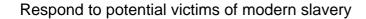
#### SFJBMS02





#### **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 when responding directly to potential victims of modern slavery. You will need to identify needs and associated support services, and follow procedures to support potential victims within the remit of your role. Potential victims of modern slavery may be adults, children or young people.

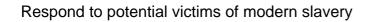
## Respond to potential victims of modern slavery



#### Performance criteria

#### You must be able to:

- 1. identify potential victims of modern slavery in line with organisational procedures
- 2. make contact with potential victims using discretion and in line with organisational procedures
- 3. communicate at a pace and level suited to the potential victims using recommended communication techniques
- 4. keep discussions free from judgement, discrimination and oppression
- 5. respond to cultural differences and needs in line with current good practice
- 6. provide information on your role and responsibilities to potential victims in a format and language that can be understood
- 7. obtain information from potential victims on their specific needs in line with organisational procedures
- 8. identify any obstacles to disclosure in line with recognised good practice
- 9. assess the suitability of referral services in line with potential victims' needs
- 10. review the needs of potential victims against modern slavery support services that are available
- 11. explain the rights and associated options available to potential victims in line with their assessed needs
- 12. provide information in a format acceptable to potential victims to enable them to make informed decisions about referrals
- 13. inform potential victims of information that has to be passed between services including the steps that will be taken to maintain confidentiality, in line with organisational procedures
- 14. obtain informed consent for referral from potential victims where there is a requirement to do so
- 15. complete all relevant referral courses of action, including records, in line with your role and responsibilities, organisational procedures and national guidelines
- 16. manage expectations about potential outcomes in line with the needs of potential victims
- 17. provide support to potential victims that enables them to take appropriate action to safeguard themselves
- 18. comply with the rights and requirements of confidentiality when working with potential victims
- 19. seek advice and support from appropriate others when the limits of your role are exceeded
- 20. maintain complete records of your actions in line with organisational procedures and national guidelines
- 21. share information with relevant agencies where there is a statutory or other





requirement to do so and in line with organisational procedures

## Respond to 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
- types of modern slavery including the impacts and consequences on potential victims
- 4. the gendered nature of modern slavery and how this impacts upon practice, responses and obligations
- 5. the indicators and signs of modern slavery
- 6. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
- 7. the risks associated with potential victims of modern slavery
- 8. current mechanisms to:
  - 8.1 refer potential victims of modern slavery
  - 8.2 report potential victims of modern slavery
  - 8.3 assist and support potential victims of modern slavery
- 9. the potential traumas and impacts that may arise during your interactions with potential victims and the importance of a trauma-informed approach
- 10. the complexities of the needs of potential victims of modern slavery
- 11. the range of approaches available to respond to the needs of potential victims
- 12. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
- 13. obstacles to disclosure and self-identification of victims and how to overcome these
- the diversity and contexts of different cultures and the needs these may generate
- 15. what information needs to be shared with potential victims and with other agencies who are involved with potential victims' cases
- 16. the importance of confidentiality and discretion where required
- 17. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding risk
- 18. how to manage individuals' and your expectations
- 19. how to check individuals' understanding on what a referral might mean
- the roles and responsibilities of differing organisations and agencies working to address modern slavery



NATIONAL OCCUPATIONAL STANDARDS

## Respond to potential victims of modern slavery

- 21. the importance of maintaining an up to date overview of the range of support services available to potential victims of modern slavery
- 22. how to access the range of support services available to potential victims of modern slavery
- 23. how to obtain information on the requirements of different services
- 24. how to match individuals' requirements against agencies' acceptance criteria
- 25. the procedures and timescales for different types of referrals
- 26. recording requirements of:
  - 26.1 your organisation
  - 26.2 national referral and reporting mechanisms
  - 26.3 other partner agencies

#### SFJBMS02

## Respond to potential victims of modern slavery



## **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.

## SFJBMS02



## Respond to potential victims of modern slavery

Developed by	Skills for Justice
Version Number	1
Date Approved	November 2014
Indicative Review  Date	November 2019
Validity	Current
Status	Original
Originating Organisation	Skills for Justice
Original URN	SFJBMS02
Relevant Occupations	All occupations across the Justice sector; Crisis Worker; Customs Officers; Government and Related Organisations; Health, Public Services and Care; Helpline Workers; Immigration Officers; HR Staff; 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 Services Professionals; Public Services; Public Services and Care; Public Services Professional; Refuge Worker; Social Workers; Volunteers; First responder modern slavery
Suite	Addressing modern slavery
Keywords	First responder; 1st responder; human trafficking; trafficking; servitude; forced labour; compulsory labour; exploitation