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## Overview

This standard is for workers who may be in contact with potential victims of modern slavery during the course of their daily duties. These duties may be carried out within an agency that is recognised as a formal referral point for modern slavery victims or it may be within other agencies that have contact with potential victims of modern slavery. It covers what you must do, know and understand in relation to the initial identification of potential victims of modern slavery. You will look for signs and indicators of modern slavery, and work with potential victims to address any immediate needs they may have. Potential victims of modern slavery may be adults, children or young people.

## Identify potential victims of modern slavery

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**Performance criteria**

You must be able to:

1. maintain an up to date knowledge of signs and indicators of modern slavery
2. identify signs and indicators of modern slavery in line with current guidance
3. monitor those whom you come into contact with for indicators of potential modern slavery in line with organisational procedures
4. communicate at a pace and level suited to the potential victim using recommended communication techniques
5. keep discussions free from judgement, discrimination and oppression
6. respond to cultural differences and needs in line with current good practice
7. seek further information discreetly to make informed identifications if required
8. identify any obstacles to disclosure in line with recognised good practice
9. take account of risks to potential victims that come from identification in line with the needs of the victims
10. identify immediate risks and needs of potential victims in line with organisational risk management and safeguarding procedures
11. address identified immediate risks in line with the needs of potential victims
12. maintain your personal safety and the safety of your colleagues at all times
13. make a decision on the need to refer or report potential victims of modern slavery taking account of all known circumstances
14. work within the limits of your role at all times
15. seek advice and support from appropriate others when the limits of your role are exceeded
16. record all findings in line with organisational procedures
17. share information with relevant agencies where there is a statutory or other requirement to do so and in line with organisational procedures
18. comply with the rights and requirements of confidentiality when working with potential victims

## Identify potential victims of modern slavery

**Knowledge and understanding**

You need to know and understand:

1. legislation, guidance and organisational procedures relevant to:
  - 1.1 modern slavery
  - 1.2 safeguarding and protection
  - 1.3 health and safety
2. key definitions used in relation to modern slavery
3. types of modern slavery including the impacts and consequences on potential victims
4. the indicators and signs of modern slavery
5. the gendered nature of modern slavery
6. how to obtain up to date information relevant to modern slavery
7. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
8. the associated risks for potential victims of modern slavery
9. current national and international processes in use to identify potential victims of modern slavery
10. current mechanisms available to:
  - 10.1 refer potential victims of modern slavery
  - 10.2 report potential victims of modern slavery
  - 10.3 assist and support potential victims of modern slavery
11. the complexities of the needs of potential victims of modern slavery
12. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
13. the diversity and contexts of different cultures and the needs these may generate
14. obstacles to disclosure and self-identification of victims and how to overcome these
15. the importance of maintaining an up to date overview of the range of support services available to potential victims of modern slavery
16. how to access the range of support services available to potential victims of modern slavery
17. the importance of confidentiality and discretion
18. the importance of remaining open-minded when faced with situations involving potential victims of modern slavery
19. recording requirements of:
  - 19.1 your organisation
  - 19.2 national referral and reporting mechanisms

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**Glossary**

**Modern slavery**

Modern slavery encompasses a range of offences:

- Slavery, servitude and forced or compulsory labour
- Human trafficking
- Exploitation, which includes:
  - Sexual exploitation
  - Removal of organs
  - Securing services by force, threats or deception
  - Securing services from children and vulnerable persons.

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**Relevant Occupations** All occupations across the Justice sector; Crisis Worker; Customs Officers; Government and Related Organisations; Health, Public Services and Care; Helpline Workers; HR Staff; Immigration Officers; Independent Domestic Violence Advisor (IDVA) ; Independent Sexual Violence Advisor (ISVA); Independent Sexual Violence Advocate; Interpreter; Managers in Justice sector services; Police; Police Community Support Officers; Police Officers; Public Service Interpreter; Public Service and Other Associate Professionals; Public Service Professionals; Public Services; Public Services and Care; Public Services Professional; Refugee Worker; Social Workers; Volunteers; First responder modern slavery
 

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**Suite** Addressing modern slavery
 

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**Keywords** First responder; 1st responder; human trafficking; trafficking; servitude; forced labour; compulsory labour; exploitation
 

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