

**MODERN  
SLAVERY**  
**ORGANISED  
IMMIGRATION  
CRIME**



**Modern Slavery &  
Organised Immigration Crime Programme**

**Annual Report 2023/24**

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# 1. Overview from ACC Jim Pearce



## NPCC Lead for Modern Slavery and Organised Immigration Crime

The Modern Slavery and Organised Immigration Crime Unit has evolved into a vital resource, addressing some of the most complex and harmful forms of organised crime. Our work goes beyond the immediate task of disrupting criminal activity; it is about building sustainable frameworks that enable police forces across the country to achieve lasting results.

This year training events and reviews have been pivotal in empowering officers with the skills and knowledge to lead on this work. By embedding expertise, we ensure that our impact extends far beyond individual operations. Pilot roles have brought fresh perspectives and innovation to key areas, delivering tangible outcomes that are showcased throughout this report, all strengthening our collective ability to respond to modern slavery and organised immigration crime.

In addressing organised immigration crime, we have grown from our early work to demystify the crime landscape to a more intelligence-driven approach that enables us to disrupt organised crime groups with greater precision. The intelligence we gather is not only helping to target criminal networks but is also enhancing our understanding of how these crimes operate, allowing us to respond more effectively.

Modern slavery remains a critical focus. National reviews, such as those conducted by the Home Affairs Select Committee and the House of Lords, have brought valuable insights into the complexities of this issue. These findings continue to shape our strategies as we seek to better protect victims and disrupt those who exploit them.

Our commitment to protecting the vulnerable, dismantling criminal networks, and improving criminal justice outcomes remains unwavering. By fostering collaboration, innovation, and resilience, we are building a foundation that will enable forces to carry this work forward, ensuring sustained impact for years to come.

This report reflects the dedication and hard work of all those involved in that mission, and I am confident that together we are creating a safer, stronger, and more effective system for tackling these critical issues.





### 3. Introduction

This year we launched a refreshed vision to embed an improved policing and wider law enforcement response to modern slavery and organised immigration crime. Our mission has been to transform and embed this improved approach across all forty-three police forces, establishing a consistent, robust and improved policing response nationwide.

Our strategy was structured around three core pillars: Understand, Engage and Deliver. Over the past year, we have made significant strides in deepening our understanding of these complex crimes, strengthening our partnerships, and supporting law enforcement in delivering a more effective and coordinated response.

This report details the progress made over the past year, highlighting key achievements, challenges, and insights that will continue to shape effective policing practices and drive meaningful change in these critical areas.

#### This year at a glance:

**276 Operations  
Supported**

**2283  
Officers/  
Staff Trained**

**1190  
Intelligence  
Logs Reviewed**

**102  
Documents  
Produced**

**Modern Slavery  
Benchmarking  
38 Forces**

**OIC Peer  
Reviews of  
22 forces**

## 4. National Context

The landscape of modern slavery and organised immigration crime presents complex challenges that require continuous adaption and strategic response. Both crime types are increasingly varied, involving sophisticated criminal networks, international elements, and substantial safeguarding and enforcement needs.

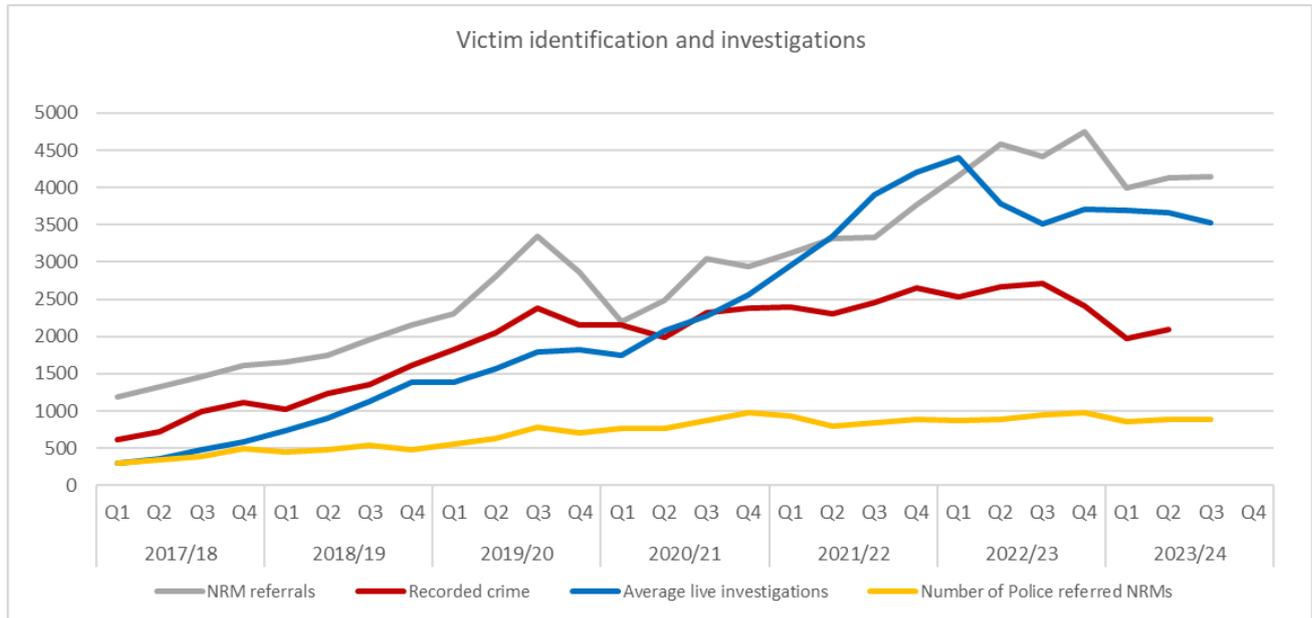
	Year	Total	Change
<b>MS Live Investigations</b>	Year to Feb 2023	3884	<b>-9%</b>
	Year to Feb 2024	3552	
<b>MS Recorded Crimes</b>	Year to Feb 2023	10315	<b>-10.8%</b>
	Year to Feb 2024	9197	
<b>Police NRM Referrals</b>	Year to Feb 2023	3592	<b>0.3%</b>
	Year to Feb 2024	3604	

	Year	Total	Change
<b>OIC Disruptions</b>	Year ending 31/03/23	370	<b>65.9%</b>
	Year ending 31/03/24	614	
<b>SOC Master List for OIC Threat Assessment</b>	As of July 23	54	<b>44.4%</b>
	As of July 24	78	

### Decline in NRM Referrals and Recorded Crime

Since 2015, there has been a steady increase in referrals to the National Referral Mechanism (NRM) and police investigations into exploitation and modern slavery cases. However, in Q1 of 2023/24, following the introduction of a new, higher threshold for making reasonable grounds decisions, the overall number of NRM referrals decreased. This reduction was more pronounced among first responders outside the police, while referrals initiated by the police remained relatively stable.

This decline in NRM referrals aligns with a recent drop in recorded modern slavery crimes, which had previously held steady at 2,500 to 2,700 per quarter. The higher NRM threshold, along with an increase in negative reasonable grounds decisions, likely contributes to these lower crime totals.



### Data Cleansing and Active Investigations

In response to these shifts, the MSOICU conducted a data cleanse of modern slavery investigations, prompting forces to review, update, or close cases as needed. This effort aimed to improve the accuracy of the recorded data and may have contributed to a slight decrease in the number of live investigations reported. Currently, active investigations recorded through direct data entry sit at just over 3,000 each month. However, this figure excludes cases from forces not using the direct data entry method and including them would increase the total to around 4,000 investigations, reflecting the full scope of ongoing work.

### Types of Exploitation in Modern Slavery Investigations

The proportion of investigations involving criminal exploitation has risen significantly in recent years, now consistently accounting for around 60% of modern slavery cases. This increase is largely due to the identification of county lines cases where individuals involved are increasingly recognised as potential victims and referred accordingly. Meanwhile, cases of sexual exploitation make up approximately 17% of investigations, labour exploitation accounts for about 16%, and domestic servitude remains at around 3%.

## 5. Performance Against Objectives

In this section we will summarise overarching performance against each of our business plan objectives and then give an example or, where possible, examples of our work in each threat area, modern slavery and organised immigration crime. The scale and breadth of the programme's activities and achievements cannot be justly summarised in a report of this nature.

### Pillar 1: Understand Intelligence, Data, Threat

The 'understand' pillar focused on building a data-driven understanding of modern slavery and organised immigration crime to support informed, effective responses across law enforcement. This approach included efforts in intelligence gathering, data refinement, and proactive threat identification, enhancing capabilities to address these crimes.

#### Objective: Intelligence

**Objective Summary:** Strengthen intelligence capabilities by employing horizon scanning to identify emerging risks, enhancing intelligence interpretation, sharing across law enforcement, and investigating interdependencies between modern slavery and organised immigration crime.

**Modern Slavery:** Following a proposal and trial by the Metropolitan Police Service, we collaborated with the National County Lines Coordination Centre (NCLCC) to introduce a vulnerable marker on PNC for positive National Referral Mechanism (NRM) outcomes. This marker highlights vulnerability concerns associated with the individuals identified, providing critical context for operational decision-making.

The marker not only assists officers in making informed judgments about the information but also ensures that appropriate actions are taken to safeguard those affected. By adopting the principle of 'record locally, think nationally,' this initiative supports the sharing of intelligence that crosses force boundaries.

**Organised Immigration Crime:** To enhance intelligence retrieval and support OIC investigations, together with the National Crime Agency (NCA), the MSOICU developed a national hashtag, launched in August 2023, allowing forces to categorise OIC distinctly from other offences. This enables more accurate, efficient intelligence management, ensuring information is readily accessible. Since its introduction, the hashtag has accumulated over 1,300 records, underscoring its effectiveness in streamlining data collection and supporting coordinated intelligence efforts across forces.

## Objective: Data

**Objective Summary:** Improve data quality and consistency in the response to modern slavery and organised immigration crime by developing a performance framework, driving standards for data returns, and promoting evidence-based policing.

**Modern Slavery:** To enhance our ability to drive performance and identify opportunities for improvement and risk mitigation, we focussed on reviewing key performance data, analysis and insights. A central part of this effort was the development of the Modern Slavery Data Dashboard, which consolidated available data into a single platform for the MSOICU, providing a clearer picture of trends and gaps.

In collaboration with the Crown Prosecution Service (CPS) as part of a dedicated working group, we set a key objective to improve data collection. By integrating CPS and police data, we aim to create a more comprehensive view of modern slavery cases. This will not only improve case tracking but also facilitate a more coherent narrative, helping to tell the story of investigations and outcomes. This work is ongoing, but it represents an important step towards building a robust and unified approach to data in modern slavery policing.

**Organised Immigration Crime:** A key focus this year was supporting forces and Regional Organised Crime Units (ROCU) in delivering the Crime and Courts Act tasking issued to policing by the National Crime Agency (NCA). With quantitative measures, it became crucial to create a system to track and monitor progress effectively. Our Insight Team developed a comprehensive data dashboard that brought together all elements of the tasking in one place.

This enabled us to track progress, share insights, and provide targeted intervention and support where necessary. The dashboard also allowed us to identify emerging themes. Through this tracking process, it became evident that the success measure linked to disruption recording for ROCUs was unachievable. We advocated for changes to the thresholds, ensuring that disruptions more accurately reflecting the work of the ROCUs were incorporated into the tasking framework. These adjustments ensured a fairer representation of their contributions.

## Objective: Threat

**Objective Summary:** Prioritise action against emerging threats within modern slavery and organised immigration crime, focussing on serious and organised crime, and provide continuous updates to national policing on high-risk areas.

**Modern Slavery:** In response to the emerging threat of trafficking for organ harvesting, the unit has collaborated with the Human Tissue Authority (HTA) to develop a referral proforma to assist clinicians in identifying and reporting potential cases of organ trafficking or related modern slavery offences. This initiative was in anticipation of forthcoming amendments to the

Human Tissue Act, which will legally require clinicians to refer suspected cases to the HTA. The HTA plans to incorporate this proforma into its guidance for clinicians ensuring a clear, consistent reporting process.

Following these legislative changes the unit will create a streamlined referral pathway directly into police forces, alongside tailored guidance for investigators handling these cases. This structured approach supports early detection and cohesive response to trafficking for organ harvesting, strengthening the ability of clinicians and law enforcement to address this emerging crime.

**Organised Immigration Crime:** While the issue of small boat arrivals into Kent is highly visible and well-documented, less attention has been given to the activities of organised crime groups (OCGs) exploiting maritime routes to clandestinely facilitate the arrival of migrants at other locations around the UK coastline.

To address this, we explored how to enhance UKs policing's ability to understand and tackle clandestine arrivals into ports and unconventional landing sites. As part of this effort, we facilitated a trial period of intelligence-led intensification focussed on a specific geographic stretch of coastline. This included the use of additional funding to increase maritime operational hours, providing an uplift in waterborne activity for Dorset and Hampshire police marine units. The increased presence aimed to disrupt and detect illicit maritime activity more effectively.

Additionally, we deployed a non-CT (counterterrorism) officer into the Joint Maritime Security Centre (JMSC). This role streamlined the flow of non-CT intelligence directly to ROCUs and police forces. By delivering focussed research and analysis, this role helped identify the exploitative use of ports, unconventional landing sites, and vessels. These insights were used to support targeted policing activity, enhancing the response to this evolving threat.



Rt Hon Michael Tomlinson KC (Minister for Countering Illegal Migration) visits Dorset Police Marine Unit in January 2024 to observe first-hand the important role the unit plays in tackling OIC on the water.

## Pillar 2: Engage Partners, Victim / Survivor Voice, National Strategy and Policy

The 'engage' pillar concentrated on strengthening partnerships, integrating victim and survivor voices, and influencing national strategy and policy. Through targeted collaboration, stakeholder engagement, and advocacy, we aimed to enhance the overall effectiveness and visibility of our response to modern slavery and organised immigration crime.

### Objective: Partners

**Objective Summary:** Strengthen partnerships domestically and internationally to support effective responses to modern slavery and organised immigration crime. This includes fostering clear roles within collaboration, enhancing stakeholder engagement, and proactively identifying and addressing barriers to law enforcement effectiveness.

**Modern Slavery:** Anti-slavery partnerships are essential for creating a comprehensive and collaborative approach to tackling modern slavery. Every police force is involved in some form of anti-slavery partnership, and the MSOICU actively collaborates with numerous agencies and groups within these networks. The unit's Regional Coordinators play a key role in these efforts, providing support, expert advice, and updates on both local and national exploitation trends.

One example is the Eastern Region Anti-Slavery Partnership (ERSAP), where Regional Coordinators, in collaboration with Unseen (providers of the Modern Slavery Helpline), lead quarterly meetings with representatives from local anti-slavery partnerships and non-governmental organisations (NGOs). In September 2023, the partnership held its second annual conference, at Duxford in Cambridgeshire. Representatives from all seven counties in the region attended, with keynote speaker Caroline Haughey OBE KC and guest speakers Hollie Hampson from Justice and Care and Hilary Agg from Unseen.

The conference included interactive workshops on topics such as:

- Regional collaboration on modern slavery response
- Partners approaches, priorities, and challenges, and
- Improving coordination and collaborative working.

The work has resulted in increased membership within the group and a greater sharing of information, strengthening the region's collective capacity to address modern slavery.

***"The networking opportunities were invaluable in terms of sharing information and learning how others are feeling some of the challenges and concerns you are feeling. Makes you feel less 'alone' in this field."*** (Kent Police attendee feedback, Sep 2023)

**Organised Immigration Crime:** In support of Operation Innerste – a multi-agency initiative designed to safeguard unaccompanied migrant children and prevent their exploitation – we have worked closely with Immigration Enforcement to strengthen the delivery and effectiveness of this critical initiative.

Our efforts have focussed on identifying operational challenges, clarifying roles and responsibilities between policing and Immigration Enforcement, and addressing gaps in training and compliance. To enhance coordination, we have also established a network of Single Points of Contact (SPOCs) across police forces, fostering a more consistent and informed approach to safeguarding vulnerable children. These actions seek to improve the implementation of Operation Innerste and reinforce the partnership framework essential to tackling OIC.

### **Objective: Victim and Survivor Voice**

**Objective Summary:** Centre victim and survivor perspectives in the response to modern slavery and organised immigration crime by enhancing engagement with NGOs, quality-assuring practices through independent review, and incorporating best practices in victim support.

**Modern Slavery:** Investigations into modern slavery often involve victims who are foreign nationals, with 75% of those referred to the National Referral Mechanism (NRM) in 2022 being non-British citizens. This underscores the importance of cultural competency in building trust and providing appropriate support to victims. Officers who understand the cultural backgrounds and needs of victims are better equipped to engage effectively and foster cooperation.

To support this, we developed the Romania and Roma Cultural Resource Guide and hosted a dedicated webinar to launch it. The guide provides essential insights into key cultural elements, including reasons for migration, family structures, taboo subjects, and attitudes towards authority. By amplifying the voices and experiences of victims through cultural understanding, this resource enables officers to deliver more informed and empathetic responses, ensuring that victims feel heard and supported.

[Follow link to download Romanian-culture-resources](#)



## **Objective: National Strategy and Policy**

**Objective Summary:** Increase the Unit's visibility and influence in national strategy, representing policing as a subject matter expert (SME) on modern slavery and organised immigration crime and driving policy changes within law enforcement.

**Modern Slavery:** This year our efforts were closely aligned with tracking the implementation of the Illegal Migration Act. Working alongside the Home Office and other partners, we actively participated in workshops and meetings to examine operational models, assess the Act's impact on policing, and explore how its provisions could be effectively operationalised. A significant focus was placed on the implications of exemptions and disqualifications in decisions made by the Competent Authorities. We also examined the requirement for potential victims to demonstrate cooperation with law enforcement and how we might define that term. These discussions helped shape our understanding of how the Act intersects with modern slavery investigations and victim support, ensuring policing is prepared to navigate these challenges while maintaining an effective and victim-centred approach.

**Organised Immigration Crime:** This year, we collaborated closely with Home Office teams to secure an additional £5 million in-year funding to support UK police forces in strengthening their response to OIC. This funding has been instrumental in enabling forces to step up their efforts, aligning their activities with national objectives and delivering against key performance metrics. We will talk more about this work, code-named Project Terminus, below.

## **Pillar 3: Deliver Policing Standards, Crime and Courts Act Tasking, Positive Outcomes**

The 'deliver' pillar focussed on translating our strategy into tangible improvements across policing standards, the Crime and Courts Act (CCA) tasking, and outcomes. By enhancing access to support and guidance, aligning efforts to deliver against the CCA tasking, and fostering sustainable workforce development, we worked to embed a consistent, high-quality approach to modern slavery and organised immigration crime.

### **Objective: Policing Standards**

**Objective Summary:** Establish a centre of excellence for modern slavery and organised immigration crime by providing access to guidance, training, and expert resources, and continuously reviewing and sharing best practices.

**Modern Slavery:** We conduct annual modern slavery benchmarking in forces to assess and improve their preparedness. This year's National Slavery and Trafficking Policing Standards compromised 47 standards across key areas: leadership and governance, intelligence, investigations, victim care, and training. These standards provide a framework for forces to evaluate their readiness and establish processes to achieve success.

Each force report is completed collaboratively, involving the MSOICU, the Regional Coordinator, and the forces' modern slavery lead(s). The exercise is designed as an opportunity for forces to enhance their response to modern slavery and access targeted support through the MSOICU, rather than as a comparative league table.

Forces RAG (Red, Amber, Green) grade themselves against each standard, with results collated and scored. This approach ensures a clear view of where forces are excelling and where additional support is needed, driving continuous improvement in the policing response to modern slavery. It also allows us to produce tailored training and support packages for individual forces and thematic interventions where benchmarking identifies a wider issue.

**Organised Immigration Crime:** Recognising that policing had not previously operated in the field of immigration crime, the MSOICU responded to support policing by conducting a comprehensive peer review assessment of individual force responses to OIC. The peer review is conducted by specialist MSOICU staff who undertake an assessment of force's leadership and governance around OIC; intelligence collection and development; operational response; investigations; and training and awareness. Each aspect includes looking at how law enforcement partners come together to respond to the collective threat.

The peer review team produce a force report together with an enhancement plan with recommendations to improve each of the five themes outlined above. Within the terms of reference of each peer review is the requirement of the force to set up a task and finish group to drive recommendations. The Strategic Policing Requirement 2023 recognised the increasing threat of OIC and reinforced this with a requirement for all forces to implement recommendations and good practice identified by the MSOICU peer review programme.

As at 31/03/24 the MSOICU have completed peer reviews of 22 forces with 718 recommendations and 67 areas of good practice identified and disseminated. All 43 will be complete by the end of September 2024. This thematic will support and enhance the work of the MSOICU to drive improvement and understanding across policing.

### **Objective: Crime and Courts Act Tasking (CCA)**

**Objective Summary:** Support police forces and Regional Organised Crime Units (ROCU) in fulfilling the legal tasking requirements under the Crime and Courts Act 2013, as directed by the National Crime Agency.

**Organised Immigration Crime:** The first Section 5(1)(a) Crime and Courts Act (CCA) 2013 tasking for organised immigration crime (OIC) was issued by the National Crime Agency (NCA) to all police forces and Regional and Organised Crime Units (ROCU) in October 2021. With the support of the MSOICU a revised and clarified tasking was released in January 2023 to further refine objectives and performance criteria.

The MSOICU worked closely with forces and ROCUs to help demonstrate progress across all success criteria. By March 31, 2023, seven of the required measures had been successfully discharged, including:

- Engagement in OIC Peer Reviews by all forces
- Embedding OIC awareness training across forces
- Building evidence to incorporate OIC within strategic threat assessments and control strategies
- An increase in OIC investigations on the Serious Organised Crime Master List
- Growth in mapped organised crime groups (OCGs) related to OIC, and
- Task and finish group outcomes

Two measures remain areas of focus:

- Further strengthening intelligence collection and,
- Increasing OIC disruptions

The unit continues to work closely with forces to advance these areas. This coordinated approach underscores the unit's commitment to achieving a consistent, high-impact response across all forces, reinforcing accountability and effectiveness in addressing OIC.

### **Objective: Positive Outcomes**

**Objective Summary:** Promote sustainable workforce development and improve criminal justice outcomes related to modern slavery and organised immigration crime. This includes fostering a proactive, innovative culture, supporting operational activities, and embedding effective practices into business-as-usual procedures.

**Modern Slavery:** The Unit's Financial Investigative Advisor continues to actively engage with Regional Economic Crime Groups, Tactical Delivery Groups and modern slavery units established in police forces across the country. This approach ensures that existing resources and structures are effectively supported, offering tailored financial investigative advice to enhance ongoing modern slavery investigations.

A key example of this engagement is Operation Houston, a domestic servitude investigation in East Sussex. The advisor provided vital support and participated in the post-conviction debrief. As a result of this collaborative effort, a reparation order of £198,000 was secured, directly assisting the victim in rebuilding their life. This case highlights the critical role financial investigations can play in achieving justice for victims and demonstrates the tangible positive outcomes that targeted financial support can bring to modern slavery cases.

**Organised Immigration Crime:** This year we focussed on embedding the National Response Plan (NRP) within forces to strengthen their response to clandestine migrant incidents, both inland and maritime. The NRP, devised and drafted by the unit, provides detailed guidance

covering all necessary actions at every stage of an incident. It covers procedures for officers at the scene, control room responses, crime scene investigator involvement, and more.

To support adoption of the NRP, we provided forces with a foundational template that could be tailored to include force-specific content and updates. We also delivered a series of online workshops, which were attended by over 600 officers and staff from across the country. These sessions provided training, guidance, and opportunities for forces to engage with and discuss application of the NRP.

By embedding the NRP across forces, we aim to ensure a consistent, informed, and effective response, helping forces to achieve better outcomes when tackling OIC.



## 6. Operational Highlights

### Project AIDANT

Project AIDANT is a series of multi-agency operational intensifications to tackle modern slavery and human trafficking under the collective stewardship of the unit and National Crime Agency. Between April 2023 and March 2024, four AIDANT intensifications were conducted, each focussing on different exploitation types and operational approaches.

- **AIDANT 33 – Labour Exploitation in the Construction Sector**

Forces engaged in substantial community outreach, raising awareness with construction companies and recruitment agencies about modern slavery and human trafficking (MSHT) risks. Notably, Thames Valley Police visited 172 sites, including joint inspections with the Health and Safety Executive (HSE). Gwent Police collaborated with a national construction firm to distribute MSHT resources to its 6,700 employees. Hertfordshire Police reached 3,909 businesses via their Business Watch network, further extending awareness efforts.
- **AIDANT 34 – Online Recruitment of Sexual Exploitation Victims**

This phase focussed on identifying and disrupting the online recruitment methods used to exploit victims. Activities included awareness campaigns, open-source intelligence (OSINT) to locate suspicious platforms and ads, and the review of existing operations to uncover recruitment tactics. West Yorkshire Police partnered with Client Eye to better understand risks to sex workers, using app-stored data to connect intelligence to perpetrators. West Midlands Police developed an analytical profile of recruitment targeting Romanian victims, which offered prevention strategies and awareness for the Romanian authorities.
- **AIDANT 35 – Common Travel Area**

Despite a narrow geographical focus, this intensification saw 13 forces conducting extensive airport and port checks, leading to over 10,000 passenger checks in just one week. This effort identified 39 immigration offenders of varying nationalities, highlighting the effectiveness of coordinated activity to identify and intercept exploitation risks.
- **AIDANT 36 – Labour Exploitation in the Care Sector**

Forces conducted varied activities, including a data sharing pilot led by the West Midlands and Eastern Region ROCUs, which used revoked license data from the UK Visas and Immigration (UKVI) database. Multiple forces delivered targeted training to partner organisations, covering MSHT indicators, the NRM, vulnerabilities within the care sector, and reporting procedures. Cumbria Police arrested an individual for fraud by false representation as part of an investigation into care agencies exploiting victims by charging large sums of money for job access.

Each AIDANT phase underscores the unit's commitment to targeted, impactful interventions in high-risk sectors, combining intelligence, awareness, and operational enforcement to prevent and disrupt exploitation. Across the four intensifications, these activities resulted in 328 disruptions, the identification of 110 potential victims (with NRM/DtN referrals submitted for 76 individuals), 57 arrests, and the initiation of 55 new investigations.

The MSOICU Regional Coordinators were instrumental in planning and delivering each Aidant intensification. Acting as key points of contact, they facilitated collaboration among agencies, advanced planning efforts, and ensured a cohesive approach across regions.

As the National Crime Agency noted

***“The coordination and expertise of the Regional Coordinators continues to be instrumental in the planning and delivery of AIDANT.”***

### **Project Terminus**

Building on the existing work of police forces, additional Home Office funding allowed us to accelerate our peer review programme and promote and coordinate focussed operational activity across UK policing to address the organised immigration crime threat.

Recognising that many organised crime groups (OCGs) operate across a variety of methods, Project Terminus was established to address the organised immigration crime threat posed across land, sea and air in England and Wales.

- **Land:** combatting organised immigration crime on the strategic road network at key locations, stopping commercial goods vehicles and others based on intelligence on those entering and leaving the country. Migrant debriefs and enhanced engagement with migrant communities also feature in the land methodology.
- **Air:** Heightened activity including engagement and visibility at inland airfields and strips targeting areas that are more likely to be used by OCG networks. The aim being to raise the profile of these locations with local communities and further build the intelligence picture.
- **Sea:** Enhancing policing's ability to understand and address the issue of clandestine arrivals into smaller ports and unconventional landing sites, improving engagement and intelligence flow with maritime communities.

The MSOICU funding has also extended the operational marine policing coverage of the South and East coast of England and supported the embed of an intelligence officer into the Joint Maritime Security Centre (JMSC) to enhance the flow and dissemination of organised immigration crime intelligence.

## Notable Headlines from Project Terminus:

3,007  
Lorry Stops

419  
General Aviation  
Visits

355  
General  
Maritime Visits

275  
Debriefs  
Completed

£46,400  
Cash Seized

£152,000  
Fines  
Fixed Penalty  
Issued/ Received

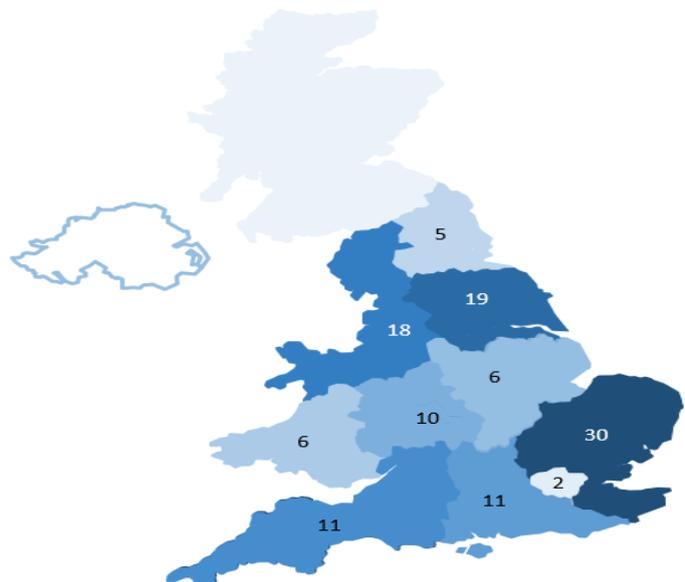
£3,000,000+  
Drugs Seized

A dedicated commissioning team managed the distribution of these funds, allowing for forces to bid for support aligned with their specific operational needs.

The below depicts the number of approved bids by Regional Organised Crime Unit (ROCU):

### No. of Bids per Region

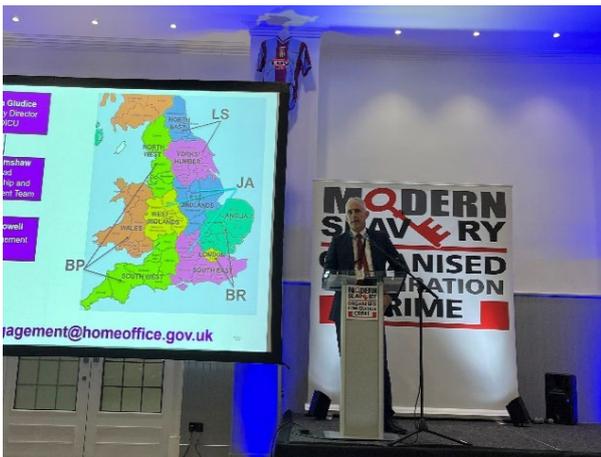
ROCU	Number of Bids
Eastern	30
Yorks and Humber	19
North West	18
South West	11
South East	11
West Midlands	10
East Midlands	6
Wales	6
North East	5
London	2



## 7. Training and Capacity Building

An 'Intelligence Opportunities' conference was held in Birmingham for force intelligence specialists to provide learning inputs on the intelligence opportunities available for OIC investigations.

The event was attended by around 250 officers and staff from forces across England and Wales, Regional and Organised Crime Unit (ROCU) representatives and the National Crime Agency (NCA). The conference was a real success, attendees commenting that it had given them a much greater awareness of how policing should be responding to clandestine events and had helped to identify the national strategic direction for organised immigration crime.



Respondent feedback questions	Y/N	% Agree
Did the conference achieve its aim to increase the awareness of OIC opportunities amongst Intelligence professionals and investigators ?	<input checked="" type="checkbox"/>	91%
Did attendees benefit from greater awareness of the National picture and Intelligence requirements ?	<input checked="" type="checkbox"/>	94%
Did attendees gain increased understanding of how the application of OIC categorisation HASHTAG in force intelligence systems improve the national picture?	<input checked="" type="checkbox"/>	98%
Did attendees believe they had confidence to complete a strategic threat assessment of Organised Immigration Crime?	<input checked="" type="checkbox"/>	90%
Did the conference adequately inform and explain Project Terminus?	<input checked="" type="checkbox"/>	96%

## 8. Regional Coordinators

### The Regional Coordinator role in combatting Modern Slavery and Organised Immigration Crime

The MSOICU operates a network of Regional Coordinators (RCs) embedded within Regional Organised Crime Units (ROCU) across the UK. These senior investigators are experts in modern slavery and organised immigration crime, acting as subject matter experts and an essential conduit between the MSOICU and police forces. By providing advice and expertise, operational support, and strategic guidance, the Regional Coordinators help bridge national priorities with local needs. Their role is instrumental in connecting investigations across regions, strengthening partnerships, and driving collaboration.

The following case studies highlight some of the Regional Coordinators' most impactful work over the past year. These examples showcase how their expertise and insight have led to significant successes in addressing modern slavery and organised immigration crime, delivering meaningful outcomes in complex cases and fostering stronger, more coordinated responses across the UK.

#### Operation Redriver

Through proactive engagement with NGOs, charities, and third sector partners, a Regional Coordinator identified a high-risk address and individual linked to potential trafficking. When a vehicle carrying a vulnerable foreign child failed to stop for police, the intelligence provided by the Regional Coordinator enabled officers to quickly identify suspects involved in the trafficking operation. This initial breakthrough led to the discovery of additional vulnerable children, prompting a multi-agency response involving multiple police forces, national agencies, and extensive international enquiries.

The operation successfully safeguarded children across the UK, with multiple arrests made for trafficking offences. High-risk suspects have been remanded in custody, pending trial or sentencing.

This case highlights the Regional Coordinator's role in identifying risk, threat, and harm posed by an individual within the region and in developing intelligence for further pursue opportunities.

#### Operation Asteroid

Partnering with Monzo Bank, which proactively identifies modern slavery and human trafficking (MSHT)-related activity in the financial sector, the Regional Coordinator established an Asian focus group to better understand the patterns and impact of MSHT. This focus group created a comprehensive regional picture of criminal activity, providing Senior Investigating

Officers (SIOs) with valuable insights to enhance their investigations, eliminating the need to build cases from scratch.

This collaboration illustrates the importance of partnerships in building targeted crime profiles and the proactive support Regional Coordinators offer to strengthen investigative strategies.

### **Operation Adept**

A proactive response from the Regional Coordinator supported a modern slavery and organised immigration crime investigation involving missing teenage boys, transitioning the case from an incident to a formal investigation. The inquiry uncovered the abuse of sporting visas by a Pakistani national who facilitated the entry of boys into the UK, dispersing them across the country to claim asylum using identical accounts of persecution due to sexuality.

The boys entered under the pretext of participating in a cricket tournament, raising concerns about the complicity of the organising company. Following the investigation, Immigration Enforcement blocked the sponsor from submitting future visa applications, as a review revealed multiple visa sponsorships.

This case lines the role of Regional Coordinators in identifying complex exploitation networks, advancing cases from incident to investigation, and leveraging partnerships to disrupt abuse within visa and immigration channels

## **9. Look forward to 2024–25**

With a multi-year funding agreement secured from the Home Office, the unit is well-positioned to continue its critical work in both modern slavery and organised immigration crime for 2024/2025. The following funding allocations are in place:

- **Modern Slavery: £1.26 million**
- **Organised Immigration Crime: £2.97 million**

This funding provides stability to plan and implement key initiatives, although the current agreements are set to expire on March 31, 2025.