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| **Wales Anti-Slavery Leadership Group****Delivery Plan** |
| **Delivering the Anti-Slavery Strategy in Wales** |
| **2017 – 2018****Anti Slavery logo** |

# “The Wales Anti Slavery Leadership Group Delivery Plan sets out the Welsh Government aim to make Wales hostile to slavery and provide the best possible support to survivors”

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1. **Introduction**
	1. Slavery is a terrible crime that affects an estimated 45 million people across the globe. Organised crime groups and criminals involved in this crime use force, fraud or coercion to exploit victims into slavery.
	2. Tackling slavery requires co-ordinated action cutting across the boundaries of the four Governments in the UK. The response in Wales has been bolstered by the Welsh Government’s appointment of an Anti-Slavery Co-ordinator. The aim is the role will make Wales a hostile place for slavery to exist and to co-ordinate the best possible support for survivors.
	3. Slavery is perceived to be widely under reported crime. Slavery is categorised:
* Domestic servitude
* Sexual exploitation
* Child exploitation
* Labour exploitation
* Criminal exploitation
* Human tissue/organ harvesting
	1. In Wales the strategy to tackle slavery is being delivered in line with the Modern Slavery Strategy:
* **Pursue**

*‘Prosecute and disrupt individuals and groups responsible for slavery’*

* **Prevent**

*‘Prevent people from engaging in slavery’*

* **Protect**

*‘Strengthen safeguards against slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime’*

* **Prepare**

*‘Reduce the harm caused by slavery through improved victim identification and enhanced support’*

Link to the Modern Slavery Strategy: [https://www.gov.uk/.../**Modern**\_**Slavery**\_**Strategy**\_FINAL\_DEC2015.pdf](https://www.gov.uk/.../Modern_Slavery_Strategy_FINAL_DEC2015.pdf)

1. **The Anti-Slavery Leadership Group**
	1. The Wales Anti-Slavery Leadership Group provides strategic leadership which is essential to co-ordinate the identification and recovery of victims and to bring their perpetrators to justice. Our actions also include raising awareness to prevent this heinous crime happening in Wales.
	2. Established in January 2013, the Wales Anti-Slavery Leadership Group provides strategic leadership for tackling slavery in Wales. The Leadership Group is in a unique position to add value by co-ordinating collaboration across partners to plan and support delivery in Wales, thereby maximising the opportunities for multi-agency solutions to tackle slavery.
	3. Chaired by the Head of the Community Safety Division of the Welsh Government, the Leadership Group brings together the leaders from the relevant partners in Wales from the Public, Private and the Third Sectors (for List of Members see Page 8).
	4. The Leadership Group has three sub-groups:
* The Wales Anti-Slavery Training Sub-Group
* Wales Anti-Slavery Casework Review Group
* Wales Threat Group for Modern Slavery which is aligned to the UK Threat Group for Modern Slavery
* Wales Sex Worker Support Sub-Group
	1. The aim of the Leadership Group is to provide an evidence base on the scale of the problems, set the strategic direction of the agenda in Wales, support and encourage the Wales Anti-Slavery Operational Delivery Group and the Regional Anti-Slavery Groups to share ‘good practice’ with partners and report progress to the Cabinet Secretary for Communities and Children.
	2. Regional Anti-Slavery Groups have been established to give coverage across Wales in Cardiff and the Vale of Glamorgan, Cwm Taff, Dyfed Powys, Gwent, Western Bay and North Wales. The Regional Anti-Slavery Groups are responsible for operational activity and will report progress. They also have an information/intelligence sharing function. The membership of the Regional Anti Slavery Groups mirrors the Leadership Group with ‘local’ representation from the respective member organisations.

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* 1. The Terms of Reference of the Wales Anti-Slavery Leadership Group are set out in Annex A.
	2. The Group’s membership is set out in Annex B.
1. **Delivery plan**
	1. This Delivery Plan sets out the key priorities for the Anti-Slavery Group for 2017/2018 and is underpinned by governance and reporting arrangements for slavery in Wales – Annex C.
	2. The delivery of this plan is dependent upon all partners playing their part. Within Wales there is a history of strong partnership working and this will be a critical success factor for ensuring the successful implementation of the plan.
2. **Governance and reporting**

4.1 Progress against this plan will be monitored through the Leadership Group meetings. Papers will be commissioned in advance of each meeting.

* 1. Risks will be reported by exception.
	2. The Delivery Plan will be formally reviewed annually. However, this is a dynamic plan and any additional objectives will be added as appropriate with the agreement of the Chair of the Leadership Group.

Annex A The Wales Anti-Slavery Leadership Group – Terms of Reference

**Terms of Reference**

1. **Background**
	1. This document is designed to outline the roles and responsibilities of the Wales Anti-Slavery Leadership Group and its members. The Wales Anti-Slavery Leadership Group Chair is responsible for agreeing changes to these Terms of Reference.
2. **The Wales Anti-Slavery Leadership Group roles and responsibilities**
	1. The Wales Anti-Slavery Leadership Group will provide leadership and be the strategic ‘influencing’ voice of the Welsh Government’s aim of making Wales hostile to slavery and providing the best possible support to survivors.
	2. The Wales Anti-Slavery Leadership Group will achieve the Welsh Government’s aims by:
* Being the reference point on matters relating to slavery in Wales
* Working collaboratively to promote awareness of slavery in Wales
* Providing direction and advice to the Leadership Sub-Groups
* Providing direction and advice to the Wales Anti-Slavery Operational Delivery Group and Regional Anti-Slavery Groups
* Providing statistical data and develop meaningful data analysis
* Promoting good practice across Wales
* Promoting research and evaluation
* Reaching out to organisations and communities we have yet to connect with
	1. To assist this undertaking, it will be the responsibility of the Wales Anti-Slavery Leadership Group to:
* Receive and consider reports from the Leadership Group members
* Request and consider additional, ad hoc reports from the Wales Anti-Slavery Operational Delivery Group and the Regional Anti-Slavery Groups. This will include working cohesively with safeguarding partners.
1. **Membership**
	1. Members will provide professional advice on the development, delivery and quality assurance of the Delivery Plan Strategic Objectives, in particular as relevant to the sector they represent.
	2. Members will represent the views of their organisation.
	3. Named representatives sit on the Leadership Group and nominated deputies can attend with the agreement of the Chair On these occassions, deputies should ensure an appropriate mechanism is used to brief the standing Leadership Group member following their attendance at the meeting.
	4. Where there is more than one representative from the same organisation they must decide how to split meeting attendance and manage sharing of information.
	5. Membership of the Leadership Group is a non-statutory advisory role.
2. **Reporting**
	1. The Wales Anti-Slavery Leadership Group shall report to the Cabinet Secretary for Communities and Children through the Leadership Group Chair.
3. **Dates for meetings**
	1. Meetings will be held three times per year to correspond with Welsh Government term-time.
	2. Meetings will be held in April, July and November.

(Reviewed in April 2017)

Annex B Wales Anti-Slavery Leadership Group – List of Members

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|  | **Name** | **Organisation** | **Purpose** |
| 1 | Bon Westcott (Chair) | Head of Community Safety DivisionWelsh Government | Chair the Wales Anti-Slavery Leadership Group and to bring the Welsh Government Community Safety perspective. |
| 2 | Stephen Chapman | Anti-Slavery Co-ordinatorLead on Anti-Slavery and Serious Organised CrimeWelsh Government | Anti-Slavery Co-ordinator - Welsh Government - to bring knowledge and expertise associated with that roleSecretariat for the Wales Anti-Slavery Leadership Group. |
| 3 | Joanne Hopkins | Head of Home Office Wales Team | The Home Office senior representative for services in Wales which include UK Visas & Immigration and other Home Office Departments. Brings the Home Office perspective to the Leadership Group and links to the Modern Slavery Unit and other parts of the Home Office as required.  |
| 4 | Lucie Irving | Serious and Organised Crime Frontline Team Strategic Centre for Organised CrimeOffice for security and Counter Terrorism (OSCT)Home Office | Home Office Lead for Modern Slavery with the Serious and Organised Crime Frontline Team covering Wales, South West and West Midlands. |
| 5 | Kim-Ann Williamson | Strategic Objectives Delivery LeadEquality, Diversity and Community Engagement ManagerCrown Prosecution Service Cymru Wales | Represents the Crown Prosecution Service in Wales. Responsible for delivering the Strategic Objectives of the Delivery Plan. Chairs the Training Sub Group and the Wales Anti-Slavery Operational Delivery Group. Also provides performance data and feedback from the Regional Anti-Slavery Groups.Also Chairs UK Modern Slavery Training Delivery Group |
| 6 | Julian Williams | Deputy Chief ConstableGwent Police and represents the National Police Chiefs’ Council England and Wales | National Police Chiefs’ Council lead on Anti-Slavery for Wales. Co-ordinates the response of the 4 Welsh Police Forces and links to the National Police Chiefs’ Council (England & Wales) Lead for Modern Slavery. Also chairs the Wales Threat Group for Modern Slavery. |
| 7 | Leanne Brustad | Detective SuperintendentGwent Police and the Operational Policing Lead for Modern Slavery  | The Operational policing lead on Anti-Slavery for Wales. Co-ordinates the operational response of the 4 Welsh Police Forces, British Transport Police and links to the National Police Chiefs’ Council (England & Wales) Lead for Modern Slavery. Member of the Wales Threat Group for Modern Slavery.  |
| 8 | Karen Parsons | Manager, Wales Operations, Regional Organised Crime Unit (ROCU) National Crime Agency  | Representing all NCA services in Wales including NCA Operations, the Modern Slavery Human Trafficking Unit and UK Border Force.Also has links across all .ROCUs and influences joined up working and operations. |
| 9 | Richard Williams | Head of Wales Regional Intelligence Unit/Operation TARIAN | Representing the Wales Regional Intelligence Unit/Operations TARIAN (South Wales Forces) and TITAN (North Wales) and provides intelligence information from the 4 Welsh Police Forces, Regional Anti-Slavery Groups. Also leads on the Information/Intelligence Sharing Strategic Objective of the Delivery Plan. |
| 10 | Jeff Cuthbert | Police and Crime Commissioner for Gwent | Police and Crime Commissioner’s lead on Anti-Slavery for Wales. Co-ordinates the response of the 4 Welsh Police and Crime Commissioners links to the National Police and Crime Commissioners Network. |
| 11 | Leeanne Plechowicz | Deputy Head of Stakeholder Engagement National Probation Service Wales  | Represents National Probation Service in Wales and is the link to the National Offender Management Service Wales. |
| 12 | Mark Heath | Gangmasters Labour and Abuse AuthorityHead of Business Change and Development | The Gangmasters and Labour Abuse Authority lead on the Strategic Objective of the Delivery Plan for preventative measures to tackle labour exploitation in Wales.  |
| 13 | Megan Colley | Head of SafeguardingWelsh Government | Represents Welsh Government interest in Safeguarding and Social Services and Child Sexual Exploitation. Link to: Safeguarding Boards across Wales and National Independent Safeguarding Board.. |
| 14 | Angelina Rodriques | Deputy Chief ExecutiveBawso | Bawso are sub-contracted by The Salvation Army to deliver the Home Office funded support for adult female and male survivors in Wales. Bawso lead on the ‘Survivor Care Pathway’ Strategic Objective of the Delivery Plan and also deliver anti-slavery training. |
| 15 | Mike Wilkinson | Deputy Chief ExecutiveNew PathwaysRepresenting the Wales Anti-Slavery NGO Forum  | Brings alignment to the agenda from NGO’s who make up the Wales Anti-Slavery NGO Forum. New Pathways also provide anti-slavery advocacy services and training. |
| 16 | Barbara Natasegara | Chief ExecutiveSafer WalesRepresenting Community Justice Cymru Network | Brings alignment to the agenda from the wider NGO’s and civil society.  |
| 17 | Annwen Morgan  | Assistant Chief ExecutiveAnglesey County CouncilRepresenting Welsh Local Authorities | The strategic single point of contact representing the 22 Welsh Local Authority Chief Executives also Chair of the North Wales Regional Anti-Slavery Group. |
| 18 | Rachel Morgan | Policy OfficerCommunity SafetyWelsh Local Government Association (WLGA) | Represents the Welsh Local Authority perspective. |
| 19 | Dr Sue Hurrell | Special Projects ManagerValue WalesWelsh Government | The lead for the Welsh Government ‘Ethical Employment in Supply Chains – Code of Practice and Guidance’ |

Members by Exception

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| 20 | Andrew Wallsgrove | Head of OperationsOffice of the Children’s Commissioner for Wales | Represents the Children’s Commissioner for Wales. |
| 21 | Professor Ryszard Wilson Piotrowicz | Council of Europe GRETA ExpertDepartment of Law and CriminologyAberystwyth University | Provides expert advice with regard to the Council of Europe Convention on Action against Trafficking in Human Beings. |
| 22 | Rhian Bowen-Davies | National AdviserViolence Against Women and other forms of Gender-based Violence, Domestic Abuse and Sexual Violence | Provides independent and expert support and advice on Violence Against Women and other forms of Gender-based Violence, Domestic Abuse and Sexual Violence. |
| 23 | Paul Griffiths | Detective Chief SuperintendentSuperintendents Association for England and Wales | Represents the Association’s perspective on vulnerability issues which include slavery. |
| 24 | Justine Currell | Executive DirectorUnseen | The lead for the introduction of the new Modern Slavery Helpline and TISC Report Registry.  |
| 25 | Dragan Nastic | Senior Policy AdviserUNICEF UK | Represents UNICEF UK across the UK and global links to UNICEF and their stakeholders. |
| 26 | Professor Bela Arora | Senior Lecturer in Global GovernanceUniversity of South Wales | Provides advice and links on the UN Sustainability Development Goals. Link to ‘high education’ in Wales with international links. |

Annex C The Wales Anti-Slavery Leadership Group – Delivery Plan 2017/2018

The Wales Anti-Slavery Leadership Group the strategy to tackle slavery is being delivered in line with the Modern Slavery Strategy.

The Leadership Group Delivery Plan Strategic Objectives are:

**Pursue -** *‘Prosecute and disrupt individuals and groups responsible for slavery’*

* **Strategic Objective 1:** In Wales to increase investigations and prosecutions of modern slavery offences

**Prevent -** *‘Prevent people from engaging in slavery’*

* **Strategic Objective 2:** Tackling Child Exploitation
* **Strategic Objective 3:** Preventative Measures to Tackle Labour Exploitation in Wales

**Protect -** *‘Strengthen safeguards against slavery by protecting vulnerable people from exploitation and increasing awareness of and resilience against this crime’*

* **Strategic Objective 4:** Improve awareness and availability of information on Slavery
* **Strategic Objective 5**: Addressing prostitution and sexual exploitation in Wales – Wales Sex Worker Support Group
* **Strategic Objective 6:** The protection of vulnerable people from exploitation in the Homeless Sector in Wales

**Prepare -** *‘Reduce the harm caused by slavery through improved victim identification and enhanced support’*

* **Strategic Objective 7: Continue** to develop and deliver a consistent Anti-Slavery Training Programme for Wales
* **Strategic Objective 8:** Wales Victim Response Pathway
* **Strategic Objective 9:** Working with ‘Source Countries’

Pursue

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| **Strategic Objective 1: In Wales to increase investigations and prosecutions of modern slavery offences** |
| **Priority Actions** | **Owner** | **Timescale** | **Review Date** | **Update comments** |
| * 1. To work with Criminal Justice partners in establishing priorities and objectives to take this work forward to increase investigations.
 | Leanne BrustadWales Operational Police Lead for Modern Slavery | Ongoing | July 2017 | Green |
| 1.2 To work with the National Policing Portfolio and the Modern Slavery Police Transition Programme to share any identified ‘best practice’ with partners in Wales.  | Leanne BrustadWales Operational Police Lead for Modern Slavery | Ongoing | July 2017 | Green |
| * 1. To work with Regional Organised Crime Unit Modern Slavery Co-ordinators (TARIAN and TITAN) and the Head of the Modern Slavery Police Transition Programme ‘What Works Team’ to ensure ‘best practice’ is shared.
 | Leanne BrustadWales Operational Police Lead for Modern Slavery | Ongoing | July 2017 | Green |
| 1.4 To ensue the ‘best practice’ identified in cases reviewed by the Wales Anti-Slavery Casework Review Group are shared with relevant partners to maximise the potential for successful prosecutions. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | Green |
| 1.5 Section 45 of the Modern Slavery Act 2015 the *‘Defence for slavery or trafficking victims who commit an offence’* is given consideration in all slavery related cases and included in the relevant courses of the Wales Anti-Slavery Training Programme to ensure the provision of this legislation is considered accordingly. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | Green |
| 1.6 To work with Leadership Group members to implement the Director of Public Prosecutions ‘Prosecutor Commitments’ through the Delivery Plan Strategic Objective work-streams. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | Green |
| 1.7 To work with HM Prison Service to identify victims and perpetrators within the prison-estate/criminal justice system.  | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | July | Green |

Prevent

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| **Strategic Objective 2: Tackling Child Exploitation** |
| **Priority Actions** | **Owner** | **Timescale** | **Review Date** | **Update comments** | **RAG Status** |
| 2.1 Support Safeguarding Boards and partners to have a strategic response to Child Sexual Exploitation (CSE) supported by statutory guidance.  | Megan Colley Head ofSafeguarding and AdvocacyWelsh Government | Ongoing | July 2017 |  | Green |
| 2.2 Engage with the Safeguarding Boards, front line professionals and practitioners, to ensure referrals to the National Referral Mechanism. | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | July 2017 |  |  Green |
| 2.3 To ensure the Welsh Safeguarding Boards have slavery on their agenda and to promote the Anti-Slavery Training Programme. | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | July 2017 | Letter sent to all Safeguarding Boards to support this objective | Green |
| 2.4 To work with the Children’s Commissioner for Wales Roundtable Group meetings on tackling CSE through monitoring and update the implementation of the All Wales Child Sexual Exploitation Action Plan whilst considering its connection to slavery. | Megan Colley Head ofSafeguarding and AdvocacyWelsh Government | By end of March 2018 | July 2017 |  | Green |
| 2.5 To ensure that all Regional Anti-Slavery Groups have Child Exploitation as a priority and to develop local initiatives. | Stephen Chapman/Kim-Ann Williamson | Ongoing | July 2017 |  |  Green |
| 2.6 To report to Leadership Group the progress of the Home Office Independent Child Trafficking Advocates Project and involvement/impact on Wales.  | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | July 2017 | Wales became an Early Adopter ICTA site 30 January 2017 | Green |
| 2.7 To monitor and review the revise Child Sexual Exploitation Awareness Training Course as to its roll out across Wales. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | Training commenced being delivered from January 2016 | Green |
| 2.8 To engage with The Regional Organised Crime Unit (ROCU) Child Sexual Exploitation Co-ordinator as to the delivery of the National Policing CSE Objectives.  | Kim-Ann Williamson/Warren Poole ROCU CSE Co-ordinator | Ongoing | July 2017 |   | Green |
| 2.9 To engage with National Independent Safeguarding Board to raise the awareness of slavery through their work. | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | July 2017 |  | Green |

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| **Strategic Objective 3: Preventative Measures to Tackle Labour Exploitation in Wales** |
| **Priority Actions** | **Owner** | **Timescale** | **Review Date** | **Update comments** | **RAG Status** |
| 3.1 The Gangmasters and Labour Abuse Authority supported by the Wales Anti-Slavery Leadership Group to raise awareness through engagement with the private sector, service providers and any associated representative bodies. | Mark HeathHead of Business Change and DevelopmentGangmasters and Labour Abuse Authority | Ongoing | July 2017 |  | Green |
| 3.2 The availability of training, opportunities for raising awareness and availability of further guidance should be promoted. To include hotels, universities and businesses.  | Mark Heath/Kim-Ann Williamson | Ongoing | July 2017 | The ‘Tackling Modern Slavery in the Hotel and University Sectors in Wales’ booklets is being promoted across Wales and shared with partners across UK | Green |
| 3.3 To implement the Code of Practice to assist in tackling transparency in supply chains in Wales. (‘Ethical Employment in Supply Chains - Code of Practice’) | Dr Sue Hurrell: Value Wales) supported by Stephen Chapman, Mark Heath, Kim-Ann Williamson and other partners | Ongoing | July 2017 |  | Green |
| 3.4 To explore with the ‘Business Community’ establishing a ‘Wales Anti-Slavery Business Group’ to raise awareness of transparency in supply chains. | Kim-Ann Williamson supported by /Stephen Chapman and Mark Heath | December 2017 | July 2017 |  | Green |
| 3.5 Identify media and advertising opportunities to ensure the issues of human trafficking and forced labour remain in the public eye. | Mark Heath/Kim-Ann Williamson/Stephen Chapman | Ongoing | July 2017 |  | Green |

Protect

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| **Strategic Objective 4: Improve awareness and availability of information on Slavery** |
| **Priority Actions** | **Owner** | **Timescale** | **Group Review Date** | **Update comments** | **RAG Status** |
| 4.1 To continue to build the ‘evidence base’ of slavery in Wales using ‘primary and secondary’ data sets from First Responder organisations. | Karen ParsonsManager, Wales Operations, Regional Organised Crime Unit (ROCU) National Crime Agency | Ongoing | Reviewed at Leadership Group meetings | Data published quarterly with an annual summary | Green |
| 4.2 To maintain the Welsh Government Anti-Slavery Web-Page to ensure information and advice is available for practitioners, researchers and the public.  | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | Reviewed at Leadership Group meetings | Anti-Slavery Co-ordinator to review and update monthlyLinked to UK Independent Anti-Slavery Commissioner and Modern Slavery Helpline websites | Green |
| 4.3 To arrange the activities for ‘Wales Anti-Slavery Week 2017’ to raise awareness of the slavery in Wales. | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | 16 – 20 October 2017 | July 2017 |  | Green |
| 4.4 To arrange the ‘Wales Anti-Slavery 2017 Conference’ to update frontline professionals and practitioners on current and future anti-slavery initiatives to tackle slavery in Wales. | Stephen Chapman/Kim-Ann Williamson | December 2017 | July 2017 |  | Green |
| 4.5 To put in place from January ‘The 12 Monthly Themes of Slavery’ for the Regional Anti-Slavery Groups have initiatives to raise awareness each month. This will incorporate Wales Anti-Slavery Week 2017, other seasonal campaigns and the Europol NCA Action Weeks. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |
| 4.6 To continue the poster and taxi sticker campaign on buses, in Police Stations, Cardiff Airport, sea ports, railway stations and other public places. Also to co-ordinate awareness activities at Welsh Major Events including the Royal Welsh Show. | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator | Ongoing | March 2017 |  | Green |
| 4.7 To establish a Wales Anti-Slavery Social Media Group to make best use of social media for raising awareness and promoting anti-slavery work. This work stream will include creating: * Twitter account
* Facebook account
* Website that incorporates all partners
 | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | Reviewed at Leadership Group meetings |  | Green |
| 4.8 The UK GRETA Report 2017 to be a standing agenda item to review progress against the Report Recommendations which fall to be actioned by the Wales Anti-Slavery Leadership Group and to be prepared to contribute to the ‘Mid-Inspection’ Report request by the Home Office Modern Slavery Unit in 2018 (date TBC). | Stephen ChapmanWelsh Government Anti-SlaveryCo-ordinator/ Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | Reviewed at Leadership Group meetings |  | Green |

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| **Strategic Objective 5: Addressing prostitution and sexual exploitation in Wales – Wales Sex Worker Support Group** |
| **Priority Actions** | **Owner** | **Timescale** | **Review Date** | **Update comments** | **RAG Status** |
| 5.1 To work with the Wales Sex Worker Support Group in establishing priorities and objectives to take this work forward in Wales also linking to the National Policing Strategy for Sex Work. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Lead for the Wales Sex Work Group | By end of September 2017 | July 2017 |  | Green |
| 5.2 To include the work of the Wales Sex Worker Support Group in the National Strategy for implementation of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.  | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |

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| **Strategic Objective 6: The protection of vulnerable people from exploitation in the Homeless Sector in Wales** |
| **Priority Actions** | **Owner** | **Timescale** | **Review Date** | **Update comments** | **RAG Status** |
| * 1. To work with partners in Homeless Sector in establishing priorities and objectives to take this work forward in Wales.
 | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |
| 6.2 To work with The Passage Project Team to take forward the recommendations of their report ‘Understanding and Responding to Modern Slavery within the Homeless Sector’ (published in January 2017).  | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |

Prepare

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| **Strategic Objective 7: Continue to develop and deliver a consistent Anti-Slavery Training Programme for Wales** |
| **Priority Actions** | **Owner** | **Timescale** | **Group Review Date** | **Update comments** | **RAG Status** |
| 7.1 The anti-slavery training courses are approved by the Welsh Government and are in the process of being approved to the appropriate level of the National Training Framework. The training programme will continue to be delivered across Wales. This training will be delivered demand led by the Regional Anti-Slavery Groups: * 3 hour introduction and awareness session to slavery.

This course is designed to give those attending an understanding of slavery, how to spot the signs and the action to take to report incidents. The course is open to delegates from devolved and non-devolved organisations and the third sector * 3 hour introduction and awareness session to Child Sexual Exploitation

This course is designed to give those attending an understanding of slavery, how to spot the signs and the action to take to report incidents. The course is open to delegates from devolved and non-devolved organisations and the third sector * 1 Day First Responder Course

This course is for delegates from First Responder organisations only as prescribed by the Home Office* 3 day Organised Crime and Modern Slavery Course Currently being delivered the from South Wales Police and North Wales Police ‘Hydra’ Centres.

This course is for Senior Investigating Officers from Law Enforcement Agencies and Crown Prosecution Service Prosecutors* ‘Lunch & Learn’ 30 minute training course suitable for ‘team meetings’ and short presentations

(Trainer Preparation Course (train-the-trainer)courses to be run as and when required to maintainthe pool of available trainers across Wales) | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |
| 7.2 Work with the University of South Wales to develop an undergraduate programme on anti-slavery. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead/ Professor Bela Arora | By end of March 2018 | July 2017 |  | Green |
| 7.3 Work with the UK Modern Slavery Training Delivery Group to support the development of training issues. The UK Modern Slavery Training Delivery Group is chaired by Kim-Ann Williamson and reports to the Head of Pursuit with the Home Office Modern Slavery Unit.  | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | Stephen Chapman to represent Leadership Group on the UK Delivery Group | Green |
| 7.4 To develop further awareness raising and training streams including with the Independent Child Trafficking Advocates, Youth Workers. Airlines and Airports; and Crimestoppers Wales to be introduced 2017/218. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 |  | Green |
| 7.5 To organise an ‘Anti-Slavery Trainer Development Event’ to brief trainers on developments, trends and emerging themes in order to ensure their skills are up to date. | Stephen Chapman/Kim-Ann Williamson | By end of December 2017 | July 2017 |  | Green |

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| **Strategic Objective 8: Wales Victim Response Pathway** |
| **Priority Actions** | **Owner** | **Timescale** | **Group Review Date** | **Update comments** | **RAG Status** |
| 8.1 To monitor and review the ‘Wales Victim Response Pathway’ which provides the best possible support for survivors (this continues to be a dynamic and evolving process).  | Angelina Rodriques Deputy Chief ExecutiveBawso. | Ongoing | July 2017 |  | Green |
|  8.2 Continue to monitor and review the Anti-Slavery ‘MARAC’ process operated by all Regional Anti-Slavery Groups. To include details as to whether or not female survivors are pregnant in the Quarterly Data Report to the Anti-Slavery Co-ordinator. | Angelina Rodriques Deputy Chief ExecutiveBawso. | Ongoing | July 2017 |  | Green |
|  8.3 To analyse the ‘primary and secondary’ data from the NRM process/and MARAC process of the Pathway to ascertain the ‘source countries’ and to provide support to the ‘up-stream’ work being carried out by the UK Independent Anti-Slavery Commissioner.  | Kim-Ann Williamson/Karen Parsons/Stephen ChapmanProgress to be reported to Julian Williams – Chair Wales Threat Group for Modern Slavery | Ongoing | July 2017 |  | Green |
| 8.4 To work with partners to effectively utilise premises for use of Anti-Slavery Reception Centres. | Angelina Rodriques/Kim-Ann Williamson/Stephen Chapman | Ongoing | July 2017 |  | Green |

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| **Strategic Objective 9: Working with ‘Source Countries’** |
| **Priority Actions** | **Owner** | **Timescale** | **Group Review Date** | **Update comments** | **RAG Status** |
| 9.1 To work with the UK Independent Anti-Slavery Commissioner, Home Office Modern Slavery Unit and other relevant partners to establish priorities and objectives to take forward working with ‘Source Countries’ which are linked with Wales. | Stephen Chapman/Kim-Ann Williamson | Ongoing | July 2017 |  | Green |
|  9.2 Establish a ‘Task and Finish Group’ to take forward the recommendations of the International Centre for Migration Policy Development Report following the Albanian delegation visit to Wales (28/02-02/03/17) and report progress to Wales Anti-Slavery Leadership Group. | Kim-Ann WilliamsonAnti-Slavery Leadership Group – Strategic Objectives Lead | Ongoing | July 2017 | First meeting scheduled 21/06/17 | Green |