

CEO overview

Over the last four months, we have continued to make strides in the fight against modern slavery. That has included landmark cases, exciting partnerships with governments and outstanding survivor support.

Normally, we put together a six month impact report. This one covers a shorter period as we bring our reporting in line with a new financial year, running from January through to December. But there is no shortage of activity to report – with 54 survivors removed from exploitation, hundreds cared for and multiple traffickers convicted.

In the UK, our Navigator Programme is continuing to build an outstanding reputation and we are delighted that the Government is showing a keen interest in the project. The impact speaks for itself - as you will read, 98% of the survivors we are working with are supporting investigations and nine convictions have recently been secured. If you haven't seen it, the programme was part of a powerful long read in the Sunday Times in January – you can see the [article here](#).

Our UK policy team has made waves with their new report on forced labour. We were delighted to hold a panel discussion on the research in Parliament, with a survivor of exploitation in the care industry joining to share their experience and help push for stronger protections.

We are sparking systemic change everywhere we work. In Bangladesh we have been working with the Government to expand our work with judges and prosecutors to ensure

they have the necessary understanding to successfully build and try cases. We are also delighted to have supported some survivors to realise their dream of opening their own restaurant. You can hear about the Joyjatra Food Corner, which has a speciality of delicious fried chicken, on page 3.

Meanwhile, in Romania we have seen more than 50 survivors supported over the last four months and the launch of a hugely successful national media campaign focussed on workers' rights and safe migration.

We know that, to realise our vision, so much more work is needed – but we are delighted by the progress made, which your support makes possible. Day in and day out, we are changing lives and the response of nations to this terrible crime. Thank you so much for standing with us.



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Purpose and strategy

At Justice & Care, our purpose is clear - to join forces to end modern slavery.

We do that 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.

Detail by strategy

Direct work September - December 2024



194 SURVIVORS CARED FOR

11 ACCUSED TRAFFICKERS ARRESTED

9 EXPLOITERS CONVICTED

464 FRONTLINE PROFESSIONALS TRAINED

Our Navigators in the UK have continued to be successful in crucial areas, including:

- **Survivor aftercare:** We delivered holistic care to 194 survivors, with 79% 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 (98%) have engaged with a police investigation during this period.
- **Justice:** Nine convictions have been secured thanks to our Navigators, with five exploiters given a combined prison sentence of 55 years and four awaiting sentencing.
- **Systemic change:** Our Gangmasters and Labour Abuse Authority Navigator attended a meeting with Foreign Commonwealth and Development Officer colleagues based in India to discuss ways to better educate international workers coming to work in the UK care sector. Another Navigator successfully lobbied to update requirements for survivors seeking support from the National Referral Mechanism (NRM).

Anna* volunteers to help other survivors after traffickers sentenced to 16 years

In 2020, Greater Manchester Police rescued Anna, a Romanian woman who had been exploited for over 13 years and alerted the GMP Navigator. After fleeing an abusive home at 17, Anna had been coerced into sexual, labour and criminal exploitation by a Romanian family. The boyfriend of one of her exploiters then trafficked her to the UK where she was forced to continue sex work. Anna was supported by our Navigator to give evidence to police and was over the moon when in September two of her traffickers were sentenced to 10 and six years respectively for modern slavery offences, after a third was sentenced to 30 months for kidnapping. Despite years of exploitation, Anna has shown incredible resilience. With support from us, she has rebuilt her life, learnt English, secured employment, and now volunteers to help children with disabilities and other survivors of modern slavery.



*name changed to protect identity



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:

- **Context:** The political situation has continued to stabilise as the interim government has taken control. Sporadic unrest and political tensions remain as parties prepare for potential upcoming elections and there have been some changes in government officials, but this has not significantly disrupted our activities and we continue to strengthen our network.
- **Aftercare:** Our Champion Survivors have launched a food business, employing five survivors, with support from our team. This is a significant milestone for those involved – with the formal inauguration, attended by local officials – and comes after two years of planning. Meanwhile, 16 Aftercare Case Facilitators (ACFs) are training to be accredited as para-counsellors.
- **Justice:** Our legal team has supported more than 200 human trafficking cases this period. We have so far secured the conviction of eight exploiters, resulting in 56 years of combined imprisonment. In one case, two traffickers were sentenced to 12 years for abducting and trafficking a three-year-old whose parents were blind and lived in poverty.
- **Prevention:** As well as training more than 300 members of Border Guards Bangladesh to identify and rescue

potential trafficking victims, our 10 established youth groups have trained over 1,000 young people across 47 schools, colleges and community forums to spot the signs of trafficking and how to report locally.

- **Systemic change:** Our team convened a meeting to reactivate a dormant Counter-Trafficking Committee in a Bangladesh border area. The meeting was attended by key local government, law enforcement and community representatives and outlined a framework for regular future meetings. The team will continue to take a key role in coordinating future meetings.

Spotlight: mental health interventions for vulnerable shelter home residents

The team has been supporting vulnerable women and girls in government-run shelter homes. Many shelter home residents struggle with trauma and frustration and, until our intervention, the shelter lacked any provision for psychological care. We worked with staff to raise awareness of mental health and emphasise the positive impact of creative activities. One teacher has started weekly drawing classes, while staff at another shelter introduced gardening - with reports of survivors being thrilled to be involved. We also conducted a four-day mental health programme with 12 girls, focusing on emotional support, coping skills and self-expression.



ROMANIA

57 SURVIVORS CARED FOR

In Romania, our small team continues to make a huge impact:

- **Context:** During Autumn 2024, Romania held parliamentary elections and the former political and governmental coalition held its ruling position. Our Country Director has good relationships with both ruling and opposition party representatives and has undertaken work to establish the future Parliamentary Special Committee on Combating Human Trafficking.
- **Aftercare:** Our team supported 57 survivors during this period. In one case, Navigators worked with survivors to find jobs that provide accommodation, and helped them obtain legal support and documentation. Before job interviews, Navigators arranged haircuts and access to hygiene facilities, while one survivor was assisted with the complex legal process of 'integrity reinstatement' - clearing their criminal record, after gaining one due to their exploitation.

- **Prevention:** Our team launched a television and radio campaign promoting safe migration which provoked national headlines and media interest. Survivor-informed reintegration and safe migration guidelines were distributed, with 20,000 leaflets reaching an estimated 42,500 individuals at airports and land borders and video messaging reaching an estimate of more than two million viewers. Our team tested the messaging with a sample of survivors, revealing a high level of understanding and retention, with 85% recalling the key messages.
- **Systemic change:** Justice and Care was designated Facilitator of the Government Working Group on the implementation of the National Strategy Against Trafficking in Persons, focusing on preventing and combating child trafficking. We also met with the head of National Police and leadership from the Directorate Against Organised Crime, to establish a direct referral mechanism for the Romania Navigator Programme.



Global Partnerships

We partner operationally with more than 120 organisations. During the last four months:

- **Bangladesh:** A training workshop we hosted, focused on collaboration, brought together 11 members of Armed Police Battalion-3, including the Superintendent of Police.
- **Romania:** Our team signed a strategic partnership with the Ministry of Foreign Affairs to support the implementation of a repatriation system for trafficking victims.
- **UK:** We are hosting a workshop to develop a digital solution for potential workers in the adult care sector, in association with StrongerTogether, the Just Good Work app and Kingsley Healthcare.

UK Policy and Advocacy

New report launched: **At what cost? Exploring the impact of forced labour in the UK**

Our Policy and Advocacy team released *At What Cost? Exploring the Impact of Forced Labour in the UK*, in partnership with the Centre for Social Justice - uncovering that this crime occurs in the regular economy, with criminals exploiting weaknesses in the labour market and immigration systems. We hosted a panel event at Parliament in January, attended by MPs, sector experts, and people with lived experience. At the event, we outlined recommendations for the government, including an urgent inquiry into forced labour in the adult social care sector, strengthened labour market enforcement through the creation of

a Fair Work Agency and enhanced reporting requirements for businesses under the Modern Slavery Act 2015.



Thank you for joining forces with Justice and Care.

Together, we are bringing freedom to those living in the grip of slavery, securing justice against those responsible and sparking systemic change.