
Overview

This standard is for workers who are in contact with victims and survivors and those most at risk of

- Modern slavery, human trafficking and exploitation
- Stalking
- Honour Based Abuse

It covers what you must do, know and understand in relation to:

- raising awareness of these crimes through materials and tools developed by independent specialist support services and organisations, working with partners within statutory organisations
- raising awareness of how individuals can protect themselves against these crimes
- working with partners within statutory organisations and specialist support services to prevent these crimes.

Victims and survivors of these crimes can be adults or children

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.

The term `victims and survivors' is taken to refer to the people to whom you are providing support.

Performance criteria

You must be able to:

1. identify signs and indicators of honour based abuse, modern slavery, human trafficking and exploitation and stalking.
2. define, relevant to your legal jurisdiction, honour based abuse, modern slavery, human trafficking and exploitation, and stalking in simple language
3. explain the drivers that increase risk of honour based abuse, modern slavery, human trafficking and exploitation, and stalking
4. explain the prevalence of honour based abuse, modern slavery, human trafficking and exploitation and stalking using national and local reliable data sources, including gendered prevalence in the context of gender-based abuse
5. challenge and dispel stereotypes around honour based abuse, modern slavery, human trafficking and exploitation, and stalking
6. identify independent local and national specialist support and advocacy organisations in relation to honour based abuse, modern slavery, human trafficking and exploitation or stalking in line with your organisation's strategy
7. work in partnership with specialist organisations to develop and improve your own and your organisational understanding, strategies, and practice to address honour based abuse, modern slavery, human trafficking and exploitation or stalking.
8. work in partnership with specialist organisations to engage with communities, other organisations and potential victims and survivors.
9. raise awareness of specific jurisdiction and UK legislation, policy and guidance and what is accordingly defined and constitutes honour based abuse, modern slavery, human trafficking and exploitation or stalking through your working activities with potential victims and survivors and their communities
10. raise awareness of specialist support services, that can support potential victims and survivors with risk assessments, safety planning and preventative interventions in line with current good practice
11. provide information that reflects up to date good practice in formats and languages appropriate for a range of differing needs of the victim
12. take action when a disclosure is made in line with legal and organisational requirements, and your role and responsibility.

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13. share relevant information or intelligence with other agencies in line with organisational procedures, legal requirements and information sharing agreements.
 14. 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.your organisation's role, remit, objectives and services in the prevention of honour based abuse, modern slavery, human trafficking and exploitation and stalking
- 2.the legislation, policies and procedures which are relevant to your legal jurisdiction and area of work and to which you must adhere as well as the specific protections available to victims.
- 3.key definitions, relevant to your legal jurisdiction, used in relation to honour based abuse, modern slavery, human trafficking and exploitation and stalking
- 4.the impacts and consequences on potential victims and survivors of honour based violence, modern slavery, human trafficking and exploitation and stalking
- 5.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.
- 6.intersectionality and the associated complexities of the needs of potential victims
- 7.the indicators and signs of honour based abuse, modern slavery, human trafficking and exploitation and stalking
- 8.different crime specific behaviours (online and offline), patterns and typologies
- 9.drivers and motivations of perpetrators of modern slavery, human trafficking and exploitation and how this may manifest.
- 10.how to obtain up to date information relevant to honour based abuse, modern slavery, human trafficking and exploitation and stalking
- 11.how to engage and support work being done by specialist organisations, whilst adhering to confidentiality and safety requirements.
- 12.good practice around safely supporting and encouraging potential victims and survivors that may be encountered through your work to disclose and self-refer at their own pace and emphasising that they are under no obligation to do so.
- 13.how to deliver clear, culturally appropriate, trauma-informed prevention messages regarding honour based abuse, modern slavery, human trafficking and exploitation, and stalking
- 14.how to embed cultural humility and exercise cultural competence in your practice
- 15.your role, responsibilities and competence, and who to seek assistance and advice from when necessary
- 16.the associated risks for potential victims and survivors of honour based abuse,

modern slavery, human trafficking and exploitation and stalking

17. how to work in a person-centred environment, respecting consent and potential victims' choices whilst managing risk through targeted, issue-specific, dynamic and ongoing risk assessment, conducted by or with expert input from independent specialist services, including referral into an appropriate safeguarding or a specialist multi agency risk forum

18. the complexities of the needs of potential victims and survivors of honour based abuse, modern slavery, human trafficking and exploitation and stalking

19. how to communicate effectively with potential victims and survivors including through the use of professionally accredited translators

20. how to access professionally accredited translators and how to use them effectively

21. the potential risk factors associated with the use of translators

22. the importance of confidentiality and discretion when working with victims and survivors

23. the importance of gaining informed consent before sharing any information unless there is an immediate safeguarding or protection risk

24. the options for supporting individuals and the reasoning processes used in determining the most appropriate options for the individuals concerned

25. barriers to disclosure and self-identification of victims and survivors and how to overcome these

26. actions to take when a disclosure is made including contacting police and other statutory agencies for immediate responses where there are identified threats to safety, possible abduction, either from your risk assessment or from the victim's own assessment

27. the different ways victims and survivors may disclose.

28. the diversity and contexts of different cultures and the needs these may generate

29. the range of independent specialist support and advocacy organisations available to support victims and survivors

30. the control mechanisms that may be used by families and others on victims and survivors

31. the dynamics and demographics of communities in which these crimes may take place

32. barriers that may be encountered when working to prevent honour based abuse, modern slavery, human trafficking and exploitation and stalking including how these

may be overcome

33. up to date prevention practice which is independently evaluated and accredited, or from a reliable source, including appropriate methods for working with:

- potential victims and survivors
- at risk groups
- their communities
- other organisations

34. how to protect those at risk, and survivors of, honour based abuse, modern slavery, human trafficking and exploitation and stalking through:

- referrals to local and national independent specialists
- targeted, issue-specific, dynamic and ongoing risk assessments as conducted by and in conjunction with independent specialist support service

35. the availability of independently evaluated and accredited, or from a reliable source, issue specific multi-agency early intervention programmes

36. national and local initiatives aimed at raising awareness of and preventing honour based abuse, modern slavery, human trafficking and exploitation and stalking including initiatives by independent specialist support and advocacy services and organisations.

37. 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

SFJBI505

Contribute to the prevention of honour based abuse, modern slavery, human trafficking and exploitation and stalking



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 SFJBI505

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)

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
