
Overview

This standard is for workers who may be in contact with potential victims of one or more of the following crimes:

- honour based abuse
- modern slavery, human trafficking and exploitation
- stalking.

Workers will need to be able to identify if someone is a potential victim of one or more of these crimes and will need to recognise that these crimes and forms of violence may co-present.

These duties may be carried out within an agency that is recognised as a formal referral point for potential victims or it may be within other agencies that have contact with potential victims. It covers what you must do, know and understand in relation to the initial identification of potential victims. You will look for signs and indicators of honour based abuse, modern slavery, human trafficking and exploitation and stalking, and work with potential victims through a trauma informed response to address any immediate needs they may have, including referral to independent, specialist support and advocacy organisations and services. Potential victims of these crimes may be adults or children

Performance criteria

You must be able to:

1. maintain an up-to-date knowledge of signs and indicators of honour based abuse, modern slavery, human trafficking and exploitation and stalking, noting that these may differ depending on the victim's circumstances
2. define, relevant to your legal jurisdiction, honour based abuse, modern slavery, human trafficking and exploitation and stalking in simple language
3. identify signs and indicators of honour based abuse, modern slavery, human trafficking and exploitation and stalking in line with current guidance
4. consider those whom you come into contact with for indicators of potential honour based abuse, modern slavery, human trafficking and exploitation and stalking in line with organisational procedures, and legal requirements relevant to your legal jurisdiction
5. communicate effectively with potential victims, including through the use of trauma informed response and an accredited and independent translator if appropriate
6. seek further information discreetly to make informed identifications if required
7. identify any obstacles to disclosure in line with recognised good practice
8. work with independent, specialist support and advocacy organisations and services and statutory organisations to carry out appropriate, targeted dynamic and ongoing risk assessments
9. take immediate appropriate action where there is a risk of harm to yourself or others in line with organisational procedures
10. work within the limits of your role at all times and use all available information to support referral and joint working with the appropriate independent, specialist support and advocacy organisations and services and also statutory partners
11. take early opportunities to seek guidance, support and advocacy from honour based abuse, modern slavery, human trafficking and exploitation and/or stalking experts
12. ensure you access and take actions following advice from appropriate others when the limits of your role are exceeded
13. record all findings in line with organisational procedures and legal requirements.
14. share information with relevant agencies where there is a statutory or other

requirement to do so and in line with organisational procedures and information sharing agreements.

15. comply with the legislative and organisational requirements of confidentiality when working with potential victims, advising when there is an obligation to share information

16. reflect on and develop your own practice, keeping up to date with emerging policies and practices relevant to your area of work

Knowledge and understanding

You need to know and understand:

1. the relevant legislation, standards of practice, frameworks and guidance, which are relevant to your legal jurisdiction, including international legislation, relevant to:
 - 1.1 honour based abuse
 - 1.2 modern slavery, human trafficking and exploitation
 - 1.3 stalking
2. key definitions, relevant to your legal jurisdiction, used in relation to honour based abuse, modern slavery, human trafficking and exploitation and stalking
3. that someone may be a potential victim of one or more of these crimes and recognise that these crimes and forms of violence may co-present.
4. different crime specific behaviours (online and offline), patterns and typologies
5. the indicators and signs of honour based abuse, modern slavery, human trafficking and exploitation and stalking
6. how modern slavery, human trafficking and exploitation and stalking affects people of different genders and ages in different ways.
7. how to embed cultural humility and exercise cultural competence in your practice
8. how to obtain up to date information relevant to honour based abuse, modern slavery, human trafficking and exploitation and stalking
9. your role, responsibilities and competence, and who to seek assistance and advice from including from independent, specialist and advocacy organisations
10. the associated risks for potential victims of honour based abuse, modern slavery, human trafficking and exploitation and stalking particularly in the context of gender-based violence and abuse and how these risks are related and overlap
11. the processes, both national and international, in use to identify potential victims
12. current mechanisms available to:
 - 12.1 refer potential victims
 - 12.2 report potential victims
 - 12.3 assist, support and advocate for potential victims
13. intersectionality and the associated complexities of the needs of potential victims
14. how to create a place of safety
15. how to develop safety plans for potential victims based on specific risk assessments

16. how to build trusting, professionally boundaried relationships with potential victims
17. how to work in a person-centred environment, respecting consent and potential victims' choices whilst managing risk through specific risk assessments conducted by or with expert input from independent specialist services, including referral into an appropriate safeguarding or a specialist multi agency risk forum
18. impacts of these crimes on victims, including mental health impacts, and where to refer victims for support
19. how to communicate effectively with potential victims including through the use of professional interpreters
20. how to apply trauma informed practice in your area of work
21. the diversity and contexts of different cultures and the needs these may generate
22. the options for supporting individuals and the reasoning processes used in determining the most appropriate options for the individuals concerned
23. obstacles to disclosure and self-identification of victims, how to support potential victims to disclose, the importance of engagement with specialist organisations to support a disclosure, being aware that this may not occur and victims should not be pressurised to disclose
24. the range of independent, specialist and advocacy organisations and services available to potential victims
25. how to access the range of independent local and national specialist support and advocacy services and organisations, including specific specialist services and organisational contacts.
26. the importance of confidentiality and discretion as a factor of victim safety when working with potential victims
27. recording requirements of your organisation, including how to store recorded information securely, in an accurate and non-judgemental way and be aware that notes, records, may form the basis of civil and/or criminal proceedings
28. how to ensure your own safety, discuss with colleagues as appropriate, and seek external counselling, support and supervision in relation to vicarious trauma

Developed by Skills for Justice

Version Number 2

Date Approved 12 Feb 2026

Indicative Review Date 12 Feb 2031

Validity Current

Status Original

Originating Organisation Skills for Justice

Original URN SFJBMS01

Relevant Occupations All Occupations across the Justice sector, Crisis Worker, Customs Officers, Education and Training, Government and Related Organisations, Health and Social Care, 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, Prison Staff, Probation Staff, Public Service and other Associate Professionals, Public Service Interpreter, Public Service Professionals, Public Services, Public Services Professional, Refugee Worker, Social Worker, Volunteers, First Responder Modern Slavery, First responder stalking, First responder honour based abuse, Independent Human Trafficking Advocate (IHTA), Independent Modern Slavery Advocate (IMSA), Independent Stalking Advocacy /Caseworker (ISA/C)

SFJBMS01

Identify potential victims of honour based abuse, modern slavery, human trafficking and exploitation and stalking



Suite

Community Justice

Keywords

1st responder; Abuse; age dispute; Communities; compulsory labour; Crime; criminal exploitation; Cultures; domestic abuse; domestic servitude; domestic violence; Exploitation; Female Genital Mutilation; FGM; First responder; forced criminality; forced labour; forced marriage; harmful cultural practices; HBV; honour based abuse; honour based violence; human trafficking; initial response; labour exploitation; modern slavery; organ harvesting; Provide; Reduction; Servitude; sexual abuse; sexual exploitation; sexual violence; Stalking; stalking survivor; stalking victim; stalking witness; Support; Survivor; Survivors; Victim; Victims; Violence; Witness
