If you suspect that a person is a victim of modern slavery, this is a safeguarding issue. Trust and act on your professional instinct that something is not quite right. It is usually a combination of an inconsistent story and a pattern of symptoms that may cause you to suspect trafficking.

If you have any concerns about a child, young person or adult, take immediate action to ask further questions and get additional information and support.

- try to find out more about the situation and speak to the person alone and in private
- reassure them that it is safe for them to speak
- only ask non-judgmental relevant questions
- allow the person time to tell you their experiences; do not make promises you cannot keep
- do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult
- speak to your manager, colleagues or local safeguarding leads for advice.

In all cases for children, young people and adults:

- do not raise your trafficking concerns with anyone accompanying the person
- think about support and referral
- think safeguarding and safety.

Modern slavery
13,000 men, women and children are trafficked for exploitation in the UK

1 in 5 victims report having come into contact with health care services during the time they are trafficked

1 in 8 NHS staff in England think they have seen a victim of trafficking in their clinical practice (NHS England, 2016)

Modern slavery

Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficked victims can be prevented from revealing their experience to health care staff through fear, language barriers and a lack of opportunity to do so. It can take time for a person to feel safe enough to open up.
- be cautious regarding age: if a person says they are older than 16, they are adult, but you cannot make this out of context, they may be under 18 years old.
- support for victims of human trafficking is available.

What to do next

- try to find out more about the situation and speak to the person alone and in private
- ensure that it is safe for them to speak
- only ask non-judgmental relevant questions
- allow the person time to tell you their experiences; do not make promises you cannot keep
- do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult
- speak to your manager, colleagues or local safeguarding leads for advice.

Trust and act on your professional instinct that something is not quite right.

Modern slavery

Consider trafficked? Consider trafficked?

Consider trafficked?

The role of the nurse/midwife

Consider trafficked?
If the person:
• is accompanied by someone who appears controlling, who insists on giving information and speaking for them
• is withdrawn and submissive, seems afraid to speak to anyone in authority
• provides vague and inconsistent explanations of where they live, employment or schooling
• has old or serious injuries left untreated
• provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
• is not registered with a GP, nursery or school
• has experienced being moved locally, regionally, nationally or internationally

Signs of trafficking
- appears to be missing location frequently
- apparatus suggests general physical neglect
- struggles to speak English
- has no official means of identification or has suspicious looking documents
- has an unclear relationship with the accompanying adult
- goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- gives inconsistent information about their age
- displays an unusual attachment to those around them.

Why people are trafficked
- domestic work
- rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- sex workers/prostitutes
- criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
- has an unclear relationship with the accompanying adult
- goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- gives inconsistent information about their age
- displays an unusual attachment to those around them.

Consider trafficked?
- recruitment or acquisition of a man, woman or child
- involves the use of force, deception, or coercion
- purpose is, the purpose of exploitation

Key legislation
- Modern Slavery Act 2015 (England and Wales)
- Human Trafficking and Exploitation (Scotland) Act 2015
- Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

In addition, children and young people might show the following signs:
- has an unclear relationship with the accompanying adult
- goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- gives inconsistent information about their age
- displays an unusual attachment to those around them.

Health issues may include:
- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- pregnancy, or a late booking (over 24 weeks)
- disordered eating or poor nutrition
- self harm, including attempted suicide
- dental pain
- fatigue
- non-specific post-traumatic stress disorder
- psychiatric and psychological distress
- vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells

Why people are trafficked
- domestic work
- rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- sex workers/prostitutes
- criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
- has an unclear relationship with the accompanying adult
If the person:
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• provides vague and inconsistent explanations of where they live, employment or schooling
• has old or serious injuries left untreated
• provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
• is not registered with a GP, nursery or school
• has experienced being moved locally, regionally, nationally or internationally
• appears to be moving location frequently
• gives inconsistent information about their age

Signs of trafficking

In addition, children and young people might show the following signs:

1. appears to have an unusual relationship with the accompanying adult
2. goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
3. has an unclear relationship with the accompanying adult

Why people are trafficked

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

(1) recruitment or acquisition of a man, woman or child
(2) use, through the use of force, deception or coercion
(3) for the purpose of exploitation, including exploitation

Key legislation
Modern Slavery Act 2015 (England and Wales)
Human Trafficking and Exploitation (DIS) Act 2015
Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Key issues
• long-term multiple injuries
• mental, physical and sexual trauma
• sexually transmitted infections
• pregnancy, or a late booking (over 24 weeks)
• disorder of eating or poor nutrition
• self harm, including attempted suicide
• dental pain
• fatigue
• vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

Consider trafficked?

Why people are trafficked

S vests of trafficking

Health issues may include

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)
Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

** Trafficking or modern slavery is defined in three phases **

1. recruitment or acquisition of a man, woman or child
2. use, through the use of force, coercion, debt or deception
3. purpose or for the purpose of exploitation

*Key legislation*
- Modern Slavery Act 2015 (England and Wales)
- Human Trafficking and Exploitation (Scotland) Act 2015
- Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

** Why people are trafficked **
- domestic work
- rural work, farms and agricultural work
- factories, production industries, laundry, fishing, beauty industry
- sex work
- criminal activity including cannabis cultivation, street crime, fraud (begging and benefit fraud)
- forced or sham marriages

** Signs of trafficking **
- if the person:
  - is accompanied by someone who appears controlling, who insists on giving information and speaking for them
  - is withdrawn and submissive, seems afraid to speak to anyone in authority
  - provides vague and inconsistent explanations of where they live, employment or schooling
  - has old or serious injuries left untreated
  - provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
  - is not registered with a GP, nursery or school
  - has experienced being driven locally, regionally, nationally or internationally
  - appears to be moving location frequently
  - makes up stories about where they are from
  - is accompanied by someone who is controlling
  - is very suspicious
  - has an unclear relationship with the accompanying adult
  - goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
  - gives inconsistent information about their age
  - displays an unusual attachment to those around them.

** In addition, children and young people might show the following signs:**
- has no official means of identification or has suspicious looking documents.

** Health issues may include:**
- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- drug or alcohol dependence
- disordered eating or poor nutrition
- self harm, including attempted suicide
- dental pain
- fatigue
- non-specific post-traumatic stress disorder
- psychiatric and psychological distress
- vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

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• is not registered with a GP, nursery or school
• has experienced being moved locally, regionally, nationally or internationally
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• has an unclear relationship with the accompanying adult
• goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
• gives inconsistent information about their age
• displays an unusual attachment to those around them.

Signs of trafficking

Why people are trafficked

• domestic work
• rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, ships
• see working conditions
• criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
• forced or sham marriages

In addition, children and young people might show the following signs:

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

Recruitment or acquisition of a man, woman or child:
1. means, through the use of force, deception or coercion
2. into or from the country
3. for the purpose of exploitation

Signs of trafficking

• appears to be moving location frequently
• shows signs of recent physical neglect
• struggles to speak English
• has no official means of identification or has suspicious looking documents

Why people are trafficked

• appears to be moving location frequently
• shows signs of recent physical neglect
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Health issues may include:
• long-term multiple injuries
• mental, physical and sexual trauma
• sexually transmitted infections
• pregnancy, or a late booking (over 24 weeks)
• disordered eating or poor nutrition
• self harm, including attempted suicide
• dental pain
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• non-specific post-traumatic stress disorder
• psychiatric and psychological distress
• vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

Key legislation
Modern Slavery Act 2015 (England and Wales)
Human Trafficking and Exploitation (Scotland) Act 2015
Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Trafficking or modern slavery is defined in three phases

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3. into or from the country
4. for the purpose of exploitation

Key legislation
Modern Slavery Act 2015
Human Trafficking and Exploitation
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Signs of trafficking

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Additional Considerations</th>
</tr>
</thead>
<tbody>
<tr>
<td>domestic work</td>
<td></td>
</tr>
<tr>
<td>rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops</td>
<td></td>
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<tr>
<td>sex workers/prostitutes</td>
<td></td>
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<tr>
<td>criminal activity including cannabis cultivation, theft, fraud and benefit fraud</td>
<td></td>
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<tr>
<td>bonded or share managers</td>
<td></td>
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<tr>
<td>refuses to go to school</td>
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<tr>
<td>mental, physical and sexual trauma</td>
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<td>sexually transmitted infections</td>
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<tr>
<td>pregnant, or a late booking (over 24 weeks)</td>
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<tr>
<td>disorder eating or poor nutrition</td>
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<tr>
<td>self harm, including attempted suicide</td>
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<tr>
<td>dental pain</td>
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<td>fatigue</td>
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<tr>
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<tr>
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• mental, physical and sexual trauma
• sexually transmitted infections
• pregnancy, or a late booking (over 24 weeks)
• disordered eating or poor nutrition
• self harm, including attempted suicide
• dental pain
• fatigue
• non-specific post-traumatic stress disorder
• psychiatric and psychological distress
• vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

In addition, children and young people might show the following signs:

1. has an unclear relationship with the accompanying adult
2. goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
3. displays an unusual attachment to those around them

Why people are trafficked

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<tr>
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</tbody>
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Trafficking or modern slavery is defined in three phases

1. recruitment or acquisition of a man, woman or child
2. use, through the use of force, deception or coercion
3. purpose in violation of the laws of the country or countries involved

Global Slavery Index, 2016

43.5 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

Consider trafficked?

Health issues may include:

1. long-term multiple injuries
2. mental, physical and sexual trauma
3. sexually transmitted infections
4. pregnancy, or a late booking (over 24 weeks)
5. disordered eating or poor nutrition
6. self harm, including attempted suicide
7. dental pain
8. fatigue
9. non-specific post-traumatic stress disorder
10. psychiatric and psychological distress
11. vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)
If the person:
• is accompanied by someone who appears controlling, who insists on giving information and speaking for them
• is withdrawn and submissive, seems afraid to speak to anyone in authority
• provides vague and inconsistent explanations of where they live, employment or schooling
• has old or serious injuries left untreated
• provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
• is not registered with a GP, nursery or school
• has experienced being moved locally, regionally, nationally or internationally
• appears to be moving location frequently
• appointment suggests general physical neglect
• struggles to speak English
• has no official means of identification or has suspicious looking documents.

Signs of trafficking
If the person:
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In addition, children and young people might show the following signs:
• appears to be moving location frequently
• appointment suggests general physical neglect
• struggles to speak English
• has no official means of identification or has suspicious looking documents.

Why people are trafficked
• domestic work
• rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
• sex work
• criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
• forced or sham marriages

Key legislation
Modern Slavery Act 2015
Human Trafficking and Exploitation Enforcement (Wales) Act 2015
Human Trafficking and Exploitation (Scotland) Act 2015
Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

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• fatigue
• non-specific post-traumatic stress disorder
• psychiatric and psychological distress
• vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

Recruitment or acquisition of a man, woman or child:
1. means, through the use of force, deception, or coercion
2. for the purpose of exploitation
3. means:
   a. forced or compulsory labour, services or activities
   b. domestic servant
   c. peter slave
   d. sexual exploitation
   e. forced marriage

Consider trafficked?

Recruitment or acquisition of a man, woman or child:
1. means, through the use of force, deception, or coercion
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3. means:
   a. forced or compulsory labour, services or activities
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Recruitment or acquisition of a man, woman or child:
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Consider trafficked?
Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

**Trafficking or modern slavery is defined in three phases**

1. recruitment or acquisition of a man, woman or child
2. use, through the use of force, exploitation or coercion
3. purpose i.e., for the purpose of exploitation

**Key legislation**
- Modern Slavery Act 2015
- Human Trafficking and Exploitation (Scotland) Act 2015
- Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

**Signs of trafficking**

**Why people are trafficked**

- domestic work
- rural work, farms and agricultural work
- factories, construction, food processing, hospitality industries
- plantation, fishing, jewelry industry
- sex work
- criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
- forced or sham marriages
- organ removal
- appears to be missing location frequently
- has an unclear relationship with the accompanying adult
- goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- displays an unusual attachment to those around them.

**In addition, children and young people might show the following signs:**

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**Health issues may include:**

- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- pregnancy, or a late booking (over 24 weeks)
- abnormal eating or poor nutrition
- self-harm, including attempted suicide
- dental pain
- fatigue
- non-specific post-traumatic stress disorder
- psychiatric and psychological distress
- vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

**Why people are trafficked**

- accompanied by someone who appears controlling, who insists on giving information and speaking for them
- withdrawn and submissive, seems afraid to speak to anyone in authority
- provides vague and inconsistent explanations of where they live, employment or schooling
- has old or serious injuries left untreated
- provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
- has an unclear relationship with the accompanying adult
- returns missing rapidly, sometimes within 48 hours of seeking care and reappears from school, home and care
- displays an unusual attachment to those around them.

**Key legislation**
- Modern Slavery Act 2015
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If you suspect that a person is a victim of modern slavery, this is a safeguarding issue. Trust and act on your professional instinct that something is not quite right. It is usually a combination of an inconsistent story and a pattern of symptoms that may cause you to suspect trafficking.

If you have any concerns about a child, young person or adult take immediate action to ask further questions and get additional information and support.

- try to find out more about the situation and speak to the person alone and in private
- reassure them that it is safe for them to speak
- only ask non-judgmental relevant questions
- allow the person time to tell you their experiences do not make promises you cannot keep
- do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult
- speak to your manager, colleagues or local safeguarding leads for advice.

In all cases for children, young people and adults:

- do not raise your trafficking concerns with anyone accompanying the person
- think about support and referral
- think safeguarding and safety.

Remember:

- trafficked people may not self-identify as victims of slavery
- trafficking actions can be prevented from revealing their identity such as using false names, false identity documents, false, altered, home language barriers and a lack of opportunity to do so. It is rare for a person to feel safe enough to speak
- be cautious regarding age. If a person tells you they are 16 or over they are an adult, but you cannot make an accusation even though they were under 18 years old
- support for victims of human trafficking is available.

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The role of the nurse/midwife

Modern slavery

13,000

men, women and children are trafficked for exploitation in the UK

1 in 5

victims report having come into contact with health care services during the time they are trafficked

1 in 8

NHS staff in England think they have seen a victim of trafficking in a clinical setting (NHS England, 2016)

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What to do next

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- do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult
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In all cases for children, young people and adults:

- do not raise your trafficking concerns with anyone accompanying the person
- think about support and referral
- think safeguarding and safety.

Supported by NHS England

Useful resources

Modern slavery


Draft Northern Ireland Human Trafficking and Modern Slavery Strategy 2016-2017

NHS England

www.england.nhs.uk/ourwork/safeguarding/our-work/modern-slavery

For further information go to: www.rcn/modern.slavery

Modern slavery

Consider trafficked?

Consider trafficked?

13,000 men, women and children are trafficked for exploitation in the UK

1 in 5 victims report having come into contact with health care services during the time they are trafficked

1 in 8 NHS staff in England think they have seen a victim of trafficking in a clinical setting (NHS England, 2016)

Consider trafficked?

Consider trafficked?
If you suspect that a person is a victim of modern slavery, this is a safeguarding issue. Trust and act on your professional instinct that something is not quite right. It is usually a combination of an inconsistent story and a pattern of symptoms that may cause you to suspect trafficking.

If you have any concerns about a child, young person or adult take immediate action to ask further questions and get additional information and support.

- Try to find out more about the situation and speak to the person alone and in private.
- Reassure them that it is safe for them to speak.
- Only ask non-judgmental relevant questions.
- Allow the person time to tell you their experiences. Do not make promises you cannot keep.
- Do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult.
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1 in 5

Victims report having come into contact with healthcare services during the time they are trafficked.

1 in 8

NHS staff in England think they have seen a victim of trafficking in their clinical practice (NHS England, 2016).

To what do next

- Try to find out more about the situation and speak to the person alone and in private.
- Make sure that it is safe for them to speak.
- Only ask non-judgmental relevant questions.
- Allow the person time to tell you their experiences. Do not make promises you cannot keep.
- Be cautious regarding age. If a person says they are older or say they are an adult, but you suspect they are not, take action as though they were under 18 years old.
- Support for victims of human trafficking is available.
If you think that a person is a victim of modern slavery, this is a safeguarding issue.

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- speak to your manager, colleagues or local safeguarding leads for advice.

Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficked actions can be prevented from revealing their real identity by dress, hair, face, language barriers and a lack of opportunity to do so. It may take time for a person to feel safe enough to speak
- in a serious illegal act it’s normal for people to lie rather than tell the truth
- if a person says they are under 18 or says they are an adult, but you suspect not, take action as though they were under 18 years old
- support for victims of human trafficking is available.

Modern slavery

The role of the nurse/midwife

Trust and act on your professional instinct that something is not quite right.

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- do not let concerns you may have about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult
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In all cases for children, young people and adults:
- do not raise your trafficking concerns with anyone accompanying the person
- think about support and referral
- think safeguarding and safety.

Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficking actions can be prevented from revealing their true victim status through cultural beliefs and practices, fear, language barriers and a lack of opportunity to do so. It can take time for a person to feel safe enough to speak
- be cautious regarding age. If a person says they are older or that they are an adult, but you suspect not, take action as though they were under 18 years old
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- go forward cautiously you may have about challenging cultural beliefs stead in the way of making informed assessments about the safety of a child, young person or adult
- support for your colleagues at local safeguarding leads for advice.

Consider trafficked?

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Modern slavery www.gov.uk/government/publications/modern-slavery

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Royal College of Nursing

Modern slavery

RCN guide for nurses and midwives

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**Remember:**
- trafficked people may not self-identify as victims of modern slavery
- trafficked actions can be prevented from revealing their story
- healthcare services, health care staff should be trained, have a health care background and are part of an early support network
- the person feels safe enough to speak
- only ask non-judgmental relevant questions
- allow the person time to tell you their experiences; do not make promises you cannot keep
- do not let your concerns about challenging cultural beliefs stand in the way of making informed assessments about the safety of a child, young person or adult.
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**Useful resources**

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**Modem slavery**

**Home Office (2014)**

**Useful resources**

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