### **PASSPORT**



"Inspired by joy. Informed by truth.

Sustained by hope."



# CONSTRUCTION IS MORE THAN JUST BRICKS AND MORTAR

It is about peoples' lives. Whilst it is easy to relate our buildings and infrastructure to quality of life for their users, what about the people who create these often, iconic structures?

Construction workers around the world are the most likely victims of modern slavery and people trafficking. In some places this happens on an industrial scale, wherever it happens it is unacceptable.

The Chartered Institute of Building, the world's largest professional body for the construction manager, has campaigned for a fairer deal for the people who work in the industry.

We firmly believe that no one who works in the industry should be subject to treatment that depends on their race, colour, culture, sex or vulnerability. And that good intentions at the top are carried through right to the bottom of the supply chain.

The CIOB is working in partnership with Justice in Motion to raise awareness of modern slavery and bring home how much happens in plain sight every day. Their performances are spellbinding and I can honestly say they had a profound impact on me.

Chris Blythe, Former CEO
The Chartered Institute of Building





# ABOUT JUSTICE Motion IN MOTION AND ON EDGE

Justice in Motion is a physical theatre company of collaborative artists founded in 2013 by Artistic Director Anja Meinhardt. It is dedicated to raising awareness about social injustice through entertaining and thought-provoking performances, workshops,

classes and talks run in

conjunction with relevant partner

organisations.

Using a combination of movement, theatre, music, aerial acrobatics, dance, spoken word and projection they create spectacular performances that captivate and encourage debate.



#### On Edge is the company's first outdoor production.

Told with the energy of athletic choreography on a vertiginous parkour 'construction site' it explains how modern slavery exists under our noses, within our communities, outside our knowledge. It reveals the plight of the vulnerable and exploited who are working in industries throughout the world every day.



#### ABOUT Inspire INSPIRE AND THE FREEDOM TOUR

The theatre show On Edge is part of a larger project, the FREEDOM TOUR. In partnership with INSPIRE Parkour Community we celebrate life; playfulness, joy, community. The FREEDOM TOUR features a mobile parkour park that provides a safe space to play in for all generations.

By inspiring other to move and play freely, with respect and awareness towards other people and the

environment around them. we provide part of the solution to the problem of modern

slavery.

We encourage people to move with boldness. awareness and joy through the world we live in. This gives them more self-confidence and with that a much lower risk of becoming a victim of modern slavery.



"Where there is genuine laughter there is freedom" (Anja Meinhardt – Justice in Motion)

"If we lived in a world where everyone played joyfully, the motivations to exploit and enslave would no longer exist!"

(Phil Goldney - Inspire)

"And the world will know us by our love that sets the captives free."





GBR

Code/Code

Passport No./Passport No

897676587

Surname/Nom (1)

Given names/Prénoms (2)

CHADWICK-JONES

LUKE

Nationality/Nationalité (3)

BRITISH CITIZEN

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

03 JAN / JAN 16

Sex/Sexe (5

Credits (6)

ALICE IN WONDERLAND - Creation Theatre (2016) GOOSEBUMPS ALIVE (2016) BOUND - Justice in Motion (2016) Currently directing documentary on Parkinson's and Alzheimer's Full stop theatre (2015) Circus 1903 tour (2016-2019)

National Champion Trampolinist (2005 - 2009)

The Kangaroos Gymnastics Display Team (2004-2010)

East 15 Acting School - BA Hons Physical Theatre (2011-2014)

OUR WORLD WAR - BBC (2014)



Code/Code

GBR

576568742

Passport No./Passport No.

Given names/Prénoms (2)

HULFORD Surname/Nom/(1)

PHIL

Nationality/Nationalité (3)

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

BRITISH CITIZEN

15 APR / AVR 16

Sex/Sexe (5

Credits (6)

POLITICAL MOTHER - Hofesh Shechter (2010) SUN - Hofesh Shechter (2012) Shechter (2019) POLITICAL MOTHER: THE CHOREOGRAPHER'S CUT - Hofesh THE BAD - Hofesh Shechter (2015) THE MUMMY - Sarcophagus films (2016) THE RITUAL - The Imaginarium (production company) (2017)



Code/Code

Passport No./Passport No. 75867465

GBR

Given names/Prénoms (2)

GEORGE

Nationality/Nationalité (3)

BRITISH CITIZEN

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

15 JUN / JUN 18

Sex/Sexe (5

Credits (6)

Member of cliff diving collective @divert\_team DEVIL'S PLAYGROUND film (2010) Experienced parkour athlete



ESP

Code/Code

Passport No./Passport No. 219090329

Given names/Prénoms (2)

DANIEL

REJANO Surname/Nom/(1)

Nationality/Nationalité (3)

SPANISH CITIZEN

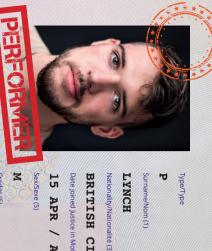
Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

16 JUN / JUN 17

Sex/Sexe (5

Credits (6)

Studied at Estudis de Theatre Lecoq Gandini Juggling since 2013 BRUCE AIRHEAD - solo act since 2013 BOUND - Justice in Motion (2017-19)



Code/Code

Passport No./Passport No

312978354

GBR

Given names/Prénoms (2)

MICHAEL

BRITISH CITIZEN

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

15 APR / AVR 19

Sex/Sexe (5

Credits (6)

THE FANTASTICAL CHOCOLATE FESTIVAL BRIGHTON COMMEDIA DELL'ARTE - Dende Collective (2017) THE DEEP - East 15 Physical Theatre (2018) FEEL THE FEAR - Project Lookout (2018) PRIME - Moth Physical Theatre (2018) - East 15 Physical Theatre BA (2019)



Code/Code

Passport No./Passport No. 354978321

DEU

Given names/Prénoms (2)

JOSUA

GERMAN CITIZEN

Nationality/Nationalité (3) SCHMID Surname/Nom/(1)

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

11 JUN / JUN 18

Sex/Sexe (5

Credits (6)

Slackline competitions in Europe (2011-2014) Slackline performances in Germany (2011-2016) Winner of YouTube Secret Talent contest (2011)



Code/Code

Passport No./Passport No.

132089899

CHE

Given names/Prénoms (2)

KEVIN

Nationality/Nationalité (3

SWISS CITIZEN

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

Sex/Sexe (5

Credits (6)

PARKOUR PARK DESIGNER - St-Prex council (2014) INSPIRE TOURS (2014-2018) Show for Mazda HEIST - Mission TEC Ebauches commercial (2016) PARKOUR CAMP - Féli-D Movement (2015-18)



DEU Code/Code

Passport No./Passport No. 7643895634

Given names/Prénoms (2)

HECTOR

EMERSON Surname/Nom/(1)

Nationality/Nationalité (3)

BRITISH / AUSTRALIAN CITIZEN

Date joined Justice in Motion/Date a rejoint Justice in Motion (4)

21 FEB / FÉV 19

Sex/Sexe (5

Credits (6)

PETER PAN - Regent's Park Open Air Theatre (2018)

Ensemble THIS CHANGES EVERYTHING - David Glass MYSTERY TOUR - Big Monty Productions (2018)

Theatre (2015-2018) East 15 Acting School 18 - East 15 Physical Theatre BA Hons Physical

ARTISTIC DIRECTOR Anja Meinhardt

ASSOCIATE DIRECTOR Pawel Szkotak

ARTISTIC COLLABORATOR Chris Evans

MOVEMENT DIRECTOR Phil Hulford

SET CONCEPT & CONSTRUCTION David Marmet

**DESIGN & COSTUME** Olivia Altaras

COSTUME MAKER Georgia Smithers

SOUND DESIGN & COMPOSITION Quentin Lachapele

PRODUCTION MANAGEMENT Green and Johnson

STAGE MANAGEMENT Dene Elliott

PRODUCER Darren Walter

TRAINEE PRODUCER Nadia Rich

MARKETING Gill Jaggers

SOCIAL MEDIA George Mayfield

GRAPHIC DESIGN Jayson Winters

VIDEO Ben Johnston

PHOTOGRAPHY Stevy llabaca & Michael Lynch



### strønger tøgether

#### tackling modern slavery in supply chains

Are you being forced to work when you don't want to?
Do you have to pay someone money to give you work?
Are you being forced to live in accommodation against your will?
Is someone controlling your identity documents or bank account?
Is someone threatening or intimidating you or your family?



Ar jus verčia dirbti per prievarta?

Ar privalote duoti kam nors pinigų, kad parūpintų jums darbo? Ar esate priversti gyventi nurodytose patalpose prieš savo valią?

Ar kas nors kontroliuoja jūsų tapatybės dokumentus ar banko sąskaitą? Ar kas nors grasina arba gąsdina jus ar jūsų šeimą?



Vai jūs spiež strādāt, kad jūs negribat to darīt?

Vai jums kādam jāmaksā nauda, lai jums dotu darbu?

Vai jūs spiež dzīvot mājvietā pret jūsu gribu?

Vai kāds kontrolē jūsu personas dokumentus vai bankas kontu? Vai kāds draud jūsu ģimenei vai to iebiedē?



Ste násilím prinútený pracovať?

Musíte niekomu platiť, aby vám dal prácu?

Ste nútený žiť v danom ubytovaní proti vlastnej vôli?

Kontroluje niekto vaše osobné údaje alebo bankový účet?

Vyhráža sa alebo zatrašuje vás alebo vašu rodinu niekto?

#### YES? TAIP? JĀ? ÁNO?

GET HELP! SIEKITE PAGALBOS! SAŅEMIET PALĪDZĪBU! VYHL'ADAJTE POMOC!

- Tell a trusted manager or worker representative or call see below.
- (II) Report it to the Gangmasters and Labour Abuse Authority on 0800 432 0804. Call the Police in an emergency on 999, or 101 if it is not urgent.
- For personal help and support for victims Contact the Modern Slavery Helpline on 08000 121 700 or https://www.modernslaveryhelpline.org/report or call the Salvation Army on 0300 303 8151.

www.stronger2gether.org





### WHAT IS MODERN SLAVERY?

Modern slavery is a global problem, affecting millions of people worldwide. Men, women and children of all ages and backgrounds can fall victim to human trafficking, forced labour, domestic servitude or debt bondage.

There are many ways that people can be forced to work for little or no pay.

- Labour exploitation
- Sexual exploitation
- Domestic servitude
- Organ harvesting
- Criminal exploitation

Victims are controlled by force, threats, coercion, abduction, fraud and deception.

Any form of 'consent' given by a victim in these circumstances is irrelevant – no person can have control over another person by these means.

### WHAT IS HUMAN TRAFFICKING?

Human trafficking is the movement of a person from one place to another, within a country or across borders, with a view to exploiting them.

It consists of three basic parts:

#### AN ACTION

The recruitment, transportation, transfer, harbouring or receipt of a person

#### **A MEANS**

The threat or use of force or other form of coercion, abduction, fraud, deception, abuse of power, a position of vulnerability, the giving or receiving of payments or benefits to control a person for the purpose of exploitation

#### **EXPLOITATION**

Which can include slavery, forced or compulsory labour or services, servitude, forced criminality, sexual exploitation or the removal of organs

Once initial control is secured, victims are usually moved to a place where there is a market for their services. This is often a location where they lack the language skills or other basic knowledge which would allow them to seek help. There may be one person trafficking the victims or a number of different individuals. Victims may also be passed or sold to different traffickers.

Since the introduction of the Modern Slavery Act 2015, human trafficking carries a maximum sentence of life imprisonment.



### WHAT IS FORCED LABOUR?

Forced or compulsory labour is sometimes hidden but often people are exploited in plain sight. Victims come from a variety of backgrounds – they may be UK citizens, EU migrants or from outside of the EU.

Forced labour offences in the UK\* apply regardless of the victim's immigration status or entitlement to work in the UK.

People who are subject to forced labour are typically made to work in sectors such as:

- agriculture\*\*
- food processing and packaging\*\*
- construction
- warehousing and logistics
- the service industry and catering
- manufacturing (in sweatshops)

\*The Coroners and Justice Act 2009, Criminal Justice and Licensing (Scotland) Act 2010 \*\* GLAA regulated industry sectors "All work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."

International Labour Organization

# WHAT IS DEBT BONDAGE?

Victims of forced labour may also be victims of debt bondage, where they are tricked into working for little or no money to repay a debt.

An employer or a person controlling them (such as an agent) will use different tactics to trap the victim in an endless cycle of debt which can never be repaid and may even be passed on to their families. Poverty, threats, violence, surveillance and imprisonment are used to make sure they cannot leave or get help.

Debt bondage can also be a significant factor in human trafficking. Victims may be offered a job abroad, to include either 'free' transportation or borrowing money from the employer/controller for travel and/or a job finding fee. Once they have arrived they then find the job either does not exist or is not what was originally offered, and are trapped trying to pay off the debt.



### MODERN SLAVERY ACT

The Modern Slavery Act 2015 is an Act of the Parliament of the United Kingdom. It is designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery.



The act extends to England and Wales (devolved parliaments/assemblies have their own legislation). The bill was introduced to the House of Commons in draft form in October 2013 by James Brokenshire, Parliamentary Under Secretary for Crime and Security. The bill's sponsors in the Home Office were Theresa May and Lord Bates. It received Royal Assent and became law on 26 March 2015.

Section 54 of the UK Modern Slavery Act (MSA), which extends to all part of the UK, requires all businesses with an annual gross worldwide revenue of £36 million or more and trades in the UK, to publish an annual transparency in supply chains (TISC) statement on activities they have carried out to combat modern slavery internally and within their supply chains.





Hope for Justice is an anti-trafficking charity working across four continents to end modern slavery by preventing exploitation, rescuing victims, restoring lives and reforming society.

Its global head office is in Manchester, with Hubs across the UK from where specialist investigators identify victims, build bridges of trust and remove them from exploitation. They also support police operations and act as an 'alternative pathway' out of slavery for victims too scared to engage with law enforcement.

Hope for Justice's lawyers and social workers help survivors post-rescue to access services like housing, employment and mental health support, and assist them through the justice process. In some countries, the charity runs aftercare facilities, plus outreach, prevention and reintegration programmes.

Hope for Justice trains professionals – including police, NHS and homeless shelters – to spot the signs and respond effectively. Its campaigns for improvements to policy and legislation, and – via business initiative Slave-Free Alliance – helps companies protect their supply chains from traffickers.

William' is one of tens of thousands of people reached and helped by Hope for Justice. He was locked into a cycle of exploitation, moved from city to city across the UK. Forced to work plastering and decorating for no pay, his violent traffickers made him sleep on a freezing floor and even dig in the frozen ground without tools. A referral was made by a specialist trained team, and Hope for Justice made sure William was entered into a safehouse; an intervention that means he no longer lives in fear of his traffickers.

#### Find out more at hopeforjustice.org



# **HELP FREE THE UK FROM**

Modern Slavery is the illegal exploitation of people for personal or commercial agin. Victims\* are trapped in servitude, which they were deceived or coerced into, and feel they cannot leave.



**톨** <u>1</u> OF VICTIMS ♦♦♦♦









#### COMMON AREAS OF LABOUR EXPLOITATION











#### **MODERN SLAVERY INCLUDES:**









PEOPLE F INTO MOI



EXPLOITERS FORCE VICTIMS TO CLAIM BENEFITS ON Arrival but the money is withheld, or the victim is forced to take out loans or credit card derts



CANNABIS
CULTIVATION
IS THE HIGHEST
FORM OF CRIMINAL
EXPLOITATION

33/0 OF THOSE ARE CHILDREN WHEN REFERRED TO THE NRM

\*\*\*









Slavery is closer than you think. It happens all over the world including the UK. Find out more at modernslavery.co.uk or to seek help or report slavery call the helpline.

0800 0121 700

Calls are free from landlines and most mobile networks



### Gangmasters & Labour Abuse Authority

The Gangmasters and Labour Abuse Authority (GLAA) is the foremost investigative agency for modern slavery and labour exploitation. They work in partnership with organisations such as the police, HMRC, the National Crime Agency and local authorities to protect vulnerable and exploited workers.

The UK construction sector employs around three million people and is considered to be a high-risk industry for exploitation due to its size and complex supply chains.

Pay is a major issue we have identified. Some workers receive only £5 a day, while others are simply not paid at all. Wages are also sometimes deducted for accommodation which can be best described as inhumane and overcrowded.

Passports and other documents are often taken by exploiters as another way of controlling their victims. Threats and actual physical violence are a depressing reality for some workers day in, day out.

# WHERE EXPLOITATION TAKES PLACE, SAFETY IS RARELY GIVEN A SECOND THOUGHT.

Serious accidents have occurred where workers have not been given appropriate training to operate machinery. In some cases, compensation has been offered to stop victims talking to the authorities.

However, the GLAA are tackling this problem. In addition to making arrests across the UK, they have developed the Construction Protocol, an agreement signed by almost 100 leading industry organisations. The protocol commits signatories to work with them to identify and stop exploitation, share information, and raise awareness in supply chains.

If you suspect someone is being exploited, please contact their dedicated intelligence team on **0800 4320804** or email **intelligence@gla.gov.uk** 





### COMMON ABUSES OF CONSTRUCTION LABOURERS

UNFAIR PAYMENT PRACTICES

Non-payment or late payment of wages. Employers not recognising all the hours worked. Illegal deductions.

Some employers will delay payment for months or even years, leaving the workers literally starving, yet too frightened to complain.

INAPPROPRIATE ACCOMMODATION

Cramped, unsanitary, crowded conditions, often far from site requiring long commutes.

LONG WORKING HOURS

Workers forced to work in unsafe conditions and very long shifts. Agents may force them to work on multiple locations taking on more than one job.

RESTRICTION OF MOVEMENT

Workers have passports removed and are unable to leave the country or seek alternative work.

EXTRA CHARGES FOR FOOD OR ACCOMMODATION

Accommodation is far from food outlets so that workers must pay for expensive canteen food. Deductions for food are made from wages, even though workers were promised that food and accommodation were inclusive.

**UNFAIR CONTRACTS** 

Contracts are not in the labourers' native language and they do not understand what they are signing. Despite this, the contract may be declared "legal" by employers and the courts.

THREAT OF VIOLENCE

Frequent threats of violence leave workers fearful and frightened to speak out.

LACK OF REPRESENTATION

Workers are unable to organise or form unions. They have no platform to raise issues with the client or main contractor.





## THE SALVATION ARMY IS HERE TO HELP

Over 10 years ago, Lukas\* travelled from Lithuania to England in the hope of finding better paid work. He was approached by a construction company owner and offered fulltime work as a labourer, with accommodation in a caravan with other Eastern European workers.

Lukas spent 10 years living in this caravan. He was paid very little, felt very isolated and was not given access to essential services such as healthcare. Lukas regularly witnessed other workers being subjected to abuse and extreme physical violence at the hands of their trafficker.

There was a culture of heavy drinking among the workers, and it was when Lukas was rushed to hospital with an alcohol-related illness that he was identified as a victim of modern slavery and referred to The Salvation Army for support to help him recover from his ordeal, and moved into safe accommodation.

Thousands of others have stories just like Lukas. 45 per cent of victims supported by The Salvation Army in the past year were exploited through forced labour, including many in the construction industry.

#### HELP IS AVAILABLE

The Salvation Army offers specialist support and safe accommodation to all adult victims of modern slavery in England and Wales.

# Their confidential Referral Helpline 0300 3038151

is available 24 hours a day, seven days a week to anyone who suspects that they, or someone they have come across, might be a victim of modern slavery and in need of help.





Forced labour involves one person or a gang depriving another person or group of people of their liberty in order to exploit them for commercial gain. Forced labour can happen in any country.

The risks of slavery and forced labour increase where there is a supply of vulnerable people. People may be vulnerable, irrespective of nationality or gender.

Some groups are particularly at risk because of their ethnic background, relative poverty or disability or migrant status:

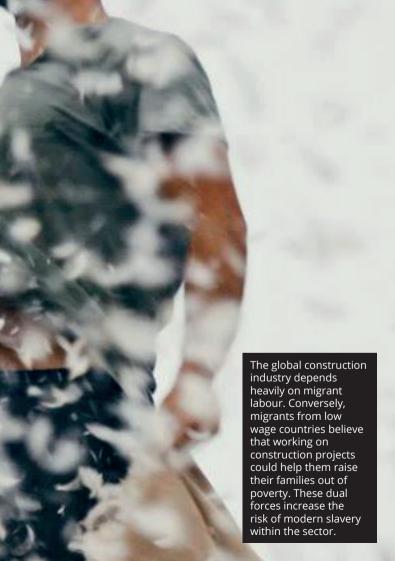
- Displaced persons forced to migrate because of war or persecution
- Young people and unskilled or illiterate workers who may be less aware of their legal rights than older, more skilled and better educated workers
- Migrant workers, particularly those with an irregular status, whose vulnerability can be exploited through coercion
- Women workers 59% of workers in forced labour exploitation are women

Not having the appropriate immigration status, or legal right to work in the country where they are located, puts individuals seeking paid work at high risk of exploitation. However, in the majority of situations, victims rescued from forced labour conditions do have the legal right to work in that country.

# MIGRANT WORKERS AND DISPLACED PERSONS ARE PARTICULARLY SUSCEPTIBLE TO BEING TRAPPED IN A FORCED LABOUR SITUATION BECAUSE:

- Their situation may mean that they must accept any work just to eat and survive
- Their work options are more limited, particularly where they have limited local language skills
- They may expect to pay for work if it is common practice in their own country
- They may be lured by "package deals" such as transport, accommodation and work
- They trust fellow countrymen who make convincing but false promises of being able to arrange regular work and good pay

They are targeted by exploiters and criminal gangs who know how to spot "easy victims" that are easy to control by threats or penalties either to themselves or their families.



### MODERN SLAVERY IN THE MEDIA

Ali, 24, Bangladesh / "Trapped in debt bondage constructing tower blocks in Singapore"



World Cup 2022: Qatar's workers are not workers, they are slaves, and they are building mausoleums, not stadiums



Car wash SLAVERY scandal: Migrants are forced to work gruelling shifts for just £1 an hour



'I came to Britain for a better life, but I spent 15 years being beaten, mentally tortured and used as a slave'



Modern slavery suspect quizzed after man 'forced to live in shed for 40 years' has been freed under investigation



Rooney traveller family jailed for modern slavery offences





## INFORMATION SUPPORT AND ADVICE

TRAINING THROUGH STRONGER TOGETHER www.stronger2gether.org

ELS ONLINE / ETHICAL LABOUR SOURCING TOOL
www.elsonline.co.uk

RIGHTS LAB NOTTINGHAM / FREE ONLINE COURSE
www.futurelearn.com/courses/slavery

THE MODERN SLAVERY ACT
www.legislation.gov.uk/ukpga/2015/30/contents/enacted

#### **USEFUL APPS**

SAFECARWASH APP
www.theclewerinitiative.org/safecarwash

THE STOP APP

STREETLINK APP www.streetlink.org.uk/

#### **USEFUL PHONE NUMBERS**

www.stopthetraffik.org/intelligence-led-prevention/the-stop-app/

If you think someone is a victim of human trafficking or slavery you can report using these telephone numbers:

MODERN SLAVERY HELPLINE 0800 0121 700
SALVATION ARMY 24HR CONFIDENTIAL HELPLINE 0300 3038 151
NSPCC HELPLINE 0808 8005 000
CRIMESTOPPERS 0800 555 111

#### COMMISSIONERS



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#### **FUNDERS**









#### OTHER PARTNERS













#### WITH FURTHER THANKS TO:

XTRAX, Cornerstone Arts Centre, The Mill Arts Centre, Oxford Dance Forum, Oxford Theatre Makers, Oxford Vineyard Church, Pointe The Way Ballet School and Turnpike Productions for their ongoing support to us and for endorsing our work.

To Paul McAnulty from Staffline and Dr Bill Prevette for their insightful conversations with us during the creation process. Stronger2gether for their contribution to the programme. Chris Blythe OBE for believing in us and for trusting the impact the arts can have in raising awareness about modern slavery.

David Glass and Chris Evans for their incredible input into the devising process and additional theatre training, and for inspiring us in the creation of the show.

Louise Glavin for her delicious and wholesome catering during all of our rehearsals. Chris Milford for providing much needed treatment for our performers. The Marmet's for their incredible generosity, for the love and kindness they bring to the project, and for their beautiful example of family and heart for community.

Daniel Ilabaca, Michel Kasper, Callum Wyles, Pawel Szkotak, the Goldney's and Paula Cavegn, for all of their input and inspiration during our initial R&D phase.

Tom Harper for being there from the beginning and ongoing affirmation. The Meinhard's for all of their support and encouragement. Johnny Steinegger for his fabulous blogs. YWAM for partnering with us on their Parkour DTS outreach.

Many thanks also to our dedicated Prayer Team, and our Trustees, who continuously have our backs, and to our Justice in Motion Family of Supporters, who through their financial contributions ensure that we can create such work as ON EDGE.

And of course - our ultimate creator, giver of life, hope and joy - Papa God!





Unit 8, The Gallery, 54 Marston Road, Oxford OX4 1LF www.justiceinmotion.co.uk info@iusticeinmotion.co.uk

