

Plan support for potential victims of modern slavery

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 planning support for potential victims of modern slavery. This support can be outstanding immediate support that is still required and / or more structured and planned ongoing support. Potential victims of modern slavery may be adults, children or young people.

Performance criteria

You must be able to:

1. gather all available information from your own and other organisations detailing actions carried out to date in support of potential victims
2. review completed reports and assessments of potential victims' needs
3. confirm that all identified immediate requirements have been addressed in line with the needs of potential victims
4. address outstanding immediate needs of potential victims if required
5. provide potential victims with information on their rights in a format and language that is acceptable to them
6. communicate your understanding of modern slavery and control mechanisms to potential victims:
 - 6.1 using language that can be understood
 - 6.2 whilst being mindful not to 'lead' any potential witnesses
7. establish potential victims' accounts by permitting them to tell their own narrative and by using effective communication techniques
8. keep discussions free from judgement, discrimination and oppression
9. identify ongoing risks that may expose potential victims to harm in line with organisational procedures
10. confirm that potential victims understand these risks
11. source places of safety via local connections or national mechanisms that meet potential victims' immediate and ongoing needs
12. identify other support services that will contribute to support plans for potential victims
13. respond to cultural differences and needs in line with current good practice
14. prepare and agree victim-centred support and safety plans in line with potential victims' needs
15. facilitate access to identified support services in line with potential victims' needs and your role and responsibilities
16. comply with the rights and requirements of confidentiality when working with potential victims
17. work in partnership with other organisations where this supports the needs of potential victims
18. share information with relevant agencies where there is a statutory or other requirement to do so and in line with organisational procedures
19. provide ongoing support in line with potential victims' needs and your role and responsibilities
20. maintain complete and accurate records of support plans in line with organisational procedures

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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. your role, responsibilities and competence, and who to seek assistance and advice from when necessary
5. the complexities of the needs of potential victims of modern slavery
6. the rights of potential victims of modern slavery
7. the different immediate, short term and long term needs a potential victim may face including how you can contribute to meeting these differing needs
8. the importance of planning for both immediate and ongoing needs for each potential victim
9. how to develop victim-centred support plans
10. the importance of monitoring and evaluating support plans including how to do this
11. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
12. how to approach and work with potential victims so that they are empowered to accept help and to help themselves
13. how to work in ways that build trust with potential victims
14. the importance of establishing and understanding the background to potential victims' cases, including history and context
15. obstacles to disclosure and self-identification of victims and how to overcome these
16. control mechanisms used by traffickers and the associated pressures these place on potential victims
17. the diversity and contexts of different cultures and the needs these may generate
18. the importance of creating a safe environment within which potential victims can be supported
19. the importance of maintaining an up to date overview of the range of support services available to potential victims of modern slavery
20. how to access the range of support services available to potential victims of modern slavery

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21. the roles and responsibilities of differing organisations and agencies working to address modern slavery
 22. the importance of referring to other agencies if your agency cannot assist
 23. recording requirements of your organisation
 24. how to report information to relevant partner organisations nationally and locally

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; First responder modern slavery; 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; Managers in Justice sector services; Police; Police Community Support Officers; Police Officers; Public Service and Other Associate Professionals; Public Service Interpreter; Public Service Professionals; Public Services; Public Services and Care; Public Services Professional; Refugee Worker; Social Workers; Volunteers

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