

## Refer potential victims of modern slavery to nationally approved referral agencies

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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 when referring potential victims of modern slavery into nationally recognised processes administered by approved law enforcement or public protection agencies. It also covers what you need to do and know when a formal referral is not possible. Potential victims of modern slavery may be adults, children or young people.

## Performance criteria

You must be able to:

1. check current requirements for making referrals
2. gather information that supports the need to refer potential victims of modern slavery in line with organisational procedures
3. corroborate information gathered wherever possible, in line with organisational procedures and with consideration of obstacles to disclosure
4. check information for completeness against referral requirements
5. communicate at a pace and level suited to potential victims using recommended communication techniques
6. obtain informed consent for referral from potential victims where there is a requirement to do so
7. comply with the rights and requirements of confidentiality when working with potential victims
8. provide potential victims with information on their rights in a format and language that is acceptable to them
9. make complete and accurate referrals to nationally approved agencies following organisational procedures
10. initiate and maintain communication with nationally approved agencies using organisationally approved channels
11. identify relevant approved support service providers if required
12. instigate the necessary processes that provide immediate support in line with potential victims' needs
13. follow statutory and organisational processes for child victims encountered
14. work in partnership with other organisations where this supports the needs of potential victims
15. share information with relevant agencies where there is a statutory or other requirement to do so and in line with organisational procedures
16. share intelligence with national agencies with remits for modern slavery using approved channels
17. support potential victims through the referral process in line with your role and responsibilities
18. follow your organisation's reporting procedures when a formal referral cannot be made

## 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. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
6. current mechanisms to:
  - 6.1 refer potential victims of modern slavery
  - 6.2 report potential victims of modern slavery
  - 6.3 assist and support potential victims of modern slavery
7. currently approved national agencies to which formal referrals can be made
8. how to make a referral
9. the importance of good quality and detailed referrals
10. the importance of initiating and maintaining ongoing contact with nationally approved referral agencies
11. the risks associated with potential victims of modern slavery and how these can be mitigated
12. the complexities of the needs of potential victims of modern slavery
13. the gendered nature of modern slavery and how this impacts upon practice, responses and obligations
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. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
18. the diversity and contexts of different cultures and the needs these may generate
19. what information needs to be shared with potential victims and relevant agencies
20. the importance of confidentiality and discretion

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21. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding risk
  22. how to check individuals' understanding on what a referral might mean
  23. the roles and responsibilities of differing organisations and agencies working to address modern slavery
  24. recording requirements of:
    - 24.1 your organisation
    - 24.2 national referral and reporting mechanisms
    - 24.3 other partner agencies

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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.

### Nationally approved referral agencies

Agencies recognised at the UK level into which formal modern slavery referrals can be made. These agencies decide whether individuals referred to them should be considered to be victims of trafficking according to the definition in the Council of Europe Convention.

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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; Refuge Worker; Social Workers; Volunteers; First responder modern slavery

**Suite** Addressing modern slavery

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