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.

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

Modern slavery What to do next

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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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Consider trafficked?

Consider trafficked?

Think about support and referral

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.

Useful resources

- **Home Office (2016)**
  - www.gov.uk/government/publications/modern-slavery-strategy

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

- **Draft Northern Ireland Human Trafficking and Modern Slavery Strategy 2016-2017**
  - For further information go to: www.rcn.org.uk/modern-slavery

- Supported by NHS England

- **Royal College of Nursing**
  - Publication code 005 984. Printed May 2017
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, deception, 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 (Northern Ireland) 2015

### Why people are trafficked
- Domestic work
- Rural work, farms and agricultural work, factories, construction, hand 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
- Recruitment or acquisition of a man, woman, or child (through the use of force, deception, or coercion) for the purpose of exploitation

### Signs of trafficking
- • 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
- • sexuality-translated infections
- • pregnant, or a late booking (over 24 weeks)
- • disordered eating or poor nutrition
- • self harm, including attempted suicide
- • has an unclear relationship with the accompanying adult
- • gives inconsistent information about their age
- • displays an unusual attachment to those around them.

### Health issues may include:
- • vague symptoms such as back or stomach pain, skin problems, headaches and dizzy spells.
- • long-term multiple injuries
- • mental, physical and sexual trauma
- • sexuality-translated infections
- • pregnant, 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.
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 moving locally, regionally, nationally or internationally
• appears to be moving location frequently
• gives inconsistent information about their age
• displays an unusual attachment to those around them.
• long-term multiple injuries
• mental, physical and sexual trauma
• speech impairment
• conjugate vision problems
• disorders of bowel or bladder function
• anorexia, bulimia or other eating disorders
• depression, anxiety, or post-traumatic stress disorder
• self-harm
• prolonged hospitalization

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 (Global Slavery Index, 2016)

Key legislation
Modern Slavery Act 2015
经费 Trafficking and Exploitation
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Consider trafficked?

Trafficking or modern slavery is defined in three phases

Recruitment
Actions
Use
Exploitation

• personal, domestic
• rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
• criminal activity (including cannabis cultivation, street crime, forced begging and benefit fraud)
• forced or sham marriages
• organ removal
• appears to be moving location frequently
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Consider trafficked?
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- 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
- gives inconsistent information about their age or gives incongruent 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**
- **forced or sham marriages**
- **organ removal.**

**Signs of trafficking**

- **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.**

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

- has an unclear relationship with the accompanying adult
- gives incongruent attachment to those around them
- looks younger than they are
- displays an unusual attachment to those around them

**Consider trafficked?**

**Key legislation**

- Modern Slavery Act 2015
- Recruitment and Acquisition of a Man, Woman or Child for a Domestic Purpose
- 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)
- disordered eating or poor nutrition
- self harm, including attempts suicidal
- dental pain
- fatigue
- non-specific post-traumatic stress disorder
- psychiatric and psychological disorders
- 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

Key legislation
Modern Slavery Act 2015 (England and Wales)
Human Trafficking and Exploitation (Northern Ireland) Act 2015

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

Consider trafficked?

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

Recruitment or acquisition means, through the use of force, deception, or coercion.
Use means, for the purpose of exploitation

Proponents of exploitation include the use of force, death, injury, or torture.

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

Why people are 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)
• medication 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.

Key legislation
Modern Slavery Act 2015 (England and Wales)
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Signs of trafficking

Why people are trafficked

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Trafficfick 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, threat or coercion
3. purpose, 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 worker
• rural work, farms and agricultural work, factories, construction, food processing, hospitality industries
• sex worker/pornography
• 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. trafficking
2. recruitment
3. exploitation

Consider trafficked?

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
• 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

• 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

• appears to be moving location frequently
• appears to be isolating
• has no official means of identification or has suspicious looking documents
• has an unclear relationship with the accompanying adult
• gives unrealistic gambles

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.

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

• has an unclear relationship with the accompanying adult
• gives unrealistic gambles
• has an unclear relationship with the accompanying adult
• displays an unusual attachment to those around them
Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

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

**1. Recruitment or acquisition of a man, woman or child**

- by means, through the use of force, coercion, duress or deception

**2. For the purpose of exploitation**

- of the person, or another person

**3. Exploitation andhours of work**

- of the person, or another person

**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

**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
- is not registered with a GP, nursery or school
- appears to be moving location frequently
- has no official means of identification or has suspicious looking documents

**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
- 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:**

- appears to be having little control over the money they have
- 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.

**Health issues may include:**

- long-term multiple injuries
- mental, physical and sexual trauma
- sexually transmitted infections
- pregnancy, or a late booking (over 24 weeks)
- illiterate or poor nutrition
- self harm, including attempted suicide
- mental health 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
- is not registered with a GP, nursery or school
- appears to be moving location frequently
- has no official means of identification or has suspicious looking documents
Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

Trafficicking or modern slavery is defined in three phases:

1. Recruitment or acquisition of a man, woman or child
2. Movement
3. Use, through the use of force, deception, or coercion for the purpose of exploitation (UN, 2003)

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

Women and girls are trafficked for 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 smuggling, retail crime, forced begging and benefit fraud.

Consider trafficked?

Why people are trafficked
- Domestic worker
- Rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- Sex workers/prostitutes
- Criminal activity including smuggling, retail crime, forced begging and benefit fraud
- Forced or sham marriages
- Organ removal.

Signs of trafficking
- Domestic worker
- Rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- Sex workers/prostitutes
- Criminal activity including smuggling, retail crime, forced begging and benefit fraud
- Forced or sham marriages
- Organ removal.

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
- Gave inconsistent information about their age
- Displays an unusual attachment to those around them.

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
- Does not register with a GP, nursery or school
- 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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Over 45 million people are trapped in modern slavery across the globe. (Global Slavery Index, 2016)

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Health issues may include:
- 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
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Women and girls are trafficked for domestic work, rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops

Consider trafficked?

Why people are trafficked
- Domestic worker
- Rural work, farms and agricultural work, factories, construction, food processing, hospitality industries, plantations, fishing, beauty industry, shops
- Sex workers/prostitutes
- Criminal activity including smuggling, retail crime, forced begging and benefit fraud
- Forced or sham marriages
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- Does not register with a GP, nursery or school
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In addition, children and young people might show the following signs:
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- Goes missing quickly (sometimes within 48 hours of seeking care) and repeatedly from school, home and care
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- 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
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- Does not register with a GP, nursery or school
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- Gave inconsistent information about their age
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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
- Gave 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)
- Abandoned 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.
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.

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
• trafficked actions can be prevented from revealing their trafficking if they have a plan, have learned not to speak, have learnt to hide, have learnt language barriers and a lack of opportunity to speak. If you take time to a person to feel safe enough to speak
• be cautious regarding age. If you suspect they are older but they are an adult, but you suspect they are not, act on it as if they were under 18 years old

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)

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
• 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

RCN guide for nurses

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 2016-17

For further information go to

www.rcn/modern.slavery

Supported by NHS England

Modern slavery

KCN guide for nurses and midwives

Home Office (2016)

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

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 as health care staff change shifts, from home, language barriers and a lack of opportunity to do so. It will 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 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 victim 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)

What to 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
- go on your gut, 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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Useful resources

Modern slavery
- RCN guide for nurses and midwives
- Modern slavery www.gov.uk/government/publications/modern-slavery
- Draft Northern Ireland Human Trafficking and Modern Slavery Strategy 2016-2017
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**Modern slavery**

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Consider traficked? Consider trafficked?

13,000

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1 in 8

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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 slavery
• trafficked actions can be protected from revealing their trafficked status: health care staff should not ask for medical, sexual, home, language barriers and a lack of opportunity to be sure to find out enough to stop
• it is crucial to remember that people who are children are not as old as you, but you cannot make an action as though they were under 18 years old
• support for victims of human trafficking is available.

The role of the nurse/midwife

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

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Modern slavery

NHS England

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Remember:

- Trafficked people may not self-identify as victims of slavery.
- Trafficking actions can be prevented from revealing their victim status: fear, confusion, fear of violence, abuse, torture, banning communication, lack of opportunity to get in touch.
- It may take time for a person to feel safe enough to speak.
- Be cautious regarding age. If a person says they are older or of a certain age but they are adult, but you suspect they are under 18, take action as though they were under 18 years old.
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