



HM CPSI

HM Crown Prosecution
Service Inspectorate

**A follow-up inspection
of the
recommendations
made in the 2023
Inspection of the
Crown Prosecution
Service policy and
guidance for the
handling of cases
involving the National
Referral Mechanism**

February 2025

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Who we are

HMCPPI inspects prosecution services, providing evidence to make the prosecution process better and more accountable.

We have a statutory duty to inspect the work of the Crown Prosecution Service and Serious Fraud Office. By special arrangement, we also share our expertise with other prosecution services in the UK and overseas.

We are independent of the organisations we inspect, and our methods of gathering evidence and reporting are open and transparent. We do not judge or enforce; we inform prosecution services' strategies and activities by presenting evidence of good practice and issues to address. Independent inspections like these help to maintain trust in the prosecution process.

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1. Summary

Context

The 2023 inspection

1.1. HMCPsi conducted an inspection of the effectiveness of Crown Prosecution Service (CPS) policy and guidance for the handling of cases involving the National Referral Mechanism in 2023. The inspection was published in July 2023¹.

1.2. County lines is often used to describe the activity of urban gangs setting up drugs sales operations in more rural areas. The 'runners' are almost invariably children, often boys aged between 14 and 17-years-old, who are groomed with the promise of money and gifts and deployed or forced to carry out day-to-day dealing. Runaway and missing children are also used by gangs to expand inner city drugs operations into county towns. Due to the frequent exploitation of vulnerable individuals in county lines drugs case, prosecutors should consider whether any suspect has entered into the offending voluntarily or has been threatened, manipulated or groomed.

1.3. The National Referral Mechanism² (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive appropriate support.

1.4. To make our assessment, the framework for the 2023 inspection assessed the effectiveness and accessibility of the CPS policy, as well as determining whether lawyers in roles dealing with county lines/ NRM cases had a clear understanding of the policy and how to apply it.

1.5. The 2023 inspection found that there was genuine commitment at all levels, including personally by the Director of Public Prosecutions, in dealing with county lines/NRM cases carefully and increasing prosecutors' understanding and awareness. There was a proactive approach that ensured policy and guidance be kept abreast of updates and developments, and there had also been significant effort to revise policies. The CPS worked with others across the criminal justice system, in many cases taking the lead with partners, to develop guidance, test, and develop the law in this space.

¹ <https://www.justiceinspectorates.gov.uk/hmcpsi/wp-content/uploads/sites/3/2023/07/2023-07-25-CPS-GUIDANCE-NRM-REPORT-Final.pdf>

² The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support - <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/guidance-on-the-national-referral-mechanism-for-potential-adult-victims-of-modern-slavery-england-and-wales>

1.6. We concluded that large parts of the guidance documents were extremely helpful, particularly the sections on the four-stage approach to applying the Code for Crown Prosecutors³. The four-stage test was developed by the CPS to enable prosecutors to navigate their responsibilities under domestic and international law and has been recognised and endorsed by the Court of Appeal in several leading judgements.

1.7. We found that guidance for cases in the pre-charge stage could be improved. Guidance and some additional practical advice, including how to manage delays in receiving a conclusive grounds assessment, would be helpful for cases dealing specifically with section 45 defences.

1.8. In the 2023 inspection, prosecutors dealing with cases highlighted concerns that the legal guidance was extremely lengthy, which could be impractical and daunting when trying to deal with large caseloads. Some prosecutors also indicated that when they did look for guidance, they could not be sure that they had located the most up-to-date information.

1.9. We made four recommendations to address the issues we found:

- 1) By 30 September, the CPS should remove any outdated and inaccurate content from the internal CPS hub
- 2) By 31 October 2023, the CPS should include a link to the guidance on the section 45 defence and the non-punishment principles in the 'Children as suspects and defendants' guidance, thereby ensuring that operational support is available across all casework types
- 3) By 31 December 2023, the CPS should revise, restructure and retitile the current guidance to make it more accessible to volume crime units
- 4) By 31 December 2023, the CPS should develop a system of assurance that can prove that CPS Areas are taking a consistent approach in the prosecution of cases involving the section 45 defence and the application of the non-punishment principles.

³ A public document, issued by the Director of Public Prosecutions, that sets out the general principles CPS lawyers should follow when they make charging decisions. Cases should proceed to charge only if there is sufficient evidence against a defendant to provide a realistic prospect of conviction and it is in the public interest to prosecute. <https://www.cps.gov.uk/publication/code-crown-prosecutors>

The follow-up inspection

1.10. The CPS confirmed that they had acted on the recommendations we made and that accordingly they were closed.

1.11. It is crucial that the right decisions are made by the CPS to protect the vulnerable and exploited in cases where there has been a referral to the single competent authority⁴ (SCA) and/or the legal defences are being relied upon. Accordingly, in line with our inspection strategy, we decided it was appropriate to conduct a short follow-up inspection to ascertain how successfully the recommendations made in 2023 had been implemented and to assess whether action taken resulted in improvement.

Methodology

1.12. We examined progress and impact against each of the four recommendations. For each recommendation, we made a judgement whether in our view the recommendation had been achieved or not achieved.

1.13. We carried out a desktop review of the guidance, checking whether it had been revised in line with our recommendations and undertook a series of interviews to test the revised assurance mechanisms that the CPS had implemented.

1.14. The original (2023) inspection included visits to five CPS Areas: East Midlands, East of England, Mersey/Cheshire, London North and London South. In this follow-up inspection, we visited an Area from the original inspection and another Area not included in 2023. This allowed us to assess whether change had been made in Areas other than those that were subject to the original inspection.

1.15. The two Areas included for the short on-site visits were CPS London North (as the Area included in the original inspection) and CPS South East as the Area not included in the original inspection.

1.16. In addition, to support the assessment of the fourth recommendation, we requested the following documents, and analysed those that were received:

- assurance logs from London North and South East relating to NRM cases

⁴ The SCA is part of the Home Office, and is one of the competent authorities who identify and support potential and confirmed victims of modern slavery through the National Referral Mechanism (NRM). <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/privacy-information-notice-national-referral-mechanism-accessible-version>

A follow-up inspection of the recommendations made in the 2023 Inspection of the Crown Prosecution Service policy and guidance for the handling of cases involving the National Referral Mechanism

- assurance documentation held by CPS headquarters to support national consistency
- any national instructions or guidance that has been issued since the original inspection to support assurance and consistency
- the last six sets of minutes of the national monthly modern slavery meetings.

1.17. The inspection team consisted of two legal inspectors. Daniel Caan led the inspection, assisted by Siaf Alam.

2. Headlines

2.1. Of the four recommendations made in 2023, we assessed three as achieved and one as not achieved.

2.2. We found that the CPS has clearly spent a significant amount of time on drafting and updating the key guidance to assist frontline prosecutors. We found the CPS's current guidance and all linked guidance was up-to-date and included appropriate content.

2.3. As set out at paragraph 1.17 in the 2023 report, the CPS had already included a clear link to the guidance on the section 45 defence and the non-punishment principles in the 'Children as suspects and defendants' guidance, ensuring that operational support was easily accessible and available across all casework types.

2.4. We found that the CPS had revised, restructured and retitled the current guidance to make it more accessible to volume crime units. Prosecutors we spoke to confirmed that the guidance was more accessible and easier to find and was an improvement on previous versions.

2.5. We therefore assessed recommendations 1-3 as achieved.

2.6. At the national level, the CPS holds a monthly meeting with representatives⁵ from CPS Areas who, together with the national lead, make up the CPS's Modern Slavery Network (MSN). The terms of reference have been updated and the meeting is chaired by the national lead for modern slavery. A consistency exercise is completed at each monthly meeting on selected cases involving a s45 defence, as a form of case monitoring and a method of promoting consistency across the Areas.

2.7. Over the past year, the MSN considered 11 cases, and the group agreed with the decision making in ten. The MSN members undertook a further dip sample of 53 cases nationally in September 2024. This was a helpful exercise to provide assurance to CPS headquarters on consistency across Areas. The analysis of the results showed that there is still some way to go until all Areas are handling such cases consistently. There was variation in the quality and depth of analysis. We understand that the MSN intends to continue this process and conduct a dip sample exercise every six months; embedding this practice with regular analysis will provide internal assurance on consistency and compliance.

2.8. We found that individual Areas had developed different approaches in trying to achieve consistency in cases where the s45 defence was raised.

⁵ This consists of a senior district crown prosecutor and a district crown prosecutor from each Area.

2.9. We found a gap between the MSN discussions and actions and how these were then implemented in Areas. The national and Area lead we spoke to agreed that embedding a standard approach across all Areas is now the focus of the MSN. The MSN is increasing its activity and guidance to Area leads to embed a consistent approach across all Areas. Examples include development of a training module which will be delivered to all prosecutors by March 2025, and development of guidance on wider modern slavery stakeholder collaboration. We found that the CPS has developed a system of assurance, but the initial findings from that assurance demonstrate that consistency remains an issue. Work is ongoing at both national and local level to achieve greater consistency. At this stage, therefore, we have assessed recommendation four as not achieved.

3. Progress against the recommendations

Recommendation 1

By 30 September, the CPS should remove any outdated and inaccurate content from the internal CPS hub.

3.1. In 2023, we considered whether the CPS policy and guidance assisted the prosecutors to make appropriate and effective decisions when handling cases involving the NRM.

3.2. We found that a great deal of time and attention had been spent by the CPS on drafting the key guidance documents for county lines and modern slavery and revising policies. We found that large parts of the guidance documents were extremely helpful, particularly the sections on the four-stage approach to applying the Code for Crown Prosecutors where the suspect may have been a victim of slavery or trafficking.

3.3. We commented in 2023 that given the changing nature of the law, certain factors can affect the accuracy of existing guidance and how cases are prosecuted. At that time, a search of the CPS intranet using the search term “NRM” brought up old and outdated guidance. The existence of previous versions of guidance and out-of-date policies was unhelpful for busy prosecutors. We determined that it would be helpful if the guidance was marked in such a way to identify it as previous guidance and as such may be out-of-date or inaccurate.

3.4. In this follow-up inspection, we conducted the same search term “NRM” in the CPS intranet and found that the CPS had removed outdated and inaccurate content from the CPS intranet as confirmed by the national modern slavery lead. Feedback received from the NRM Area leads and prosecutor focus groups also confirmed this.

3.5. Given these findings, we assessed that recommendation one has been achieved.

Recommendation 2

By 31 October 2023, the CPS should include a link to the guidance on the section 45 defence and the non-punishment principles in the Children as suspects guidance, thereby ensuring that operational support is available across all casework types.

3.6. During the 2023 inspection, we found that there was no link to the guidance on the section 45 defence and the non-punishment principles in the ‘Children as suspects and defendants’ guidance at the time of our inspection fieldwork. This had been addressed prior to publication of the report.

3.7. County lines prosecutions frequently involve child suspects. However, at the time of the 2023 inspection, the “Youth offenders guidance” did not provide any references or links to the county lines guidance.

3.8. The CPS has inserted a hyper link into the ‘Children as suspects and defendants’ guidance, which enables lawyers to easily access the guidance on the section 45 defence. CPS Area leads and prosecutors confirmed that they were aware of the link.

3.9. Given our findings, we assess that recommendation two has been achieved.

Recommendation 3

By 31 December 2023, the CPS to revise, restructure and retitle the current guidance to make it more accessible to volume crime units.

3.10. In our 2023 inspection, we assessed whether the CPS’s policy and legal guidance were drafted in a clear and concise manner. We found that the ‘County lines offending’ guidance was easy to follow and understand, but that the ‘Modern slavery’ guidance was an extremely lengthy document, spanning nearly 20,000 words, with approximately half of it dedicated to county lines, the NRM and the non-punishment principles. The remainder of the document covered modern slavery offences and smuggling. The feedback from Area prosecutors was that they could not always locate what they were looking for due to the length of the guidance and its structure.

3.11. Most of the prosecutors we spoke to in 2023 were aware there were guidance documents on the CPS intranet, but some prosecutors referred to difficulties in finding them, whilst others did not report any issues.

3.12. In 2023 we concluded that a prosecutor dealing with cases in the youth courts, magistrates’ courts and Crown Court would not have sufficient time to refer to the guidance documents in their current format and that they provided limited assistance to a busy lawyer.

3.13. In this follow-up inspection, we found that the guidance had been updated and restructured. The title was changed from ‘Modern Slavery, Human Trafficking and Smuggling’ to ‘Modern Slavery and Human Trafficking: offences and defences, including the section 45 defence’. The guidance has been divided into two halves, offences and defences, making it easier to navigate directly to specific parts. There is now particular focus on the section 45 defence, which is intended to support prosecutors in identifying indicators of trafficking and properly applying the law.

3.14. Area leads and prosecutors were positive about the updated guidance. Prosecutors said this was a good introduction for lawyers new to this area of law with a general overview of the topic and that it was also a useful reference for more experienced lawyers. The prosecutors felt that the shorter length of the updated guidance was a welcome improvement. While the prosecutors agreed that the guidance was easy to find and well structured, they suggested a further improvement in the form of a modern slavery aide memoire with practical pointers to assist them in the preparation of their cases. This is something that the national lead will want to consider with the MSN.

3.15. Given our findings, we assess that recommendation three has been achieved.

Recommendation 4

By 31 December 2023, the CPS to develop a system of assurance that can prove that CPS Areas are taking a consistent approach in the prosecution of cases involving the section 45 defence and the application of the non-punishment principles.

3.16. During the 2023 inspection, we considered whether there was monitoring of cases by the CPS Areas or the CPS Strategy and Policy Directorate to assess the effectiveness of the policy and prosecutions involving the NRM. We considered:

- whether lawyers were using the policy when prosecuting a case involving the NRM
- whether there was monitoring of the use and effectiveness of the policy by the Strategy and Policy Directorate (SPD)
- how cases are monitored to ensure they are being managed effectively and the right decisions made

3.17. In our 2023 inspection, we found there was no flag on the CPS's case management system (CMS) to identify and monitor modern slavery cases. This hampered the CPS's ability to identify and monitor cases and to produce management data or other performance reports.

3.18. At the time of the follow-up inspection, there remains no flag on the CPS's CMS, therefore there is still no formal case monitoring of these types of cases and the CPS cannot identify the number of criminal prosecutions which involve use of the NRM. It therefore follows that there is no information on how many cases proceed to trial, nor is there information on how many cases are not charged or

are stopped after charge because the section 45 defence is made out, or the defendant was under duress, or because it is not in the public interest to proceed. It is also not possible for the CPS to monitor whether CPS Areas challenge the section 45 defence in appropriate cases.

3.19. In our 2023 inspection, we found that there was some inconsistency in the use of guidance and prosecution of these offences. With the limited monitoring we found there was a missed opportunity to embed a standardised approach. As a result, we made a recommendation (recommendation four) that ‘by 31 December 2023, the CPS should develop a system of assurance that can prove that CPS Areas are taking a consistent approach in the prosecution of cases involving the section 45 defence and the application of the non-punishment principles.’

The Modern Slavery Network

3.20. In 2023, we reported that the Modern Slavery Network (MSN) held monthly meetings attended by representatives from all CPS Areas. At these meetings one of the leads presented a modern slavery case study from their Area which was then discussed to enable learning and good practice be shared across all CPS Areas. We commented in our 2023 report that this served as a form of case monitoring.

3.21. During our follow-up inspection, the CPS confirmed that they had updated the MSN terms of reference to ensure they conducted a case study consistency exercise at each monthly meeting. Over the past year, the MSN considered 11 cases, and the group agreed with the decision making in ten.

3.22. Although the MSN terms of reference require concluded cases to be used as case studies, we were told by Area leads that they also sometimes consider live cases. We were told that the impact of deviating from the terms of reference is that Area prosecutors are not being given copies of the case studies alongside any learning discussion points, due to the cases still being live at the time. This can diminish the opportunity to maximise learning from these sessions.

3.23. Selection of a case study for MSN is at the discretion of the Area lead presenting the case, but they will often choose one that involves a particular MSN issue that would benefit from further exploration in the group.

3.24. The MSN discusses how the case was handled, and the outcome of any learning points from the case study, which is then distributed to all Area leads to take back to their Areas. We were told by the national and Area leads that there is no standard approach to how the Area leads implement this learning within their Areas. The MSN terms of reference stipulate that the Area lead is responsible for

ensuring best practice in respect of the prosecution of modern slavery offences is embedded in their CPS Area, but not how that should be achieved.

3.25. The MSN case studies have been helpful in establishing an assurance mechanism to promote a more consistent approach to modern slavery cases across the CPS. But this alone is insufficient to achieve greater consistency in the prosecution of cases involving the section 45 defence and the application of the non-punishment principles.

3.26. In late 2024 the MSN carried out a dip sample of 53 cases nationally to determine the level of consistency with the modern slavery guidance. The dip sample requested six cases from each Area: two Crown Court cases, two magistrates' courts cases and two youth court cases. Some Areas struggled to find cases in the magistrates' and the Crown Court. The Area leads assessed the cases against a list of questions to test whether prosecutors were properly and consistently applying the modern slavery guidance. An example of one of the questions was whether the prosecutor had applied the four-stage test.

3.27. The results of the dip sampling exercise were considered by the MSN at their December meeting. They noted that there was some inconsistency in case analysis and disclosure handling, and that the guidance and good practice were not always followed. As a result, it was agreed that dip samples will be carried out every six months.

3.28. The dip sample was clearly a useful exercise and carrying it out more frequently will provide an ongoing assurance mechanism to assess and promote compliance and consistency across the 14 geographical Areas of the CPS.

3.29. We examined the results of the dip samples on the cases from the two Areas we visited. Our findings were consistent with those of the MSN analysis. One of the Areas was following the guidance more consistently than the other.

3.30. The Area that showed greater consistency held case management panels (CMPs) on all NRM cases chaired by the Area lead. The other Area has not historically used CMPs on all their modern slavery cases but had recently adopted the CMP approach on a selected modern slavery case, with more planned for the future. They took the view that holding a CMP for all modern slavery cases was not practical given the limitations of Area resources but will include modern slavery cases that are deemed as high risk in their regular case management panels.

3.31. The Areas we visited had different approaches to feeding back MSN learning to their prosecutors. One of the Areas we visited had a monthly meeting where modern slavery is a standing agenda item. This has helped reinforce

modern slavery messaging on a regular basis. In addition, they have weekly magistrates' prosecutor meetings where modern slavery is raised if required.

3.32. The other Area we visited did not have modern slavery as a standing agenda item at any meetings. We were told that modern slavery is raised when required on an ad hoc basis. This Area passed on the learning from MSN monthly meetings, if they considered that the issue was relevant, to avoid repetition. The learning was distributed by the senior district crown prosecutor sending an email to the district crown prosecutors to forward the relevant MSN learning to their prosecutors. This Area is reconsidering how they should communicate the learning. We were told that they are considering using the local Area intranet to do this.

3.33. Both Areas said they needed to revise how they passed the MSN learning to their prosecutors. The most recent MSN meeting set an action that Areas should consider having modern slavery as a standing agenda item at Area Casework Quality Boards or legal leadership forums.

Training

3.34. In our 2023 report, we found that the CPS both at a national and Area level demonstrated a commitment to keeping up to date with the latest developments in county lines and modern slavery. During our follow-up inspection, we heard that this commitment was still in place, but we heard from several prosecutors that a refresher training on this topic would be helpful, as some prosecutors had joined the CPS after delivery of some of the NRM training in previous years.

3.35. A 'train the trainers' modern slavery session was delivered in December 2024 to ensure Area leads have adequate understanding to train local prosecutors on modern slavery. The expectation is that CPS Area leads will deliver this training to all staff by the end of March 2025.

3.36. One of the suggestions that came out of a recent MSN meeting was for a series of short podcasts to be developed that prosecutors can access as aide memoires on practical applications such as the four-stage test in modern slavery cases. We were provided with the first podcast in the series, which was developed in December 2024. This was a useful podcast in terms of providing a practical example of applying the four-stage test to a modern slavery case.

Stakeholders

3.37. There is an expectation from MSN that each Area should meet with regional police leads to review modern slavery cases jointly, with feedback sent to the national lead on a modern slavery feedback form. Neither of the Areas we

visited hold regular police meetings with modern slavery as a standing agenda item, nor do they have case study discussion with the police or send updates to the national lead. During focus groups with prosecutors, we heard of a desire for more modern slavery engagement with police to ensure police understood best practice on modern slavery cases with a view to building stronger cases.

3.38. One of the two Areas has independently developed templates for prosecutors to send to police, alerting them to the modern slavery aspect of a case and advising them of their duty under Article Four of the Human Rights Act⁶ to protect the public from slavery with a checklist reminder of reasonable lines of enquiry. The template further reminds police to provide the Single Competent Authority (SCA) decisions and disclosure pack to the CPS on receipt of them. There are separate templates for children, adults and pre/post-charge cases. We were told by prosecutors in the Area's focus group that they used these templates routinely. This Area had also developed a template to inform the court and defence of their reasons for proceeding with a prosecution following a SCA conclusive grounds decision.

3.39. The other Area visited did not use templates. Templates can be useful, but the national lead together with the MSN will want to ensure that there is oversight of local templates, and that best practice is identified and implemented consistently using the MSN to avoid inconsistencies in approaches across different CPS Areas.

3.40. Overall, we found that the CPS had achieved the first part of the recommendation, with the monthly MSN providing a system of assuring consistency. The development of six-monthly dip sampling, progress towards consistent feedback of learning to Areas through the casework quality boards and further training are all positive steps towards achieving greater consistency of approach. However, our findings, and those of the recent MSN dip sample, highlight that there is still some way to go to ensure consistency of approach across the CPS Areas, meaning that our assessment of the second part of this recommendation, that of proving that CPS Areas are taking a consistent approach in the prosecution of cases involving the section 45 defence and the application of the non-punishment principles, has not yet been achieved.

3.41. Given our assessment that recommendation four from the 2023 inspection report is not yet achieved, we plan to conduct a further targeted follow-up inspection to reassess progress specifically relating to recommendation four in early 2026.

⁶ <https://www.equalityhumanrights.com/human-rights/human-rights-act/article-4-freedom-slavery-and-forced-labour> <https://www.legislation.gov.uk/ukpga/1998/42/schedule/1/part/1/chapter/3>

Annex A

Glossary

Case management system (CMS)

The IT system used by the CPS for case management.

Code for Crown Prosecutors (the Code)

A public document, issued by the Director of Public Prosecutions, that sets out the general principles CPS lawyers should follow when they make charging decisions. Cases should proceed to charge only if there is sufficient evidence against a defendant to provide a realistic prospect of conviction and it is in the public interest to prosecute.

County Lines

County Lines are operated by gangs from urban areas, in particular London but also other cities, who introduce a telephone number into a new area to sell drugs directly at street level. Potential buyers phone the number and local runners are dispatched to make deliveries via a telephone 'relay or exchange' system. The runners are often boys between 14 and 17 years old, who are groomed with the promise of money and gifts and deployed or forced to carry out day to day dealings. Runaway and missing children are also used by gangs to expand inner city drug operations into county towns and other less urban areas.

Crown Court

The court which deals with graver allegations of criminal offences, such as murder, rape, and serious assaults. Some allegations can be heard at either the Crown Court or the magistrates' courts.

Crown Prosecutor (CP)

A lawyer employed by the CPS whose role includes reviewing and preparing cases for court and prosecuting cases at the magistrates' courts. Crown Prosecutors can progress to become senior CPs.

Defendant

Someone accused of and charged with a criminal offence.

Disclosure/unused material

The police have a duty to record, retain and review material collected during an investigation which is relevant but is not being used as prosecution evidence, and to reveal it to the prosecutor. The prosecutor has a duty to provide the defence with copies of, or access to, all material that is capable of undermining the prosecution case and/or assisting the defendant's case.

Discontinuance

Where the prosecution stops the case because there is insufficient evidence to carry on, or it is not in the public interest to do so.

District Crown Prosecutor (DCP)

A lawyer who leads and manages the day-to-day activities of prosecutors and advocates.

National Referral Mechanism (NRM)

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.

Senior Crown Prosecutor (SCP)

A lawyer employed by the CPS with the necessary skills and experience to progress to a more senior legal role, which includes the functions of a crown prosecutor but also includes advising the police on charge. It is not a role that includes managing staff.

Senior District Crown Prosecutor (SDCP)

A senior lawyer who leads and manages the day-to-day activities of district crown prosecutor, prosecutors and advocates.

Single Competent Authority (SCA)

Part of the Home Office. It is responsible for identifying and supporting potential and confirmed victims of modern slavery through the National Referral Mechanism.

Strategy and Policy Directorate (SPD)

The SPD works within the CPS to strategically work at the heart of government for the CPS to enable them to be forward-looking, outward facing, and influential across Whitehall and the Criminal Justice System. The Division also produces legal and policy frameworks to ensure that CPS staff have the powers and tools to do their job effectively and efficiently.

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