
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 assessing the needs of individuals who have been identified as potential victims of modern slavery. Potential victims of modern slavery may be adults, children or young people.

Performance criteria

You must be able to:

1. communicate at a pace and level suited to the potential victims using recommended communication techniques
2. keep discussions free from judgement, discrimination and oppression
3. maintain neutrality at all times including in relation to the acceptance of the information you are being given
4. create safe environments for assessments that meet the immediate needs of potential victims
5. work with interpreters when required, in line with organisational procedures and the needs of potential victims
6. respond to cultural differences and needs in line with current good practice
7. explain the purpose and potential outcomes of needs assessments to potential victims
8. gather information that supports the assessment and reporting of potential victims of modern slavery in line with organisational procedures
9. identify any obstacles to disclosure in line with recognised good practice
10. maintain complete and accurate records of assessments in line with organisational procedures
11. identify the specific needs of potential victims of modern slavery
12. confirm with potential victims that your understanding and the information you have gathered is correct
13. explain the rights and associated options available to potential victims in line with their assessed needs
14. instigate any required immediate support in line with potential victims' needs and agreed processes where they exist
15. signpost potential victims to support services that will meet their reported or assessed needs as appropriate for your organisation
16. comply with the rights and requirements of confidentiality when working with potential victims
17. refer potential victims to other organisations where there is a statutory or other requirement to do so
18. share information with relevant agencies where there is a statutory or other requirement to do so and in line with organisational procedures

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 gendered nature of modern slavery and how this impacts upon practice, responses and obligations
5. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
6. the risks associated with potential victims of modern slavery
7. the complexities of the needs of potential victims of modern slavery
8. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
9. the diversity and contexts of different cultures and the needs these may generate
10. how to assess needs of potential victims
11. the importance of creating a safe environment within which potential victims can speak
12. obstacles to disclosure and self-identification of victims and how to overcome these
13. the importance of maintaining an up to date overview of the range of support services available to potential victims of modern slavery
14. what information needs to be shared with potential victims and relevant agencies
15. the importance of confidentiality and discretion
16. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding risk
17. the rights of potential victims of modern slavery
18. the roles and responsibilities of differing organisations and agencies working to address modern slavery
19. recording requirements of:
 - 19.1 your organisation
 - 19.2 national referral and reporting mechanisms
 - 19.3 other partner agencies

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.

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 SFJBMS04

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

Suite Addressing modern slavery

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