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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 to support the safeguarding of potential victims of modern slavery. Potential victims of modern slavery may be adults, children or young people.

This standard is in addition to existing statutory and good practice safeguarding requirements.

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## Performance criteria

You must be able to:

1. communicate at a pace and level suited to potential victims using recommended communication techniques
2. keep discussions free from judgement, discrimination and oppression
3. work with interpreters when required, in line with organisational procedures and the needs of potential victims
4. respond to cultural differences and needs in line with current good practice
5. take immediate action where required to safeguard potential victims in line with:
  - 5.1 statutory responsibilities
  - 5.2 your organisation's procedures
  - 5.3 your role and responsibilities
6. identify any specific complex needs potential victims may have in line with current safeguarding and modern slavery guidance
7. address needs identified in line with your role and responsibilities
8. work with potential victims to raise their awareness of personal safety taking into account their specific needs
9. mitigate against the risk of re-trafficking or re-exploitation in line with organisational procedures
10. promote support services available to potential victims in a format that can be understood
11. comply with the rights and requirements of confidentiality when working with potential victims
12. share information with other agencies where there is a statutory or other requirement to do so and in line with organisational procedures
13. work in partnership with other agencies to safeguard potential victims in line with their needs and your role and responsibilities
14. contact policing and law enforcement agencies in line with organisational procedures where you have reason to believe that potential victims:
  - 14.1 are classed as missing persons
  - 14.2 have been abducted
  - 14.3 are at immediate risk of harm
15. maintain complete and accurate records of safeguarding actions taken in line with organisational procedures
16. use supervision and support to help you manage your reactions to suspected or disclosed harm, abuse or incidents of slavery or trafficking
17. maintain your knowledge of current safeguarding requirements

## 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. local, national, single and multi-agency systems and procedures relating to the safeguarding of potential victims of modern slavery
3. key definitions used in relation to modern slavery
4. types of modern slavery including the impacts and consequences on potential victims
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. how to risk assess potential victims of modern slavery
8. how to mitigate against identified risks
9. procedures and protocols relating to missing and abducted persons
10. the importance of recognising potential victims of modern slavery as victims of crime including how to report such crimes
11. the actions you must take and those you must avoid in order to protect the integrity of evidence
12. the complexities of the needs of potential victims of modern slavery
13. the rights of potential victims of modern slavery
14. how to communicate effectively with potential victims of modern slavery including through the use of interpreters when necessary
15. the diversity and contexts of different cultures and the needs these may generate
16. the importance of maintaining an up to date overview of the range of support services available to potential victims of modern slavery
17. the roles and responsibilities of differing organisations and agencies working to address modern slavery
18. the importance of confidentiality and discretion
19. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding risk
20. recording requirements of:
  - 20.1 your organisation
  - 20.2 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

### Safeguarding / protection

Protection is a part of safeguarding and promoting welfare. It refers to the activity that is undertaken to protect specific people who are suffering, or are likely to suffer, significant harm. Safeguarding has a wider remit and includes protection from maltreatment, preventing impairment of health or development, supporting the provision of safe and effective care, and enabling people to have optimum life chances.

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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; First responder modern slavery; 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

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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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