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.

Remember:
- trafficked people may not self-identify as victims of slavery
- trafficking actions can be prevented from revealing their health care needs (e.g. health care staff asking about fatigue, substance use, language barriers and a lack of opportunities for rest). It is important to be patient and give them time to talk;
- trafficked people may not report to health care staff due to fear, shame, language barriers and a lack of opportunity. It can take time for a person to feel safe enough to speak;
- be cautious regarding age. If a person says they are under or over 18 years old, 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 in their clinical practice (NHS England, 2016).

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.

Consider trafficking?
Consider trafficked?

Modern slavery

RCN guide for nurses and midwives

Modern slavery

Home Office (2014) www.gov.uk/government/publications/modern-slavery-

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


Draft Northern Ireland Human Trafficking and Modern Slavery Strategy 2014-2018

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

Supported by NHS England

Modern slavery

RCN guide for nurses and midwives

Publication code 005 984. Printed May 2017

Modern slavery

Trust and act on your professional instinct that something is not quite right.
Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

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

1. **Recruitment or acquisition of a man, woman, or child**
2. **Use or intended use**
3. **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, 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
- organ removal
- forced or sham marriages
- 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.

**Signs of trafficking**

- appears to be moving location frequently
- accompanies someone who opposes conditions, insists on giving information and speaking for them
- in isolation and submissive, seems afraid to speak to anyone in authority
- provides vague and inconsistent explanations of where they live, employment or schooling
- has long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- disorder eating or poor nutrition
- self harm, including attempted suicide
- long-term multiple injuries
- mental, physical and sexual trauma
- psychiatric and psychological distress
- vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

**Why people are trafficked**

- 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
- 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
- displays an unusual attachment to those around them
- appears to be moving location frequently
- 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

**Health issues may include**

- long-term multiple injuries
- mental, physical and sexual trauma
- anxiety and depression
- sleep problems
- post-traumatic stress disorder
- chronic pain
- post-traumatic stress disorder
- sleep problems
- psychotic and psychological distress
- 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)

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

1. Recruitment or acquisition of a man, woman, or child
2. Use of, or exploitation of, the person
3. Exploitation, for the purpose of exploitation, of the person

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, 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
- Forced or sham marriages
- Organ removal

### Signs of trafficking

- Victim or someone who appears controlling, who insists on giving information and speaking for them
- Victim or someone who seems afraid to speak to anyone in authority
- Victim or someone who provides vague and inconsistent explanations of where they live, employment or schooling
- Victim or someone who has old or serious injuries left untreated
- Victim or someone who provides vague information, is reluctant to explain how the injury occurred or is reluctant to provide a medical history
- Victim or someone who has an unclear relationship with the accompanying adult
- Victim or someone who goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
- Victim or someone who gives inconsistent information about their age
- Victim or someone who displays an unusual attachment to those around them
- Victim or someone who appears to be moving location frequently
- Victim or someone who appears general physical neglect
- Victim or someone who struggles to speak English
- Victim or someone who 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)
- 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.

### Signs of trafficking

- Demonstrates domestic work
- Demonstrates rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- Demonstrates sex work
- Demonstrates criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
- Demonstrates forced or sham marriages
- Demonstrates organ removal

### Why people are trafficked

- 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
- Use of, or exploitation of, the person
- Exploitation, for the purpose of exploitation, of the person

### 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

### Health issues may include:

- Long-term multiple injuries
- Mental, physical and sexual trauma
- Sexually transmitted infections
- Pregnancy, or a late booking (over 24 weeks)
- 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.
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
- 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, shops
- sex workers/prostitutes
- criminal activity including cannabis cultivation, street crime, forced begging and benefit fraud
- forced or sham marriages
- organ removal.

**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 a child
2. use, through the use of force, fraud or coercion
3. 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 2015 (Northern Ireland)

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

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

**Consider trafficked?**

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

**Consider trafficked?**

- appears to be moving 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
- 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:**

- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- pregnancy, or 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.

**Health issues may include:**

- mental, physical and sexual trauma
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- self harm, including attempted suicide
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 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

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
• forced or sham marriages

Signs of trafficking
• appears to be moving location frequently
• apprehension suggests general physical neglect
• struggles to speak English
• displays an unusual attachment to those around them.

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

Trafficing 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, duress or deception
3. purpose, for the purpose of exploitation

Key legislation
Modern Slavery Act 2000
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

Why people are trafficked
• appears to be moving location frequently
• apprehension suggests general physical neglect
• struggles to speak English
• has no official means of identification or has suspicious looking documents.

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

Consider trafficked?

• has an unclear relationship with the accompanying adult
• goes missing rapidly, sometimes within 48 hours of seeking care and repeatedly from school, home and care
• gives inconsistent information about their age

Consider trafficked?

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
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• self harm, including attempted suicide
• dental pain
• fatigue
• non-specific post-traumatic stress disorder
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• vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.

Consider trafficked?

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Consider trafficked?

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.

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• has no official means of identification or has suspicious looking documents.

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Consider trafficked?

• has an unclear relationship with the accompanying adult
• goes missing rapidly, sometimes within 48 hours of seeking care and repeatedly from school, home and care
• gives inconsistent information about their age

Consider trafficked?

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.

Consider trafficked?

Key legislation
Modern Slavery Act 2000
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Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015

Why people are trafficked
• appears to be moving location frequently
• apprehension suggests general physical neglect
• struggles to speak English
• has no official means of identification or has suspicious looking documents.

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

Consider trafficked?
 Trafficking or modern slavery is defined in three phases

1. Recruitment or acquisition of a man, woman, or child
2. Transport
3. Use or 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 2015 (Northern Ireland)

Why people are 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
- if the person:
  - appears to be moving location frequently
  - provides vague or inconsistent explanations of where they live, employment or schooling
  - has no official means of identification or has suspicious looking documents

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.
- has an unclear relationship with the accompanying adult

Health issues may include:
- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- pregnancy, or a late booking (over 24 weeks)
- disrobed or force-fed
- 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.

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

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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
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- 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 insufficient or inconsistent information about their age
- 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
- forced or sham marriages
- organ removal.

Why people are trafficked

- recruitment or acquisition of a man, woman or child
- fraud or deception
- threat of harm
- sex workers/prostitutes
- forced or sham marriages
- organ removal.

Why people are trafficked

- tricked or deceived
- forced or sham marriages
- sexual violence
- robbery
- violence in the home
- abandonment
- hunger
- homelessness.

Health issues may include

- long-term multiple injuries
- mental, physical or sexual trauma
- sexually transmitted infections
- depression, 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.
**Why people are trafficked**

- Domestic work
- Rural work, farms and agricultural work, factories, construction, hospitality industries, plantations, fishing, beauty industry, shops
- Sex workers/prostitutes
- Criminal activity including cannabis cultivation, street crime
- Forced marriage or sham marriage
- Organ removal
- Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

**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 in a position of vulnerability
  - 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
  - Provides vague or inconsistent explanations of where they live, employment or schooling
  - Has experienced being driven locally, regionally, nationally or internationally
  - Is not registered with a GP, nursery or school
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- In addition, children and young people might show the following signs:
  - 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
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- Health issues may include:
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  - Sexually transmitted infections
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  - Disordered eating or poor nutrition
  - Self-harm, including attempted suicide
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  - Fatigue
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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.

Consider trafficked?

Consider trafficked?

Modern slavery

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

1 in 5 victim 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 at clinical point

Modern slavery

What to do next

• 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
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Support for victims of human trafficking is available.

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

Remember:
• trafficked people may not self-identify as victims of modern slavery
• trafficking actions can be prevented from revealing their true identity for fear of retribution for their family or home, language barriers and a lack of opportunity to do so. It is not safe for a person to feel safe enough to speak
• be cautious regarding age. If a person says they are older or say they are an adult, but you suspect not, take action as though they were under 18 years old
• support victims of human trafficking is available.

Modern slavery

RCN guide for nurses and midwives

Home Office (2014)

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/

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

For further information go to:

www.rcn/modern.slavery


Royal College of Nursing
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- do not raise your trafficking concerns with anyone accompanying the person
- think about support and referral
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Consider trafficked?

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What to do next
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- reassure them that it is safe for them to speak
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Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficking actions can be prevented from revealing their modern slavery status, charades, language barriers and a lack of opportunity to do so. It is wise to take time for a person to feel safe enough to speak
- be cautious regarding age. If a person says they are older or 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.

Modern slavery
Consider trafficked?

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

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What to do next
- 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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Remember:
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Modern slavery
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- 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.

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Modern slavery

Modern slavery

Useful resources

Supported by NHS England

Draft Northern Ireland Human Trafficking and Modern Slavery Strategy 2017–2021

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

Marcella Gething
Royal College of Nursing
Publication code 005 984. Printed May 2017

Consider trafficked?

Consider trafficked?

Do you think someone might be 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
- 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)

Remember:
- trafficked people may not self-identify as victims of slavery
- trafficking actions can be prevented from revealing their true identity. They could speak in broken English, have different accents, certain disabilities or health conditions that can hinder them from speaking, holding papers and a lack of opportunity to do so. It may take time for a person to feel safe enough to speak
- be cautious regarding age. If a person says they are older than they are, ask them to show ID. If they cannot, ask them to show another piece of ID. If they have under 18 years old, support for victims of human trafficking is available.

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Remember:
- trafficked people may not self-identify as victims of slavery
- trafficking victims can be prevented from revealing their trafficking 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 speak
- be cautious regarding age. If a person says they are 16 or 17 years old, but you suspect they are under 18, take action as you would if they were under 18 years old
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The role of the nurse/midwife

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- do not raise your trafficking concerns with anyone accompanying the person
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Remember:
- trafficked people may not self-identify as victims of modern slavery
- trafficked actions can be prevented from revealing their true story through health care staff's lack of knowledge, culture, language barriers and a lack of opportunity to do so. It is vital to take time for a person to feel safe enough to open up
- ancasual enquiry might say they are older or it they are an adult, but you suspect not, take action as though they are under 18 years old
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Modern slavery What to do next

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- make sure that it is safe for them to speak
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- 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.

Useful resources

- Modern slavery www.gov.uk/government/publications/modern-slavery
- For further information go to www.rcn/modern.slavery

Supported by NHS England