software developed by Justice and Care to manage human trafficking case referrals nationally.
- Victim cards developed by our UK Navigators have been deployed by Border Force in 23 UK ports, supporting early engagement with potential victims of trafficking.

- Policy Unit published a new report which sets out priority recommendations for how the new government can effectively tackle modern slavery.

¹ This includes 584 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 such as abandonment- currently very little data is available on how many of these are survivors of trafficking.

Detail by strategy

Direct work



UK

189 SURVIVORS CARED FOR

10 ACCUSED TRAFFICKERS ARRESTED

8 EXPLOITERS CONVICTED

1,600 FRONTLINE PROFESSIONALS TRAINED

Our Navigators have continued to exemplify why they are essential to fighting modern slavery in the UK:

- **Survivor aftercare:** We delivered holistic care to 189 survivors, with 80% 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 (98%) have engaged with an investigation, and many are directly supporting prosecutions. In one case, four traffickers were arrested after our Navigator helped to persuade two survivors, who were considering withdrawing, to stay on board with the investigation.
- **Justice:** Eight convictions have been secured as a result of our intervention, with six exploiters receiving a combined prison sentence of 50 years, and two exploiters awaiting sentencing.

- **Police partnership:** Our Met Navigators received a Commendation from the Assistant Commissioner and our EMSOU Navigator was issued the Head of Department Award by Nottingham Police.
- **Systemic change:** Our Navigators have developed victim cards which were deployed to Border Force in 23 UK ports in 19 languages, supporting early engagement with potential victims. Additionally, our Navigators advised Derbyshire Council and local partners on their standard operating procedures.
- **International engagement:** Our Navigators presented at international forums including a roundtable organised with Tri-Borough London Modern Slavery and Exploitation Coordinators, Latin American Women's Rights Service and the Brazilian Consulate. This resulted in the survivor-led, co-development of media resources, endorsed for a national campaign by the Public Defender's Office in Brazil.

Our Victim Navigators have also built on work addressing labour exploitation within care homes by presenting guidance to the High Commission of India, Home Office and the FCDO.

“ Their presence and understanding have made me feel human again, something I had been struggling with for a long time.

Survivor, UK





BANGLADESH

57 VICTIMS REMOVED FROM EXPLOITATION

728 SURVIVORS AND SHELTER HOME RESIDENTS CARED FOR

89 SURVIVORS REPATRIATED

10 ACCUSED TRAFFICKERS ARRESTED

363 PROSECUTIONS OF EXPLOITERS SUPPORTED

26 EXPLOITERS CONVICTED

864 FRONTLINE PROFESSIONALS TRAINED

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

- **Aftercare:** New evidence from our survivor-led aftercare programme suggests the model will result in long-term positive recovery and reintegration outcomes for survivors and Champion Survivors. One survivor said: "They understand our position – [they feel] "I was a victim too, if I give them service, it will make my life meaningful" – therefore, they work more wholeheartedly.."

Our team has provided aftercare support to more than 500 **survivors and vulnerable women and girls residing in, or recently discharged from, shelter homes.** We are continuing to support renovations, provide training to staff, and conducting research in order to make recommendations. As part of this programme, we have successfully advocated for the term 'Socially Disabled/ Disadvantaged' to be removed from the names of shelter homes.

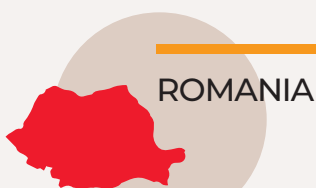
- **Justice:** Our team has provided legal support in over 300 human trafficking cases. This approach has secured 26 convictions, resulting in 222 years of combined imprisonment.

In our witness attendance programme, more than 740 witnesses were outreached and 336 recorded evidence, helping

to secure convictions and clear court backlogs. The programme has been endorsed by key partners, with one prosecutor stating: "JCBD's support in navigating and locating witnesses has been crucial for successful prosecutions."

We coordinated Bangladesh's first private witness testimony by video conference, setting a precedent which will normalise the practice of a wide range of witnesses testifying remotely.

- **Prevention:** Training of more than 400 members of Border Guards Bangladesh has led to the rescue of 55 potential victims. We established 10 youth groups - with 237 members across four districts - with 94% reporting greater confidence in spotting trafficking signs. These groups organised 11 awareness events, demonstrating their potential to snowball messaging.
- **Systemic change:** The Ministry of Home has agreed to adopt a NRM software developed by Justice and Care to manage case referrals nationally. The software will integrate the national ID, passport and birth certificate databases. We will support the roll out of the software.



ROMANIA

58 SURVIVORS CARED FOR

We are pushing forward with our Navigator programme in Romania and celebrating some major new partnerships:

- **Aftercare:** We supported 58 survivors during this period. In one case, a Navigator supported police to rescue four men who were held in labour exploitation for between 14 and 17 years and subjected to extreme violence. The Navigator is providing ongoing support.

A partnership agreement signed with the National Agency for Equality between Men and Women will grant our Navigators access to ten specialist health centres across the country.

- **Addressing child trafficking:** The team produced a groundbreaking research report on child trafficking in Romania titled 'Hidden Chains & Missing Links', with findings suggesting that protective figures, like family, community and local authorities, are often failing – and are sometimes directly

involved in their exploitation. In response, JCRO has launched the Romania Anti-Child Trafficking Initiative with decision makers and Government Stakeholders. The team has also signed a partnership agreement with the Ministry of Education aimed at developing a sectorial programme for prevention, identification and support for pupils at risk.





Partnerships

We are partnering operationally with more than 100 organisations. To strengthen regional joint working, during the last six months:

- Our Bangladesh Country Director travelled to India to meet with partner agencies.
- Our Romania Country Director participated in the OSCE Combating Trafficking in Human Beings conference in Vienna.
- Our Scotland Navigators worked with Romanian police, accompanying them on deployments.

Joint Policy Unit

After three years of campaigning, our Policy Unit secured a significant win when the previous Government amended the Criminal Justice Bill to make cuckooing a standalone criminal offence. Unfortunately, following the declaration of a General Election, the bill was not included in legislation passed in a 'wash up' process before Parliament was dissolved. We continue to press the new government for change and are buoyed by cross-party support.

The Unit published a new report, "A renewed vision for the fight against modern slavery: A programme for Government", which set out priority recommendations for the new government. Post-election, the Unit has initiated engagement with key junior government ministers and began re-engaging with key personnel in the Home Office.

The Unit has given both oral and written evidence to the House of Lords special Committee on the Modern Slavery Act.

Global Research

Our International Systemic Change Unit has been presenting their research on trafficking in humanitarian settings to key stakeholders, including UN agencies and International NGOs.

Cited as a key resource for advocacy, the Unit recently presented findings

to the International Organization for Migration staff working across Ukraine and borders, and has been invited to a high level roundtable in Warsaw. We also co-convened a workshop for the UN Global Protection Cluster's gender-based violence Community of Practice.

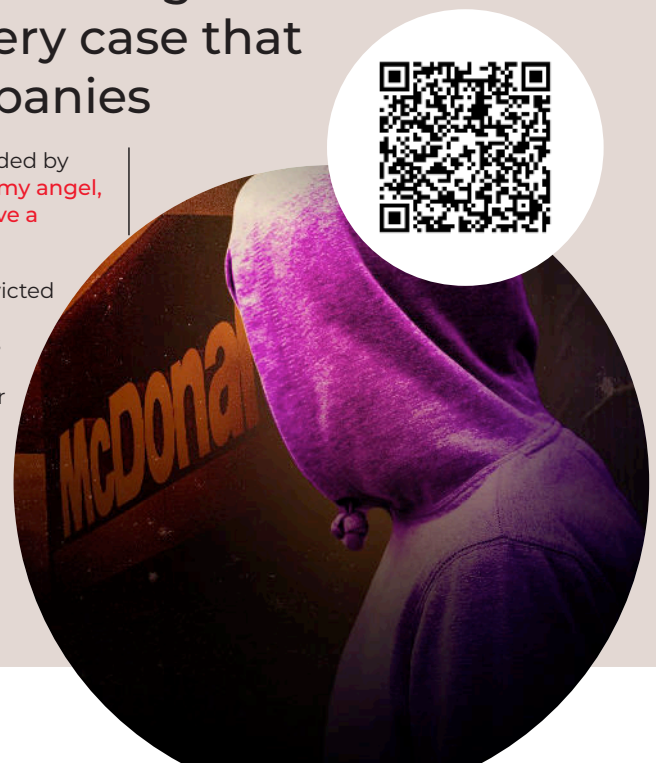
Case study: BBC documentary shines light on Justice and Care modern slavery case that went undetected by big UK companies

A new documentary on the BBC has showcased how the brutal exploitation of 16 modern slavery survivors went undetected in the UK for years. Justice and Care played a crucial role in supporting six survivors in this case, where vulnerable individuals were deceived by a Czech human trafficking gang. The victims had their wages stolen and passports confiscated, and were subjected to violence and forced to live in squalor.

Our Navigators helped survivors access safe accommodation, healthcare and rehabilitation services, and supported them through the criminal justice process. One survivor expressed deep

gratitude for the support provided by our Navigator, saying **"you are my angel, always helping me. When I have a problem I know to call you."**

The four defendants were convicted of a total of 60 modern slavery offences resulting in sentences of a combined total of 26 years' imprisonment. DC Kelly, Officer In Charge, said: **"The Victim Navigator [role] was crucial in ensuring that not only were the victims still willing to provide evidence in the trial itself, but also that they were supported throughout this whole period of investigation."**



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 UK-based Modern Slavery in Organised Immigration Crime (MSOIC) Navigator, who began working with UK Border Force, police forces and survivors in November 2021, in a pilot project funded by Comic Relief.



The problem

Organised immigration crime involves moving a person across borders without legal permission, with the assistance of an organised crime group. It generates easy money for criminals, funds other crimes, often endangers lives, and whilst distinct from human trafficking, frequently funnels migrants into situations of exploitation. Border Force staff and police forces struggle to engage potential victims at UK border entry points for several reasons including workload and resources, language barriers and potential victims' fear of authorities.

The MSOIC Navigator was introduced to bring a focus on human trafficking into law enforcements' work on Organised Immigration Crime. In a context where immigration enforcement is a huge political focus, ensuring that victims of human trafficking are cared for and that human trafficking crimes are investigated, has never been more important.

Supporting survivors

The MSOIC Navigator works with partners to intercept victims and build cases against exploiters, and creates support plans for survivors. Of the 54 people the Navigator has supported across the pilot, 88% have seen an overall improvement in their wellbeing.

Caseload profile:

Gender: 54% female

Primary exploitation:

- Sexual: **30%**
- Criminal: **24%**
- Labour: **20%**
- Domestic Servitude: **13%**
- Financial: **9%**

Most common nationalities:

- Vietnam: **17%**
- Albania: **11%**
- United Kingdom, **9%**
- Brazil: **9%**
- Thailand: **6%**
- St Vincent and the Grenadines: **6%**
- Romania: **6%**
- Nigeria: **6%**
- Egypt: **6%**

Age:

- 18-25: **33%**
- 26-35: **35%**
- 6-45: **20%**
- 46-55: **6%**

One survivor explains how the MSOIC Navigator supported her:

"The therapy has helped me to cope with trauma and I am learning helpful techniques. [And] You helped me with a lot of paperwork I wasn't able to complete on my own... Thanks to you I always know there is a solution and we will find a way."

The same survivor was experiencing anxiety due to unsuitable housing; it was damp and there was a history of crime on the site. She is now in new accommodation and reports feeling safer and happier after the Navigator wrote to the local authority and made a case for her.

Getting survivors onsite

The MSOIC Navigator has been endorsed by partners, such as officers at Stansted Airport, for proactively identifying potential victims and facilitating enhanced engagement. A Border Force officer explained:

"They may have been told that anyone in uniform isn't going to help and they're out to get you. So having the Navigator, and the other teams, there who are in plain clothes, that really helps because it means that people are sometimes far more willing to engage."

A police officer also added that investigators 'have more time to focus on the evidence gathering against the suspects'.

Joining forces tackle modern slavery

The MSOIC Navigator role has facilitated connections nationally. For example, the Navigator brought together Essex Police and elements of Border Force to visit Calais to understand what tactics

are being used to transfer people. The Navigator also liaised with the Romanian Embassy to share intelligence, which led to a perpetrator having his visa revoked in the UK.

The Navigator worked with a Stansted Airport officer to develop "victim cards" aimed at improving early engagement between potential victims and authorities, and described by partners as "gold dust". This project was expanded and funded directly through a partnership with Border Force.

Training

During the pilot project, the MSOIC Navigator has delivered training to 386 law enforcement representatives, and 163 other stakeholders, such as airport staff, third sector professionals and business leads. Most recently, the Navigator trained 20 Dover-based individuals from Border Force Senior Leadership who are dealing directly with boats arriving in the UK.

The Navigator also worked with partners to develop a training package that will reach over 10,000 Border Force staff. She received a letter of recognition from the National Border Force SAMS lead praising her 'magnificent contribution'.

The evaluation

As part of the three-year pilot, Justice and Care commissioned an independent evaluation at the beginning, middle and towards the end of the funding period. The evaluator noted:

"The benefit of the MSOIC Navigator role was that it can be adapted to the individual needs of each case and take action swiftly."

And that:

"Overall, stakeholders were clear that the role of the Navigator was essential in enabling victims to remain engaged and supported across a number of years allowing police and other agencies to build a robust case. This is also reflected in the number of guilty charges, successful prosecutions and lengthy sentences given out during the pilot."

Case study: Farzana's* journey towards economic empowerment

After her dad died, Farzana* and her mother struggled to keep afloat financially. When she was a ninth grade student, Farzana was convinced by a neighbour that she could make money in Jordan as a domestic worker and the neighbour made arrangements. The working conditions were inhumane, and Farzana was physically and sexually abused by employers. She fell seriously ill and, after her mother and community members intervened, the neighbour arranged for Farzana's return.¹ However, she embezzled Farzana's entire salary and her mother was forced to take out a loan to cover the expenses demanded.

After returning to Bangladesh, Farzana was in poor health, extreme psychological distress, stigmatised by her community and contemplating suicide. Our team created a tailored support plan, including counselling support,

which helped improve Farzana's mental health. After going to life skills training, she discovered a talent for sewing and we helped her to set up a small tailoring business. Through her diligence and skill, within six months, Farzana has generated a stable income. She has re-enrolled at open university and dreams of setting up a tailoring business that trains and employs other girls: **"I will train up girls to be independent."**

*name changed to protect identity

Thank you!

For standing with Justice and Care in bringing freedom to those living in the grip of slavery, justice against those responsible for human trafficking and sparking systemic change.

Your support is changing lives, and together we can break the grip of slavery.