

IbixInsight report on the Chinese Community 2006

Making sense of the UK – the range of agents involved in a Chinese migrant's 'hidden' world.

Chinese	English	Role Description
'Travel facilitator' 帶頭, or literally translated as a 'lead head,' or sometimes generally called in Chinese as a 'snakehead' but sometimes migrants themselves do not see these point of contacts as malicious individuals. Instead, they provide valuable travel advice and services for migrants.	Snakehead	Someone who arranges and profits from a migrant's travels out of China. Their first point of contact with the migrant smuggling network.
'Snakeheads' whose criminal network transports migrants from China to country of destination.	Snakeheads	Illegal migrants have to borrow heavily to secure the services of snakeheads for travels. Also, these snakeheads are affiliated with elements of organised crime.
Getting money back to China.	Local money changers	With the laws on money laundering now restricting those who can open bank accounts – the opportunity for extortionate rates to be exacted from those seeking to send remittances back home to their families can be problematic.
Local Chinese recruiters, '接頭', (pronounced jieng tao, or roughly translated as 'one who connects,' 'a local contact,' or 'connecting head').	Local Chinese employment recruiters	A connecting head usually has some fluency in English and thus can operate as a point of contact for the Chinese illegal migrant workers and acts as the gatekeepers of local employment opportunities. As such, the local Chinese recruiters are authoritative individuals within the illegal Chinese migrant community simply by their ability to provide leads on employment possibilities. Some gangmasters (British or Chinese) could lie behind these Chinese employment recruiters.
Help with the immigration system	Lawyers/immigration advisers	If these are not ratified by the Law Society then they are a means of potential abuse for the illegal migrant. They may demand further money from the client when legal aid might be available. They can demand money and then do very little for the legal needs of the client – as there is very little material in place to alert clients as to their rights within Immigration Centres this sort of collusion could be occurring at unacceptable levels.
'Snakeheads' who extort 'protection money' from migrants in the country of destination. Individuals from '黑社會' ('black society') - the criminal underworld of gangs and organised crime.	Gangsters	
Language issues	Translators	When these are supplied by the PRC Government there is a potential range of abuses which could occur, including a form of harassment if those experiencing the translation are seeking asylum in the UK.
People who provide them housing. These may sometimes have links with Chinese organised crime.	Landlords	Housing may be linked to employment opportunities. Another element of control on the migrant since legitimate and affordable housing leads are few.
People who provide work opportunities.	Employers	Employment may not be within standard regulatory – minimum wage rates – or because of their 'irregular status' have the employee exposed to health and safety risks, or unremunerated over-time from which employees who are unionised would be automatically protected.

There are two organisations, which are of immediate importance to engage on the issue of potentially poor immigration advice. One is the Office for the Supervision of Solicitors at the Law Society and the other is The Office of the Immigration Services Commissioner. (OISC) is an independent public body set up under the Immigration and Asylum Act 1999. It is responsible for ensuring that all immigration advisers fulfil the requirements of good practice. The OISC is committed to the elimination of unscrupulous advisers and the fair and thorough investigation of complaints.

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RESEARCH, TRAINING & SOLUTIONS FOR POLICING IN A COMPLEX WORLD



Portfolio of Work



Contemporary policing is being organised and managed in an environment of unparalleled complexity within a political and fiscal setting of maximum accountability. The range of cultural, religious, political and lingual worlds which need to be understood in order to develop neighbourhood and community focussed policing worthy of its name are unparalleled in the history of policing in the UK. The developments since the 11th September 2002 have made their mark on all police constabularies. Moreover the complexity and interconnectedness of organised crime in the continued incursions of gun, drug, labour and sexual exploitation across communities, has meant that all forces need to develop a profound sophistication in the acquisition, transmission and management of intelligence at all levels of the service.

The following document gives a sample of some of the work undertaken by Ibix Insight over the last three years in our work with the police forces of the Eastern Region. This work has utilised the resources of both those within the constabularies and academic experts working alongside our lead analysts to research hidden, diasporic and marginalized populations. Our work highlighted issues surrounding the vexed questions of the nature, ethnicities and variations of organised crime and the challenge of languages across the policing spectrum of reporting, custody, statement taking, intelligence gathering and community reassurance. It looked at representation of diversity across the police family, community cohesion and fit for purpose policing in the light of level one, two and three crimes in multi-ethnic and contested environments.

One of the innovations arising from our work with migrant populations who frequently carry very little English in their first few months here has been a new application of technology to the resources available to public authorities and police in their dealings with the general public. *Ibix Translate* uses the user friendly iPod to communicate key messages of reassurance and information to those who interface with the public authorities. Having developed victim reassurance packages for Operation Pentameter in its work with victims of trafficking for sexual exploitation, Ibix Translate is now moving forward work on knife crime and vehicle stops for constabularies across Britain.

Policing requires multi agency and multiple resources in order to develop capacity and flexibility in today's environment. Research, knowledge management and strategic thinking are prerequisites for effective delivery of Government policies and the management of change which is the order of our day. We hope that you find the information helpful and insightful, and we look forward to the conversations which you want to have as leaders of your organisations as you respond to the needs of your policing priorities and your particular communities.

Carrie Pemberton
Jane Martin

POLICING COMPLEX COMMUNITIES

One Day Conference

Key themes and quotations

POLICE RELATIONS

- The overall feeling of the Caribbean forum and focus group was that the police are perceived as substantially distanced from the Caribbean community. This sense of distance could be alleviated by the police taking the opportunities for making relationships through such conduits as social clubs, sports activities or through the churches which a good proportion of the Caribbean population attend at some point during the year. (*Ibix Insight report on the African Caribbean Community in Peterborough March 2006*)
- The constabulary in particular will need to be minded that State authorities in Somalia have been so degraded over the last thirty years, that communities have been used to solving problems and difficulties within their clans, and not through public bodies such as the Police. The tendency is to sort matters out internally. Unless firm leadership is taken in citizen focussed training, there could be less than satisfactory impacts for inclusive policing. (*Ibix Insight report on the Somali Community in Peterborough March 2006*)
- Although Somalia has been embroiled in a high casualty and devastating civil war for over two decades, this culture is seen to have multiple methods of conflict resolution. These should be embraced by policing encounters with this community. (*Ibix Insight report on the Somali Community in Peterborough March 2006*)
- What will be seen in the report which follows is the rapid change of the populations which the police forces of the Eastern Region are called to police. Minority populations lie in the margins of the dominant indigenous population which has traditionally been the Constabularies' main customer and arbiter. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- The changing nature of the cities of eastern England mean that they are increasingly responsive to international forces outside the parochial scripts of the previously dominant indigenous population. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- In reflecting on this history it is important to remember that working in Lithuanian is frequently more comfortable for any potential victim, witness or defendant than in Russian, which was the language of the occupying State, even though Russian translators may be more numerous on the ground. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- One of the few reports to our researcher of incidents of a race-hate nature arose around a multiple occupied house where one of the students lived with a mixed nationality group of housemates. On the back of this incident we asked the students as to what emergency numbers the Police responded in this country – only fifty per cent knew the answer to this. (*Ibix Insight report on the Brazilian Community in Peterborough 2006*)
- The Police will need to build up the confidence of the Asian community through multiple instances of dialogue with women's groups, working with professional Asian women who can offer their own particular insight into the community, and other arenas where women meet for discussion and support to start breaking through the wall of silence which surrounds this issue. (*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- Policing the undocumented migrant community requires sustained time to build up trust in a policing style that is not predominately concerned with individuals' migration status; and that the police are there, foremost, to offer security and protection to all those who require assistance. This is difficult for the police in England, given that the Home Office also has an immigration arm that departs those with undocumented status. (*Unpublished Internal Memo to SOCA, 2006*)

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HISTORICAL AND CULTURAL ANALYSIS

- Critical in understanding something of the multiple-overlaid factors which go to create African identity is the role that colonisation of the continent played in the nineteenth and twentieth centuries. (*Ibix Insight report on the African Community in Peterborough March 2006*)
- Africa lives for life, and so the structures that produce life, the clan, the tribe and the family, are protected and valued above all individual choice. Individual identity is held within the collective identity. (*Ibix Insight report on the African Community in Peterborough March 2006*)
- In Uganda over 80,000 East African Asians were expelled in the 1970s under the Presidency of Idi Amin. Some 20,000 of this expulsion found new homes in Great Britain including a substantial number of Peterborough's East African Asian community. This background is a very different trajectory from the predominantly Pakistani population. (*Ibix Insight report on the African Community in Peterborough March 2006*)
- Clans constitute the heart of Somali society, and the central challenge facing modern Somalia is how to unify a country whose people often give greater allegiance to lineage than to nation. (*Ibix Insight report on the Somali Community in Peterborough March 2006*)
- Somalia became over-run with small arms from Russia, America, and China as the collapse of the Berlin Wall brought a power vacuum into the horn of Africa. Many of those coming to the city from Somalia will have survived one of the most gun infested cultures of the world.
- The key issue is that the Kurds are the largest ethnic group in the world without their own nation. (*Ibix Insight report on Kurdish Community in Peterborough 2006*)
- The family is linked into the wider kinship network of the *biraderi* system. The institution of *biraderi* – which means “brotherhood” in a relatively loose sense – provides a useful collective framework for promoting mutual well-being. *Biraderi* reinforces many internal group practices and values, and acts as an effective instrument of social control and cohesion in the community. (*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)

RACIAL TENSIONS

- The Keralan community in Peterborough, despite its very high level of academic and professional attainment, will therefore still be wary of any engagement with the police in this country. In the three occasions of racial harassment experienced by those whom we interviewed all of those interviewed displayed elements of confusion when it was suggested that they might have considered reporting these incidents to the Police. (*Ibix Insight report on the Keralan Indian Community in Peterborough March 2006*)
- Community tension emerges from local hostility to incomers by the dominant population of the area which is ‘colonised’. Further tension occurs because the city authorities and the local constabularies are not able to access these communities because of language, lack of networks and dedicated resources. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- One implication of the *biraderi* system is that there are numerous interconnected and cascading power relationships within the Mirpuri community which are present at all times in the city's Muslim community, but hidden from wider public understanding. (*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)

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INTER COMMUNITY RELATIONS

- There is anxiety that the Caribbean community is now seen as the poor relations within local government concerns around diversity and multiculturalism in Peterborough. The registered size of the population does not particularly help the community to lobby effectively in comparison with the Asian constituency which is considerably larger. (*Ibix Insight report on the African Caribbean Community in Peterborough March 2006*)
- It was clear that women were afraid of rape, warned that they might be prostituted by those who were outside of the *biraderi* should they be inveigled into a relationship with them – (as in Kurdish and Afghan communities) – and knew of women who had been stalked and harassed by non-Mirpuri men in their neighbourhood. (*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- In the City there have been a couple of occasions where conflict has arisen with the Pakistani host community, because of the particular protection and concerns around purdah. This makes it problematic for their women to engage in a relationship with men from outside their own community, even when fellow Muslims. (*Ibix Insight report on Kurdish Community in Peterborough 2006*)
- There have clearly been some extremely dangerous and enduring ethnically rooted conflicts between Caribbean and Pakistani youth, which require careful policing and long-term interventions, as well as extensive and committed educational encounter work in schools where these two minority populations are in the same space. (*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- A clear direction for police work in the schools is needed to develop understandings of equity, fairness and an approach to justice which emphasises the importance of relationships – which is the underlying thrust of community cohesion. (*Ibix Insight report on the African Caribbean Community in Peterborough March 2006*)



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HOUSING

- Multi-occupancy poses a challenge to the local authority, the fire service and the police. There are clear hazards in terms of fire safety with such living conditions. There are also health implications for the members of these households in terms of stress and unhealthy living environments, and over-crowding issues for neighbours with constant noise, and the negative consequence of potentially aggressive behaviour towards the 'incomers' which can manifest itself in neighbour disputes and manifestation of race/hate crime. *(Ibix Insight report on Kurdish Community in Peterborough 2006)*

VIOLENCE AGAINST WOMEN

- Schools and social services as well as police need to be alert to the fact that Female Genital Mutilation is still widely practiced by this community, and that potentially there are young women at risk to criminal acts where families, either in Somalia or here in the UK, are anxious for traditional forms of marking out puberty and preparing a woman for marriage to be practised. *(Ibix Insight report on the Somali Community in Peterborough March 2006)*

- Institutions in Britain have been principally framed around men's needs and aspirations, the world of public order and male-led political agendas, whilst women have lived their 'private' lives and endured violence principally behind the closed doors of the domestic. It affects all communities and the closed doors of the migrant communities doubly disenfranchises. *(Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006)*
- One of the Pakistani community workers we interviewed told us that it was extremely difficult for women to report about domestic violence outside of the family. It was a matter of deep shame to report something of this nature, and many women felt in some way that they had brought the violence upon themselves. It is vitally important that women from the Pakistani and other communities are given multiple ways of both having the area of domestic violence talked about and of having the fact of that violence being dealt with. *(Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006)*
- Migrant women, particularly those who have moved away from any family support structures due to marriage or forced migration, are at high risk of experiencing domestic violence within their household location, from their partners or from members of the extended household. *(Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006)*
- When asked about 'forced marriages' most of those involved in the focus groups replied that there weren't really forced marriages, but just 'arranged marriages'. *(Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006)*

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- In Portugal neither prostitutes nor their clients are punishable under the law, and prostitution is common. Under the law, only pimping, brothels, and the non registration of prostitutes are illegal. Trafficking in women for the purpose of sexual exploitation continues to be a problem. (*Ibig Insight Report on the Portuguese Community in Peterborough, 2006*)
- We have already noted one clear incident of serious sexual harassment by a landlord reported by one of our female interviewees. When the issue of sexual harassment was raised with our interviewees most of them responded with a level of suppressed laughter indicating embarrassment and a world in which levels of sexual harassment are ubiquitous. (*Ibig Insight Report on the Portuguese Community in Peterborough, 2006*)
- During the course of our interviews we came across indications of prostitution being carried out within the Portuguese population with clients being drawn from other communities as well as the Portuguese speaking population. One Muslim male we interviewed explained how their own community would not countenance any of their women entering into prostitution, but that was left to other communities to provide which had less regard for their women. (*Ibig Insight Report on the Portuguese Community in Peterborough, 2006*)
- No one admitted to having experienced domestic violence when first asked, but one of the women we interviewed made it clear later on in the interview that she had left her first husband in Portugal because of unacceptable levels of violence. (*Ibig Insight Report on the Portuguese Community in Peterborough, 2006*)

ISLAMIC COMPLEXITIES

- Even though many of these young men will have spent two hours a day, five days a week for six years learning the Koran in Arabic by rote, they cannot relate to the many Imams who continue to be imported from South Asia knowing little or no English. (*Ibig Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- This is a challenge for policing when facing the aftermath of attacks on the West and the reaction of the white English population to activity which they see as stemming from movements associated with Islamic political extremism. (*Ibig Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- No part of the British population has felt more under control by the police and security forces than young Muslim men. But many young men in this Pakistani parallel society also experience their own home as a 'prison', in which they suffer from patriarchal rule. (*Ibig Insight report on the Azad Kashmiri Community in Peterborough 2006*)
- Young people from a Pakistani background are extremely respectful and subservient towards their parents-that is part of the facade of their traditional culture. They seek understanding elsewhere, and, in individual cases they may find it among extremists, who exploit the disappointment and lack of perspective of Muslim youth for their own ends. (*Ibig Insight report on the Azad Kashmiri Community in Peterborough 2006*)

LANGUAGE

- Overall the sense from the student population was that the Police were professional, but that because they spoke neither Portuguese or Spanish, it made it very difficult for them to be approached. (*Ibig Insight report on the Brazilian Community in Peterborough 2006*)
- One young man found that 'like all English people' the Police 'talked too fast' when asking for papers, and that he felt that because of his darker skin colour that he was stopped more frequently than some of his clearly European-descended Brazilian colleagues. (*Ibig Insight report on the Brazilian Community in Peterborough 2006*)
- Lack of English is clearly an aggravating feature in the exploitation of migrant workers. Without a good grasp of English, employment contracts (when provided) cannot be read and understood. Neither can the migrant worker access guidance on their rights. Neither can they access the police if they wish to make a complaint about criminal behaviour. (*Ibig Insight, 'Employment and Policing Issues', 2005*)
- The difficulty for the police cannot be underestimated in dealing with the multiplicity of the languages that can potentially face them on the streets, in homes and at the police station. There are some 200 languages and thousands of dialects in the world. Whilst this may be narrowed down in Peterborough to some 50 languages and associated dialects, the challenge to effectively communicate is an urgent one. (*Ibig Insight, 'Language and Policing', 2006*)

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- Previous research shows that the power imbalance between those trying to communicate with each other is a major factor in poor or misunderstood communication. Not only do native speakers have a better mastering of the language, they also frequently find themselves in a situation in which they decide whether or not to give the second language learner access to certain amenities in their new society or not. The imbalance causes anxiety in the second language learner, and their anxiety causes them to use their second language even less appropriately than they normally would. (*Ibix Insight, 'Language and Policing', 2006*)
- For example a Lithuanian migrant may be able to hold a reasonably coherent conversation with an English friend about music. However, when faced with a policing situation they may fall silent, appear not to understand or become highly incoherent. This may be a sign of lack of co-operation. It can equally be a sign that the speaker does not have the vocabulary to communicate or in a situation of stress cannot order their thoughts to find the necessary words. First impressions are therefore not always the correct ones. (*Ibix Insight, 'Language and Policing', 2006*)

POLICE RECRUITMENT

- One of the participants recounted how he had sought entry into the Police some ten years ago but found the environment so 'institutionally racist' that he had left and joined another public service organization. (*Ibix Insight report on the African Community in Peterborough March 2006*)
- As professionals or people interested in moving into the professions with medicine and teaching as some of the areas indicated as areas of interest, it would be useful to explore police recruitment into this population with appropriate checks on security clearance. (*Ibix Insight report on the Somali Community in Peterborough March 2006*)
- When asked whether any of them would consider working for the Police at some point in the future, one of the young men laughed, and said he thought that would be quite an interesting thing to do, but wondered what the pay for the work was like. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- When asked if any of them would consider becoming a police constable, there was no one who responded immediately positively, as most could not begin to get their minds around such a possibility. (*Ibix Insight report on the Brazilian Community in Peterborough 2006*)

You know I would consider the possibility of looking at the Police as a possible career, but it could be difficult with the uniform. I would need to wear a hijab, but I have seen Sikh men with their head covering, so it is possible isn't it. I think the thing is they need to consider a loose covering for our bodies – not having to be tucked in to show off our waist and bum and thighs – that is important. I don't know whether that would be possible. I think if that could be sorted they might find women able to consider joining.

East African Asian woman
(*Ibix Insight report on the Azad Kashmiri Community in Peterborough 2006*)

EMPLOYMENT

- Of those who had accessed the UK labour market through an agency in Lithuania some had paid upwards of £500 to 'secure' jobs in Britain. They believed that this payment included registration. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- When asked how they kept informed about their rights, or what to do if their terms and conditions of work didn't appear to be that to which they agreed, all of the participants recorded that they just asked around their friends. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- ...it is a concern for the Immigration and Nationalities Department that owing to the proximity of Lithuania to Russia there are a significant number of Russians in the UK carrying false Lithuanian passports and National Identity cards. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)

I thought it would be a good idea to encourage them to become part of a union – but of course that is a problem associated with the Soviet regime. Anything to do with the State is not a good thing. It is something bad – the state only wants to get something from you. It is not seen as a benefit – so getting Lithuanians into unions is going to be difficult.

Lithuanian Professional Male living in the UK since 1999
(*Ibix Insight report on Lithuanian Community in Peterborough 2006*)

- From the research that we undertook amongst Brazilian networks in Norfolk, we know that Portuguese speaking people from Brazil, many in their late twenties and early thirties, can find themselves in extremely vulnerable situations. This particularly applies to those overstaying their visa, or working on false documentation. (*Ibix Insight report on the Brazilian Community in Peterborough 2006*)

- The fear of losing the job which is financing life in England and the urgent need to gain proficiency in English to gain a better life back in Brazil is a reason why this population is vulnerable to abuse within the work-place. (*Ibix Insight report on the Brazilian Community in Peterborough 2006*)
- There is a close link between the nature of employment undertaken by migrant community members and markets of criminality. It is also the factor that most closely links the constabularies of Cambridgeshire, Norfolk and Suffolk. (*Ibix Insight, 'Employment and Markets of Criminality', 2005*)
- What was disturbing was the level of unlawful activity around this employment which was of both a criminal and civil law nature. Complaints of exploitation were rife and it was a clear feeding ground for criminal activity of both a petty and serious nature. Its breadth covered pay below the lawful minimum wage, unlawful deductions, tax irregularities, health and safety issues and the worse sort of breaches of employment contract law on the one hand to complaints of intimidation, violence, sexual harassment and organised thugs making large sums of money from migrant workers who feel totally dis-empowered and unaware of their rights. (*Ibix Insight, 'Employment and Markets of Criminality', 2005*)
- The journey from home to work place is in itself often a journey of criminality. Many scores of vans and cars leave the dormitory towns each day. It is a matter of police record that the drivers are often uninsured and the vehicles not roadworthy. There have been several instances of serious accidents, including fatalities, on the roads between the counties involving vehicles carrying migrant workers. (*Ibix Insight, 'Employment and Markets of Criminality', 2005*)

ORGANISED CRIME

- The National Intelligence Model is well suited to capturing information centrally at national force level. However there is inadequate attention to creating the structures inside BCUs and across BCUs at present to develop a powerful base of regionally accessible information which is required by the changing pattern of criminal markets which prey on. At present there is a deficit in long term consistent community policing of these vulnerable, complex, migrant populations in areas of serious deprivation and disaffection. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- Trafficking is dependent on the generation of false documentation and the ability to access the labour market with either false documentation or the presence of no documentation. To address the situation requires excellent intelligence in those agencies which organise labour to respond to the fluid requirements of low-skilled non-unionised employment sectors of agricultural production and food processing and packaging sectors. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- There were instances of labour exploitation within the Chinese community in the UK. Populations which are currently at risk of offences pertaining to trafficking are in particular those from nationalities which are outside of the EU: Moldovan, Ukrainian, Albanian, Romanian, Indian, Thai, Turkish and Chinese, although highly exploitative conditions of labour within the United Kingdom including wages below the national minimum wage can be found among those from within the European Union and those who have been refused asylum. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)

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- There is potential within the growth of this arena of organised crime around documents, and the substantial area for accessing seasonal labour fluctuations through unregistered employment agencies for other criminal abuses around labour trafficking to develop. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- There was no indication from those we interviewed in the Lithuanian 'community' in Peterborough that this trafficking for sexual exploitation was occurring in their immediate community. However the widespread nature of this form of rapid financial aggrandisement for the perpetrator, with sums upwards of £50,000 a year for the work of one sex-slave, and the hidden nature of prostitution within Peterborough, should be a concern for the constabulary. (*Ibix Insight report on Lithuanian Community in Peterborough 2006*)
- However in the course of conversation it became clear with some of those we interviewed that there were people from the Brazilian population who were being allegedly managed by Portuguese facilitators in the arena of sexual exploitation and labour. (*Ibix Insight draft report on the Brazilian Community in Peterborough 2006*)
- We found there was a thin line between breaches of the civil employment law and criminal behaviour. The two appear to go easily hand in hand. Blatant breaches of employment law cross over into theft of earnings, falsification of documentation for monetary gain and fraud. Other criminal behaviour reported to us concerned threats of violence, actual violence, criminal damage and most serious of all sexual harassment and assault. We found no evidence that this criminality was being brought to the attention of any of the appropriate authorities. (*Ibix Insight, 'Employment and Markets of Criminality', 2005*)
- Despite the fact that trafficked victims are in prostitution as a result of means used by others to exert control over them, a sense of fatalism towards life may prevent the victims from actively seeking help from the authorities. The fatalistic theme of 'this is my fate' featured prominently in our research with Chinese migrant workers in the King's Lynn project, who often saw themselves as having nothing more to lose in their migratory life. In effect, their decision to migrate was in itself a decision to bear the dangers of the journey and to accept risks associated with leaving one's home for unknown outcomes. Many victims may come to see trafficking and their labour exploitation as one of these inherent dangers not realising that it is a violation of their fundamental human rights. There is in this cultural accommodation to the misfortunes and struggles in which they are embroiled something akin to a ubiquitous gendered 'Stockholm Syndrome', whereby those who are involved in abusing them are not seen so much as malign, as enablers: those enabling them to seek some form of life in the economic markets of the West. (*Unpublished Internal Memo to SOCA, 2006*)
- There are reasons to believe that some of the traffickers may be part of the Chinese triads that operate from London's Chinatowns and exert influence in other cities. The victims may feel that it is far more dangerous to approach the police and reveal details about triad operations in fear of retaliatory measures. This underscores the need for a solid system of witness protection when dealing with victims of human trafficking who are keen to provide information against their traffickers for criminal prosecution. (*Unpublished Internal Memo to SOCA, 2006*)

CHALLENGES AHEAD

- In our report we have found that there are potentially catastrophic gaps in knowledge capture, intelligence access to these communities and ignorance about the nature of the populations who are now living as customers, workers and citizens amongst us. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- Alongside the development of criminal markets there is the steady risk of increasing vulnerability of hidden customers, those who are excluded through language deficit, ignorance, negative stories concerning engaging with State authorities, mis-perceptions of their status in the UK, cultural preconceptions, and absence of effective neighbourhood policing. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- Under-reporting has been noted in the domain of race-hate crime, but as research flows towards these hidden communities, the rates and reasons for under-reporting will be evinced. Some of the reasons will impinge on the structure, personnel selection, recruitment and training, deployment, public relations strategies, budgets and internal key force strategic plans. (*Ibix Insight Police Structures Review and Regionalisation, 2005*)
- The shooting of Jean Charles de Menezes on the 22nd July 2005, had clearly had an impact on all those we talked to about the killing.

The Police didn't come around to school to talk to us – I think that that might have been helpful. We were very confused and nobody understood what had happened.

18-30 year old Brazilian male
(*Ibix Insight report on the Brazilian Community in Peterborough 2006*)

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- The Anglia region is second only to London in the presence of Accession country labour in the general population. (*Ibix Insight, 'Different Histories, A Common Future – Strategic Options' 2006*)
- The changes underway in the European Union will continue to have impact on Peterborough's policing demography over the next five years as first Bulgaria and Romania are brought into the Accession programme, and conceivably in the next five years Macedonia, Croatia and Turkey will be brought into the European Union. The same external factors which have driven so many Lithuanians and Poles into the UK job market, lack of employment opportunities at home, a substantial difference in remuneration potential with a multiplier of between five to ten in terms of real exchange value of wages, and the desire to access the educational opportunities of accessing English in one of its home territories, will bring Romanians and Bulgarians immediately into the employment sector in Peterborough if UK policy remains consistent. (*Ibix Insight, 'Different Histories, A Common Future – Strategic Options' 2006*)
- There will necessarily be the art of the possible undertaken within a wider global context over which the local residents of Peterborough and their Police force have little control. What is without question however is that the paradigm to reduce fear, limit the gap of understanding and trust between communities and ensure access into all communities by the forces of law and order, and increase the ability of the reporting of crime in all its variety from these communities is essential. This is a profound challenge which will drive Peterborough's police due to the magnitude of the challenge and the task it faces into partnership with agencies previously on the periphery of their activities. (*Ibix Insight, 'Different Histories, A Common Future – Strategic Options' 2006*)



- Following analysis of Constabulary proposals for merger the Home Office has directed that the Cambridgeshire Constabulary should merge with the Norfolk and Suffolk Constabularies. The two Ibix Insight Reports commissioned by the Cambridgeshire Constabulary on regionalisation proposals set out the complex relationship which exists between the migrant communities of Peterborough and the surrounding region which includes Norfolk and Suffolk. It is clear that the policing of migrant communities in Peterborough cannot be seen in the isolation of that City. Impact on Peterborough policing will impact upon Norfolk and Suffolk and vice versa. (*Ibix Insight, 'Different Histories, A Common Future – Strategic Options' 2006*)
- With a new challenge offered to the constabulary in the range of educational opportunities available for training of personnel as they acquaint themselves with future operational challenges, there are a variety of innovative opportunities which present themselves which can be harnessed to develop skills and contacts into the full range of migrant populations. (*Ibix Insight, 'Different Histories, A Common Future – Strategic Options' 2006*)