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.

Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficking victims can be prevented from revealing their experience to health care staff through fear, shame, 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 you suspect they are under or of the same age then you are the adult, but you cannot make child, adult or though they were under 18 years old
- support for victims of human trafficking is available.

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

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 in contact with health care services during the time they are trafficked

How to do what next

• try to find out more about the situation and speak to the person alone and in private
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Modern slavery


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

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

Supported by NHS England

Useful resources

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.

1,300

Modern slavery

13,000

Consider trafficked?

Consider trafficked?

Consider trafficked?

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 or threat of force, coercion, or deception**
3. **purposely**

### 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
- 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
- is not registered with a GP, nursery or school
- has experienced being traded locally, regionally, nationally or internationally

### Signs of trafficking

#### If the person:
- is accompanied by someone who appears controlling, who insists on giving information and speaking for them
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#### Provoked or sham marriages
- forced or sham marriages
- or organ removal.

### In addition, children and young people might show the following signs:
- has 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 unusual attachment to those around them.

### Signs of trafficking

- appears to be moving location frequently
- shows signs of physical neglect
- struggles to speak English
- 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
- pregnancy, or a late booking (over 24 weeks)
- disfigured eating or poor nutrition
- self harm, including attempted suicide
- poor oral hygiene or teeth
- psychological and psychiatric disorders
- 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)

**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, shops**
  - **sex workers/prostitutes**
  - **criminal activity including cannabis cultivation, drug smuggling and trafficking, street crime, forced begging and benefit fraud**
  - **forced or sham marriages**, or **organ removal.**

- **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, threats or deception
  3. purpose, for the purpose of exploitation

- **Key legislation**
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  - **disordered eating or poor nutrition**
  - **self harm, including attempted suicide**
  - **fatigue**
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  - **if the person:**
    - **is accompanied by someone who appears controlling, who insists on giving information and speaking for them**
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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 trashed locally, regionally, nationally or internationally.**

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<td>• police suggest general physical neglect</td>
<td>• long-term multiple injuries</td>
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<td>for the purpose of exploitation</td>
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1. Recruitment or acquisition of a man, woman or child means, through the use of force, deception or coercion, for the purpose of exploitation. United Nations Palermo Protocol (UN, 2003)

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 Trafficking or modern slavery is defined in three phases

1. recruitment or acquisition of a man, woman or child by means of force, deception or coercion
2. purpose, ie, 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

• 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
• appears to be moving location frequently
• struggles to speak English
• has no official means of identification or has suspicious looking documents
• not registered with a GP, nursery or school
• has experienced being moved locally, regionally, nationally or internationally

Signs of trafficking

If the person:
• is accompanied by someone who appears controlling, who insists on giving information and speaking for them
• is in authority and submissive, seems afraid to speak to anyone in authority
• provides vague and inconsistent explanations of where they live, employment or schooling
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In addition, children and young people might show the following signs:

• appears to be moving location frequently
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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)
• disrupted 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.

Consider trafficked?

• has an unclear relationship with the accompanying adult
• goes missing regularly, sometimes at a few hours notice and remains from school
• gives inconsistent information about their age
• displays an unusual attachment to those around them.

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- has experienced being moved locally, regionally, nationally or internationally
- appears to be moving location frequently
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- displays an unusual attachment to those around them.

Signs of trafficking
- 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
- drug-dealing
- forced or sham marriages
- organ removal.

Why people are trafficked

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

- appears to be moving location frequently
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- long-term multiple injuries
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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, deceit or coercion**
3. **For the purpose of exploitation**

### Key legislation
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- **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**

- Accompanied by someone who appears controlling, insisting on giving information and speaking for them
- Withdrawn and submissive, 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 or inconsistent information, events about to speak to anyone in authority
- Provides vague information, is reluctant to explain how the injury occurred or reluctant to provide a medical history
- Not registered with a GP, nursery or school
- Has experienced being trashed locally, regionally, nationally or internationally
- Appears to be moving location frequently
- Apparent evidence of general physical neglect
- Struggles to speak English
- Displays an unusual attachment to those around them

### Consider trafficked?

- Has an unclear relationship with the accompanying adult
- Goes missing shortly after arrival at a place of work and remains untraced
- Goes missing soon after arrival at a place of work and remains untraced
- 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
- Exhibits inconsistent information about their age
- Displays an unusual attachment to those around them

### Consider trafficked?

- Long-term multiple injuries
- Mental, physical and sexual trauma
- Sexually transmitted infections
- Pregnancy or postnatal care
- Disappearance 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.

### Health issues may include

- Unexplained, sudden-onset relationship with the accompanying adult
- Gave missing quickly, sometimes within days of seeking care and remains untraced
- Provides vague, inconsistent information, events about to speak to anyone in authority
- Exhibits inconsistent information about their age
- Displays an unusual attachment to those around them

- 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
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- Long-term multiple injuries
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**Why people are trafficked**

*Consider trafficked?

1. ** domestically
2. ** rural work, forests and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
3. ** sex working/prostitution
4. ** criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
5. ** forced or sham marriages
6. ** organ removal.

**Signs of trafficking**

- • appears to be moving location frequently
- • accommodation
- • goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- • gives inconsistent information about their age
- • displays unusual attachment to those around them.

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

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

Key legislation

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

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

- • has an unclear relationship with the accompanying adult
- • goes missing shortly after arrival at hostels or host homes
- • 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 unusual attachment to those around them.

**Over 45 million people are trapped in modern slavery across the globe.**

**Health issues may include**

- • long-term multiple injuries
- • dental needs
- • non-specific post-traumatic stress disorder
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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 can be prevented from revealing their trafficking experience. Health care staff should take the time to build a trustworthy relationship, be non-judgmental and ask appropriate questions
- trafficking victims can be prevented from revealing their experience to health care staff through fear, shame, 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 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
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 at their clinical position (NHS England, 2016)

What to do next
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Consider trafficked?
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Useful resources
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For further information go to www.rcn.org.uk/modern-slavery
Supported by NHS England

Royal College of Nursing
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- 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 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, 2020).
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.
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Consider trafficking?

Consider trafficked?

Modern slavery

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1 in 5 victim support reporting coming into contact with health care services during the time they are trafficked.

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What to do next

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Useful resources

Royal College of Nursing

Modern slavery

KCN guide for nurses and midwives

Modern slavery

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

Modern slavery

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

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

For further information go to:

Royal College of Nursing

Publication code 005 984. Printed May 2017
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In all cases for children, young people and adults:
- do not raise your trafficking concerns with anyone accompanying the person
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- think safeguarding and safety.

Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficked actions can be prevented from revealing their true identity by health care staff through fear, threats, language barriers and lack of opportunity to do so. It may take time for a person to feel safe enough to speak
- it is crucial to ask: ‘Do they appear to be children or do they appear to be adults, but you suspect not, take action and ensure they are under 18 years old
- support for victims of human trafficking is available.

Modern slavery

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What to do next

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- allow the person time to tell you their experiences do not make promises you cannot keep
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- speak to your manager, colleagues or local safeguarding leads for advice.

Useful resources

- Home Office (2016)
  - www.gov.uk/government/publications/modern-slavery-strategy
- Modern slavery
  - www.gov.uk/government/publications/modern-slavery
- NHS England
  - www.england.nhs.uk/ourwork/safeguarding/our-work/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.modern.slavery

Supported by NHS England.
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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 victims can be prevented from revealing their experiences to health care staff through fear, shame, 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 say they are adult, but you suspect they are not, take action as though they are under 18 years old
- support for victims of human trafficking is available.

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