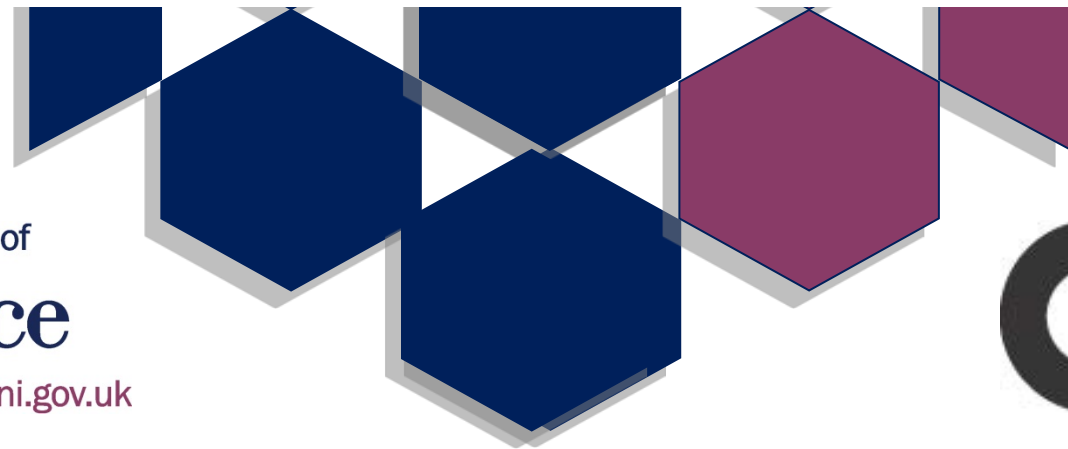




**NORTHERN IRELAND HUMAN TRAFFICKING  
AND MODERN SLAVERY STRATEGY 2016/17**



Department of  
**Justice**

[www.justice-ni.gov.uk](http://www.justice-ni.gov.uk)



**ORGANISED  
CRIME  
TASK FORCE**



## 1. **FOREWORD**

### **MINISTERIAL FOREWORD**

I am pleased to publish the second annual Human Trafficking and Modern Slavery Strategy.

The strategy's aim is to ***equip Northern Ireland to eradicate human trafficking and modern slavery and identifying, protecting and supporting victims***. We know that modern slavery – which encompasses

both human trafficking and slavery, servitude and forced labour - rips apart the lives of its victims; seeks to reduce people to commodities; and robs them of their human rights. Therefore, central to this strategy is the need to recognise and safeguard those rights by identifying and supporting victims; assisting them through recovery; and by bringing offenders to justice.

Victims and survivors are at the very heart of the strategy. That is why my Department is extending support under the UK's National Referral Mechanism, to all victims of modern slavery in Northern Ireland.

Previously this support was only available to victims of human trafficking. This is positive step which will ensure parity of treatment, support and protection to those amongst us who are vulnerable and exploited.

The strategy is a challenging one. It builds on an ongoing programme of work being delivered by my Department and its partners across the Executive, local Government, law enforcement and civil society. I

recognise that complete eradication of this crime is an aspirational aim, but one which we should all strive towards in delivering this strategy.

Whilst the number of victims of modern slavery in Northern Ireland remains lower than in other parts of the United Kingdom, it is unacceptable that even one person should be subject to such injustice.

By working together we can more effectively tackle these crimes.

Partnership is one of the four strategic priorities underpinning the strategy and I want to pay particular tribute to the contribution that continues to be made through this strategy by Non-Governmental Organisations and representatives from civil society, whether that be through providing training and raising awareness; supporting and advising victims; or through informing and influencing policy changes. Their role remains critical and has helped to shape our strategic response.

I look forward to continued collaboration with all of our partners towards our shared aim of eradicating modern slavery from our society.

**CLAIRE SUGDEN MLA**  
**Minister of Justice**

## 2. INTRODUCTION

This strategy has been developed by the Department of Justice (DOJ) in collaboration with civil society and statutory partners through the Organised Crime Task Force (OCTF) and its subgroups.

Section 12 of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015 (“the 2015 Act”) places a requirement on the Department of Justice (DOJ) to produce an annual strategy on offences under section 1 and 2 of the Act (slavery, servitude and forced or compulsory labour and human trafficking). The purpose of the strategy is to raise awareness of human trafficking and modern slavery offences and to contribute to a reduction in the number of such offences. In doing so it also seeks to improve victim identification and recovery and to ensure that appropriate protection and support measures are in place for victims to access.

Section 12 of the 2015 Act says that the strategy must also:

- set out the arrangements for co-operation between relevant organisations (both statutory and non-statutory);
- include provision as to training and equipment for investigators, prosecutors and those dealing with victims; and

- include provisions aimed at raising awareness of the rights and entitlements of victims.

The development of the strategy has been informed by:

- consultation with relevant organisations that are actively involved in tackling human trafficking and modern slavery in Northern Ireland;
- engagement with the United Kingdom’s Independent Anti-Slavery Commissioner;
- statutory measures and requirements under the 2015 Act and the Modern Slavery Act 2015;
- ongoing engagement on national priorities and common issues with other United Kingdom jurisdictions and with the Irish Government;
- the EU Strategy towards the Eradication of Trafficking in Human Beings 2012-2016; and
- information available through the National Referral Mechanism and the National Crime Agency’s strategic assessments of the nature and scale of human trafficking in the United Kingdom<sup>1</sup>.

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<sup>1</sup> <http://www.nationalcrimeagency.gov.uk/>

The strategy needs to be read in the context of other ongoing work and provision through existing Executive strategies to address poverty, support victims and witnesses, and promote good relations, equality and social inclusion. It also takes account of ongoing cross-Departmental work to address issues arising from the Marshall report on child sexual exploitation. In addition, the strategy is underpinned by our obligations under a wide range of domestic law and international instruments and agreements<sup>2</sup>, as well as the framework of legislation and operational guidance relating to child protection.

The overarching strategic aim is: *“Equipping Northern Ireland to eradicate human trafficking and modern slavery and identifying, protecting and supporting victims”*.

The strategy is structured around four Strategic Priorities which are:

1. **Pursue** (Effective detection, disruption, investigation, prosecution and conviction of offenders);

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<sup>2</sup> These include, but are not restricted to:

- European Convention on Human Rights;
- Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA;
- the 1996 Hague Convention on Jurisdiction, Applicable Law, Recognition, Enforcement and Co-operation in Respect of Parental Responsibilities and Measures for Protection of Children;
- Dublin II and III Regulations; and
- Data Protection Act 1998.

2. **Protect and Support** (Improved identification of victims and the provision of effective protection and support);
3. **Prevent** (Prevent and reduce the risk of modern slavery offences in and to Northern Ireland); and
4. **Partnership** (Effective, collaborative and joined-up partnership response).

These priorities are underpinned by strategic objectives and SMART actions which set out the work that, collectively, the DOJ and its partners are committed to delivering during 2016/17.

### 3. **BACKGROUND**

#### Scale of modern slavery in Northern Ireland

Modern slavery is an umbrella term often used to describe offences of both human trafficking and of slavery, servitude and forced or compulsory labour. The offence of slavery, servitude and forced or compulsory labour covers situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. It can be closely related to human trafficking, which involves the movement of a person for the purpose of exploiting them. Human trafficking can involve a range of

different types of exploitation, including labour exploitation, sexual exploitation, criminal exploitation or organ harvesting. An individual may be exploited through the use of force or threat or other forms of coercion, or by manipulating a particular vulnerability, such as their age, isolation or other factors that may make them vulnerable. Section 3 of the 2015 Act sets out the meaning of exploitation in respect of human trafficking offences.

These “modern slavery offences” are largely hidden crimes, which often make it difficult to establish an accurate assessment of the nature and extent of the problem in Northern Ireland.

The National Referral Mechanism (NRM) currently helps to inform much of our understanding of the nature and scale of human trafficking and modern slavery across the United Kingdom. However it is widely accepted that the NRM only reveals part of the picture particularly since, in the case of adults, the individual must consent to a referral being made. Where it is suspected that a child may be a victim of any form of modern slavery they must always be referred into the NRM.

The National Crime Agency (NCA) also publishes an annual strategic assessment of modern slavery, which is informed by additional data

sources, other than the NRM. In addition, new legislation in each of the United Kingdom jurisdictions has made provision for a new statutory duty on specified public authorities to report suspected cases of human trafficking and modern slavery. This duty is intended to provide greater insight into the nature and scale of trafficking and modern slavery and will allow information to be captured anonymously, even where an individual does not consent to a referral into the NRM. In Northern Ireland this duty to report suspected cases is expected to come into effect before the end of 2016.

During 2015/16 the PSNI Human Trafficking Unit (HTU) conducted 252 screening assessments in respect of suspected cases of human trafficking or modern slavery. A total of 59 potential victims of human trafficking were referred to the NRM from Northern Ireland. This is an increase when compared to the 46 potential victims recorded for the financial year 2014/2015.

#### *PSNI operational response*

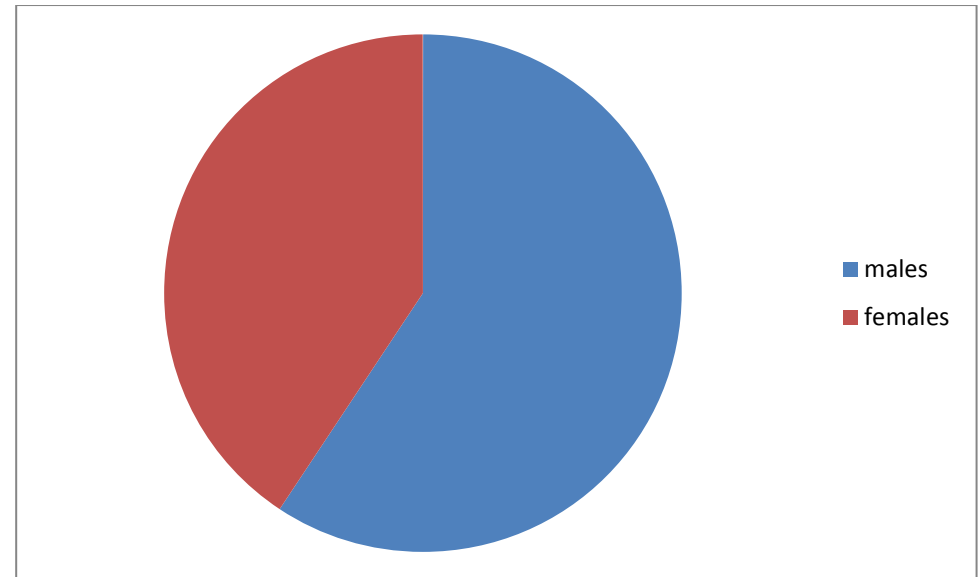
During 2015/16 financial year the HTU made 20 arrests. 12 of those arrests were for Human trafficking offences. The remaining eight arrests included offences of brothel keeping, firearms possession and drugs possession which were detected during human trafficking investigations.

A total of 41 searches were conducted during the 2015/16 financial year by the HTU. Six persons have been charged with a variety of offences, two of which were for human trafficking offences. Eight persons were reported to the Public Prosecution Service for Northern Ireland (PPS) for human trafficking-related offences.

Victimology

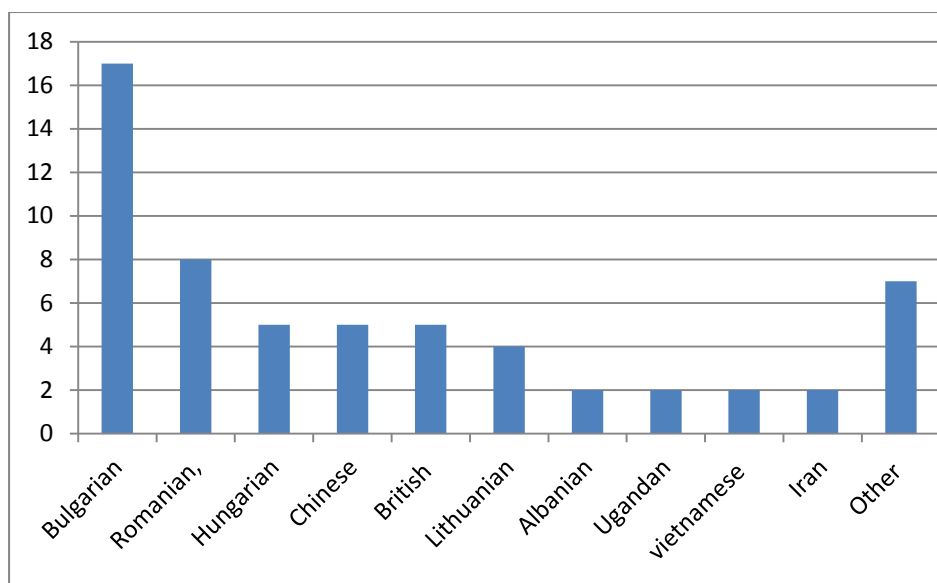
The 59 potential victims referred into the NRM included 35 males and 24 females. 11 of the individuals referred were children. 33 of the individuals were believed to be victims of forced and compulsory labour exploitation. The remaining 26 cases involved a variety of exploitation types, including sexual exploitation and 'securing services' exploitation.

**Graph A** shows the breakdown of male and female referrals during 2015/16



**Graph A**

**Graph B** shows numbers and the country of origin of potential victims who were referred to the NRM from Northern Ireland during 2015 and 2016.



**Graph B**

It is worth emphasising that potential victims are not always foreign nationals and indeed the United Kingdom and Ireland feature amongst the most common countries of origin of potential victims.

#### The legislative framework

2015 saw the introduction of new legislation in Northern Ireland which has introduced significant reforms and reinforced both how victims are protected and supported as well as law enforcement's response to perpetrators. The Human Trafficking and Exploitation (Criminal Justice

and Support for Victims) Act (Northern Ireland) 2015 ("the 2015 Act") was granted Royal Assent on 13 January 2015. This legislation has enhanced our capacity to tackle human trafficking and slavery or forced labour in Northern Ireland by:

- establishing new offences of human trafficking and slavery, servitude and forced or compulsory labour;
- increasing the maximum sentence for human trafficking and slavery, servitude and forced or compulsory labour to life imprisonment;
- introducing a minimum two year sentence for these offences (unless there are exceptional circumstances to warrant a lower sentence);
- making it easier to confiscate the assets of exploiters and to force them to pay reparation to victims;
- criminalising the purchase of sexual services;
- introducing a new offence of forced marriage;
- introducing slavery and trafficking prevention orders;
- placing a statutory requirement on the Department of Justice to provide assistance and support to adult potential victims who are referred to the NRM;
- creating a new statutory defence for victims who have been compelled to commit certain other offences;



- creating new protections for victims within the criminal justice system in respect of avoiding secondary victimisation in police interviews and ensuring access to special measures in court and;
- introducing independent child guardians for trafficked and separated children.

With the consent of the Northern Ireland Assembly, a number of provisions in the Westminster Modern Slavery Act 2015 relating to enforcement powers in relation to ships, the Independent Anti-slavery Commissioner, and transparency in supply chains also extend to Northern Ireland. Again, this strategy includes a number of actions to ensure the full implementation of these provisions.

#### Identifying and supporting victims

The NRM continues to be the United Kingdom's framework for identifying victims of human trafficking and ensuring they receive the appropriate protection and support. First Responders are responsible for referring potential victims to the NRM (as noted, adults need to give their consent to a referral being made on their behalf). Once referred into the NRM cases are assessed by one of the United Kingdom's Competent Authorities, whilst individuals are able to access a range of support services, including safe accommodation; one-to-one support; help with

living / travel costs; help to access healthcare; sign-posting to immigration advice; sign-posting to independent legal advice and advice on compensation; help to access counselling or other therapeutic services; and interpreter / translation services.

The Department of Justice (DOJ) currently funds Migrant Help to provide this support to adult male potential victims of human trafficking and Women's Aid to support adult female potential victims of human trafficking, in accordance with the statutory obligations placed on the Department by section 18 of the Act. In cases where adult potential victims have a dependent child, an assessment of the needs of the child will be undertaken by the relevant HSC Trust.

Support and protection for child victims and potential victims is provided by the Health and Social Care Trusts and is underpinned by a comprehensive framework of legislation, operational guidance and protocols for multi-agency work. Distinct arrangements are in place for child victims of modern slavery. Each specific child's circumstances must be considered under the Child Protection Policy and Procedures and investigated under the Joint Protocol arrangement and Achieving Best Evidence (ABE). Operational guidance sets out the arrangements for how PSNI and the Health and Social Care Trusts will work together in respect

of trafficked and potentially trafficked children and also cover the procedures that apply where a child goes missing. Whilst this strategy is focused specifically on trafficking and slavery, it is worth highlighting that child protection arrangements also make provision for separated children, that is, children who are outside their country of origin and **separated** from both parents, or their previous legal/customary primary caregiver. Whilst not all separated children will be trafficked, this strategy takes account of the possibility that some separated children may be victims of trafficking, or, by nature of being separated, may be more at risk of being targeted by traffickers and exploiters. Again, child protection arrangements are in place and provided by the Health and Social Care Trusts and, once operational, the Independent Guardian scheme will also extend to separated children.

#### *NRM reform*

The 2014 review of the NRM made a number of recommendations for reforms which are aimed at improving the decision-making process in respect of cases and enhancing the overall effectiveness of the NRM in terms of outcomes for victims. A number of pilot projects are currently ongoing in England. DOJ and its partners in Northern Ireland wish to be informed by the emerging lessons from these pilots and will need to work closely with counterparts in other jurisdictions to identify best practice

and ensure that the NRM arrangements in Northern Ireland will effectively identify and support victims of trafficking and modern slavery. Supporting and protecting victims is a strategic priority and this strategy reflects the work that we plan to take forward in Northern Ireland in respect of implementing NRM reforms.

As a further reform of provision under the NRM, in March 2016 the former Minister of Justice announced the decision to extend the scope of the NRM in Northern Ireland to all victims of modern slavery, not just in those cases where there is an element of trafficking. This will ensure parity of treatment, support and protection to those who are vulnerable and exploited. The strategy reflects the ongoing work necessary to fully implement this important reform.

#### *Progress through partnership*

Partnership is one of the four strategic priorities under this strategy and it seeks to build on and develop the strong partnerships that are already in place between relevant Executive Departments, statutory agencies and non-governmental and civil society organisations.

Key progress has been made through effective partnerships during 2015/16. This includes:

- provision of awareness training to staff in statutory agencies, including training for new PSNI and Prison Officer recruits;
- development of an MoU between the United Kingdom's Gangmasters Licensing Authority and the Irish Workplace Relations Commission, which will boost cross border protection for workers in Ireland;
- delivery of ongoing support for adult potential victims of trafficking by Migrant Help and Women's Aid;
- delivery of extensive awareness raising activities, to schools, local church groups, private business and awareness information distributed at main public events;
- delivery of seminars to private sector representatives on the topic of labour exploitation and slavery; and
- delivery of awareness raising material and engagement with sex workers and sex worker representatives, aimed at reducing risk and identifying victims within the sex industry.

**NORTHERN IRELAND HUMAN TRAFFICKING AND MODERN SLAVERY STRATEGY 2016/17**

**STRATEGIC AIM: *Equipping Northern Ireland to eradicate human trafficking and modern slavery and identifying, protecting and supporting victims***

**STRATEGIC PRIORITY 1: PURSUE**

***Effective detection, disruption, investigation, prosecution and conviction of offenders***

**Objectives:**

1. Effective investigations and prosecutions
2. Improved understanding of human trafficking and exploitation and evolving trends
3. Effective training for law enforcement and prosecutors

**STRATEGIC PRIORITY 2: PROTECT AND SUPPORT**

***Improved identification of victims and the provision of effective protection and support***

**Objectives:**

1. Improved victim identification
2. Effective protection and support services for victims and potential victims
3. Champion the rights and entitlements of victims and potential victims

**STRATEGIC PRIORITY 3: PREVENT**

***Prevent and reduce the risk of human trafficking and modern slavery offences in and to Northern Ireland***

**Objectives:**

1. Engagement with perceived “at-risk” groups to reduce risk
2. Raise awareness, to increase reporting and to reduce demand
3. Evaluate effectiveness and capture and promote best practice

**STRATEGIC PRIORITY 4: PARTNERSHIP**

***Effective, collaborative and joined-up partnership response***

**Objectives:**

1. Co-operation across Government and statutory agencies
2. Co-operation between Government and civil society
3. Effective cross-border co-operation
4. Engagement with the Anti-slavery Commissioner

<b>STRATEGIC PRIORITY 1: PURSUE</b> <i>Effective detection, disruption, investigation, prosecution and conviction of offenders</i>		<b>Projected outcomes:</b> <ul style="list-style-type: none"> <li>- Effective recovery of victims</li> <li>- Organised crime groups disrupted</li> <li>- Traffickers and exploiters prosecuted and convicted</li> <li>- Risk to public reduced</li> </ul>
<b>Objective 1:</b> Effective investigations and prosecutions		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Law enforcement co-operation on joint operations, where appropriate	PSNI / Border Force/ HMRC / NCA	Ongoing
Continued co-operation with the NCA and other UK police forces and AGS to tackle cross-border and national trafficking and exploitation	PSNI	Ongoing
Implementation of Joint Investigation Teams with other EU member states, where appropriate	PSNI	Ongoing
Develop specialist support across Northern Ireland through PSNI HTU and NCA's Modern Slavery and Human Trafficking Unit	PSNI /NCA	Ongoing
Ensure that all NRM referrals have a crime report raised and an investigation undertaken into possible offences of human trafficking and modern slavery.	PSNI	Ongoing
Effective use of STPOs by police and courts to reduce the risk posed by offenders	PSNI / courts	Ongoing
Implementation of "maritime powers" provisions in the Modern Slavery Act 2015	DOJ	August 2016
PPS to continue to provide prosecutorial advice to PSNI and to facilitate early engagement with PSNI to improve effectiveness of investigations and prosecutions	PPS	Ongoing
PPS to continue to apply for restraint and confiscation of criminal assets in appropriate cases	PPS	Ongoing
Target asset recovery	PSNI	Ongoing

Continue to work with other UK prosecuting authorities to fulfil the Prosecutor Commitments <sup>3</sup> that were agreed and signed in February 2016	PPS	Ongoing
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<b>Objective 2:</b> Improved understanding of human trafficking and modern slavery and evolving trends		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Development of up-to-date problem profile	PSNI analyst	September 2016
Provide an annual profile on all separated / trafficked children referred to HSC Trusts	HSCB	March 2016 onwards
Development of cyber capabilities to assist in the identification and scale of human trafficking	PSNI / QUB	November 2016 for beta version launch
Effective use of Europol for information sharing to increase understanding of human trafficking activity across the EU	PSNI	Ongoing
Development of MOUs with partner agencies to improve information sharing	PSNI / Border Force / HMRC / HSCB / HSCTs / Independent Guardians	Ongoing
Implementation of “duty to notify” provisions under s 13 of Human Trafficking and Exploitation (etc) Act 2015	DOJ	March 2017
Ensure that appropriate guidance is in place and that the “duty to notify” requirements (when implemented) are adhered to and consideration given to investigating the relevant circumstances	PSNI / HSCTs	March 2017
Monitor relevant data sources including NRM statistics and discuss possible data sharing agreement with Migrant Help and Migration Research (UK-IMR).	DOJ	Ongoing
To work with other UK prosecuting authorities to learn lessons, exchange good practice and share relevant information and contacts	PPS	Ongoing

<sup>3</sup> A copy of the Prosecutor Commitments is attached for information at Appendix 1

<b>Objective 3:</b> Effective training for law enforcement and prosecutors		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Dedicated PSNI training/workshop from PPS in relation to 2015 Human Trafficking and Exploitation Act and to review any lessons learned from cases prosecuted across the UK	PPS	September 2016
Conduct formal post-operation multi-agency reviews on a case-by-case basis	PSNI / NCA / HMRC / HSNI etc.	Ongoing
Dedicated PSNI supervisors to receive appropriate internal training and national human trafficking training through the College of Policing	PSNI	March 2017
Dedicated PSNI to receive cross-border training with AGS, when appropriate	PSNI	Ongoing
Human trafficking training to be delivered to new PSNI recruits; new-to-role Detectives; and dedicated call handling staff	PSNI	Ongoing
Immigration Enforcement staff to undertake mandatory training on identifying and responding to cases of human trafficking and modern slavery	UK Immigration Enforcement	March 2017

<b>STRATEGIC PRIORITY 2: PROTECT AND SUPPORT</b>		<b>Projected outcomes:</b> <ul style="list-style-type: none"> <li>- Effective identification and recovery of victims</li> <li>- Victims have access to appropriate support</li> <li>- Improved victim confidence in the justice system</li> <li>- Increased potential for prosecutions</li> <li>- Improved outcomes for victims</li> </ul>
<i>Improved identification of victims and the provision of effective protection and support</i>		
<b>Objective 1:</b> Improved victim identification		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Development of effective, victim-centred, human rights focused NRM arrangements for Northern Ireland	DOJ / DOH / HSCB / PSNI	March 2017
Provision of effective guidance and training and re-training for First Responders [and panels] in Northern Ireland (subject to outcome NRM pilots)	DOJ / PSNI / DOH / HSCB	March 2017
Participation in National Training Delivery Group to develop appropriate and consistent training standards for relevant front line professionals in public sector	DOJ	Ongoing
Development of statutory guidance on identifying victims of human trafficking and modern slavery	DOJ	March 2017
Continuous learning from emerging cases and promotion of best practice	DOJ / HSCB / PSNI	Ongoing
Roll out of new Modern Slavery Helpline	Home Office / DOJ / Unseen	October 2016
Launch of local telephone support helpline	Invisible Traffick	January 2017
Engagement with key sectors who may interface with victims	DOJ / Engagement Group	Ongoing



<b>Objective 2:</b> Effective protection and support services for victims and potential victims		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Extend scope of the NRM in Northern Ireland to all victims of modern slavery	DOJ	June 2016
Provision of support services for adult potential victims during the NRM's recovery and reflection period (or longer, as considered necessary) under DOJ's contracts with Migrant Help and B & L Women's Aid	DOJ / B&L Women's Aid / Migrant Help	Ongoing
Co-ordinated multi-agency support, to facilitate transition to post-NRM arrangements	DOJ / B&L Women's Aid / Migrant Help / SSA / DOH etc.	Ongoing
Engagement with adult victims exiting support services to learn from their experiences and identify best practice	B&L Women's Aid / Migrant Help	Pilot questionnaire by October 2016
Evaluation of DOJ-funded support services	DOJ	April 2016
A business case will be undertaken to evaluate the options either to extend or tender for a new contract (subject to the outcome of service evaluation)	DOJ	TBC
Application of Trafficking Survivor Care Standards, with the agreement of the contracted service providers, across child and adult services as appropriate	DOJ / HSCB	Ongoing
Provision of tailored long term support for non-NRM adults, including information gathering and encouraging engagement to the NRM process.	Flourish NI	Ongoing
Delivery of intervention and support services to child victims and potential victims to fulfil obligations under the relevant domestic and international law e.g., Children (Northern Ireland) Order 1995 and UNHRC	HSCB	Ongoing
Procurement and establishment of Independent Guardian service in line with DHSSPS regulations and guidance on Independent Guardians	HSCB	Date to be agreed, subject to agreement being reached on regulations and guidance for the Independent Guardian Service
Revision of regional guidance on Working Arrangements for the welfare and safeguarding of child victims and potential victims of human trafficking	DOH / HSCB / PSNI / DOJ	December 2016
Revision of regional guidance on Working Arrangements for the welfare and safeguarding of adult victims and potential victims of human trafficking	DOJ / DOH / PSNI	December 2016

Establish clear protocols and pathways for child victims who reach 18 and transition between children's and adults' services	HSCB / HSCTS / DOJ	Autumn 2016
Establish clear working arrangements in relation to adult victims who are parents with children in their care who may be vulnerable	HSCB / HSCTS / PSNI / DOJ / Independent Guardians	Autumn 2016
Advise and represent children and young people who are identified as potential victims of trafficking in Northern Ireland through the Children and Young People's Project	Law Centre NI	Ongoing
Advice and representation to victims of labour exploitation, including forced labour	Law Centre NI	Ongoing
Childline and NSPCC 24 hour helpline will continue as a source of help, advice or support to potential child victims of trafficking, carers or the general public. Professionals directed to Child Trafficking Advice Centre (CTAC)	NSPCC through CTAC	Ongoing
CTAC free service for professionals in Northern Ireland. UK multi-disciplinary service providing social work advice and NCA and UK Immigration Enforcement assistance. Provides training, data-sharing and expert witness court reports for children who have been trafficked.	NSPCC through CTAC	Ongoing
CTAC advice and assistance to professionals with concerns for children who have been trafficked across borders; children who are separated from their carer; those with unrelated adults; and children with parents who have been trafficked and there are risks to the child.	NSPCC through CTAC	Ongoing
Appropriate use of section 22 statutory defence where victims have been compelled to commit relevant offences, in line with legislation and internal guidance	PPS	Ongoing

<b>Objective 3:</b> Champion the rights and entitlements of victims and potential victims		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Discretionary leave arrangements in place for victims who are assisting with criminal justice proceedings or where personal circumstances warrant it	Home Office	Ongoing

Effective use of “Discretionary leave to remain” applications, where appropriate	PSNI / HSCTs	Ongoing
Measures in place to avoid secondary victimisation	PSNI	Ongoing
Ensure that appropriate information is provided to victims and witnesses as cases progress and ensure that needs assessments are carried out at appropriate stages to determine whether specific assistance is needed to enable them to participate in criminal proceedings to give their best evidence	PPS / PSNI / NSPCC Young Witness Service / Independent Guardians	Ongoing
Implementation of a Repatriation Risk Assessment for each PVoT returning to their country of origin	PSNI	Ongoing
Ongoing work to identify and build network of NGO contacts in countries of repatriation	Migrant Help / Commissioner’s office	Ongoing
Information, guidance and support signposted through DOJ-funded support services to potential victim	DOJ	Ongoing
Legal aid available to victims of trafficking and slavery, as necessary	DOJ	Ongoing
Represent the needs of victims, as appropriate, with service providers (eg. Banks etc)	DOJ / OCTF and Engagement Group partners	Ongoing, as necessary
Development of briefing papers and recommendations on labour exploitation, including a paper on legal remedies in instances of labour exploitation and forced labour.	Law Centre NI	December 2016
Tailored long term support for both post and non-NRM adult survivors. Case-workers assigned to assist with all aspects of daily life; promoting independence and reducing the risk of further exploitation.	Flourish NI	Ongoing
Provision of support for child victims at Immigration Tribunal Hearings	NSPCC through Young Witness Service	Ongoing

<b>STRATEGIC PRIORITY 3: PREVENT</b> <i>Prevent and reduce the risk of human trafficking and modern slavery offences in Northern Ireland</i>	<b>Projected outcomes:</b> <ul style="list-style-type: none"> <li>- Reduced risk of people being trafficked or exploited within Northern Ireland</li> <li>- Increased public awareness and reporting</li> <li>- Reduced demand for services of trafficked and exploited victims</li> </ul>
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**Objective 1:**  
Engagement with perceived “at-risk” groups to reduce risk

Action	Owner	Target date
Engagement with migrant workers to raise awareness and migrant worker rights	Freedom Acts (with input from DEL/DOJ as required)	Ongoing Workshop April 2016
Engagement with sex workers to raise awareness of risks and signs and indicators	DOJ / PSNI / Sex Worker Liaison Group	Ongoing
Engagement with the homeless sector to raise awareness of signs, indicators and risk as well as reporting	DOJ / Engagement Group	Ongoing
Awareness sessions in schools (assemblies, SU groups, etc...) by STOP THE TRAFFIK groups (complementing Freedom Acts materials)	No More Traffik	Ongoing
Engagement with schools	Invisible Traffick	Ongoing

**Objective 2:**  
Raise awareness, to increase reporting and to reduce demand

Action	Owner	Target date
Public awareness campaign to mark EU Anti-Trafficking Day and UK Anti-Slavery Day	DOJ and partners	October 2016
Targeted programme of awareness to front-line professionals and key sectors (taxi companies, hotels, trade unions, agriculture sector, benefits offices, Judicial Studies Board, Agricultural Wages Board, Health and Safety	DOJ / Engagement Group	Ongoing

Executive, legal professionals etc.)		
Awareness outreach at public events (e.g. Balmoral Show, Mela etc)	DOJ	Ongoing
Engage with businesses and recruitment agencies regarding eradicating slavery from supply chains and enhance links with Stronger Together.	DOJ / DfE	Ongoing
Engagement with financial institutions to raise awareness	DOJ	Ongoing
Communicate successful action against offenders through media	DOJ / PSNI / NCA etc.	Ongoing
Support ongoing upstream prevention work in countries where NI victims have come from - through engagement with IDMG and IASC	DOJ / IDMG / IASC / NCA / PSNI	Ongoing
Continue to work with other Executive Departments to raise awareness through their wider activities (DOE, DFE, DFC, DAERA etc.)	DOJ	Ongoing
Co-ordination of training / awareness-raising currently available through NGO sector to ensure consistent approach with Trust Training Teams to address health and social work staff	DOJ / HSCB / NGOs / HSC Trusts / Regional Trainers	March 2017
Development and distribution of information / awareness resources	DOJ / Engagement Group	Ongoing
STOP THE TRAFFIK groups to host and participate in community awareness sessions	No More Traffik	Ongoing
Mainstream awareness events several times per year to mark key moments and raise awareness of related issues	No More Traffik	Ongoing
Promotion of 'STOP app' encouraging communities to spot the signs and report suspicions	No More Traffik	Ongoing
Use of UN GIFT Box to raise awareness in less-reached communities	No More Traffik	Ongoing
Educate, inform and raise awareness through presentations to an audience of wide range of socio-economic groups and opinion formers	Invisible Traffick	Ongoing
Educate Key Stage 1 and 2 children using the Visi's World education resource pack	Invisible Traffick	Ongoing
Delivery of training and education on human trafficking and modern slavery to schools, youth groups, PCSPSs, faith groups, etc., in line with Freedom Acts' education plan 2015-18	Freedom Acts	Ongoing

<b>Objective 3:</b> Evaluate effectiveness and capture and promote best practice		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Baseline public awareness through Omnibus Crime Survey (subject to resources)	DOJ	December 2016
Public engagement and survey to assess and raise awareness of human trafficking and modern slavery	Soroptimist International / DOJ	October 2016
Develop and maintain resource library	DOJ	December 2017 / ongoing

<b>STRATEGIC PRIORITY 4: PARTNERSHIP</b> <i>Effective, collaborative and joined-up partnership response</i>	<b>Projected outcomes:</b> <ul style="list-style-type: none"> <li>- Improved victim identification</li> <li>- Consistent response across UK jurisdictions</li> <li>- Effective use of limited resources</li> <li>- Informed, effective policies</li> </ul>
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**Objective 1:**  
Co-operation across Government and statutory agencies

Action	Owner	Target date
Effective co-ordination of strategy, policy and services through regular meetings of the OCTF Immigration and Human Trafficking Subgroup	PSNI / DOJ	3 per year
Effective co-ordination on issues relating to children through the Regional Practice Network	HSCB	Ongoing
Development of effective links with local government	DOJ / councils	Ongoing
Participation in Inter Departmental Ministerial Group on Modern Slavery	DOJ	Ongoing
Effective co-ordination with Scottish, Welsh and Westminster Governments	DOJ	Ongoing
Participation in national working group on Anti-slavery Training standards	DOJ	Ongoing
Alignment with the UK NRM arrangements	DOJ / PSNI / DHSSPS /HSCB	Ongoing

**Objective 2:**  
Co-operation between Government and civil society

Action	Owner	Target date
Ongoing co-operation through the DOJ Human Trafficking Engagement Group in order to inform policy and raise awareness	DOJ / PSNI / E Group	3 per year
Ongoing co-operation through the DOJ Sex Worker Liaison Group, focusing on human trafficking in order to tackle human trafficking in sex industry	DOJ / PSNI / SWLG	3 per year
Development of protocol between NGOs and PSNI in respect of victims of human trafficking and modern slavery	PSNI	Ongoing

Review effectiveness of the Engagement Group; establish what works well; what perceived weaknesses there may be; and to identify what improvements might be made.	DOJ/ E Group	December 2016
<b>Objective 3:</b> Effective cross-border co-operation		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Co-host cross-border forum on modern slavery	DOJ / DOJE	June 2016
Biennial analysis of victim referrals in Ireland and Northern Ireland	DOJ / DOJE	March 2017
Ongoing AGS representation on OCTF Immigration and Human Trafficking subgroup	AGS	Ongoing
Appropriate co-ordination and information sharing with Irish Government	DOJ	Ongoing
Effective co-operation on child protection matters with ROI colleagues through the North-South Ministerial Council child protection subgroup	DHSSPS	Ongoing
Participation in Santa Marta Group's North Atlantic Maritime Project	PSNI, DOJ, AGS, DOJE	Ongoing
Development of effective civil society links	DOJ / Engagement Group	Ongoing

<b>Objective 4:</b> Engagement with the UK's Independent Anti-slavery Commissioner		
<b>Action</b>	<b>Owner</b>	<b>Target date</b>
Co-operation with the UK Independent Anti-Slavery Commissioner	Specified public authorities	Ongoing
Implementation of Commissioner recommendations	All	As appropriate
Strategic alignment with the Commissioner's strategic plan	DOJ and partners	Ongoing
Engagement on potential research projects relating to Northern Ireland	DOJ / IASC	March 2017



### Prosecutors Commitments

#### Overarching Commitment:

The Prosecuting Authorities in the UK will work closely together and with our law enforcement partners to disrupt networks, prosecute traffickers and safeguard victims' rights within the Criminal Justice Process.

#### How will we do this?

- We will build strong cases to support these most serious offences;
- We will ensure that the rights and welfare of victims are at the heart of our approach to investigation and prosecution;
- We will continue to deliver training and development to prosecutors and law enforcement to improve our expertise; and
- We will work closely together to learn lessons, exchange good practice and share relevant information, data and contacts.

#### Building Strong Cases

We will continue to work closely with law enforcement and other partners to ensure that any cases in relation to these types of offences are prepared and prosecuted robustly.

We will;

- Provide appropriate advice and support to reporting agencies at all stages of the investigative process.
- Identify and utilise expert witnesses in relevant cases.
- Consider the use of overseas support and assistance, in particular through mutual legal assistance or joint investigative teams.

- Ensure that financial investigation and proceedings in relation to Proceeds of Crime legislation are pursued where appropriate.

### **Victims and Witnesses**

We will continue to ensure that the welfare of victims, witnesses and potential victims of human trafficking are at the heart of our approach to investigating and prosecuting offences of human trafficking.

We will;

- Treat all victims and witnesses of human trafficking with respect, sensitivity and professionalism;
- Communicate with victims and witnesses clearly and effectively ensuring that information is provided at all stages of the case by the most appropriate means and is translated where required;
- Signpost victims and witnesses where appropriate to help them to access agencies who provide additional support.
- Recognise that victims and witnesses of human trafficking often face complex barriers to giving evidence in criminal cases and proactively explore whether special measures are required to assist those victims and witnesses to give their best evidence throughout the case;
- Endeavour to ensure that support and assistance are available to victims and witnesses who are living in other jurisdictions.
- Use feedback from victims, witnesses and any other relevant individuals or groups to inform changes and improvements to our services;

### **Code of Conduct**

We will adhere to the relevant Code or Code of Conduct for Prosecutors and all other relevant prosecution guidance in our respective jurisdictions when making any decision in relation to the prosecution of Human Trafficking cases.

We will;

- Ensure that the law is properly applied and that the right person is prosecuted for the right crime.
- Be fair, independent and objective at all stages of the case.

- Not let any personal views about the ethnic or national origin, gender, disability, age, religion or belief, political views, sexual orientation, or gender identity of the suspect, victim or any witness influence decisions.
- Not be affected by undue or improper pressure from any source.
- Act in the interests of justice and not solely for the purpose of obtaining a conviction.
- Act in a manner which ensures any prosecution is dealt with efficiently and without undue delay.

### **Training**

We will periodically review and update the provision of training for all staff who may be involved in the investigation and prosecution of Human Trafficking.

Training available on Human Trafficking will include the following information;

- A summary of the dynamics found in situations of human trafficking;
- The common indicators that an individual has been trafficked;
- The legislative framework relating to human trafficking and modern slavery;
- Any case law involving human trafficking applicable to the jurisdiction;
- Examples of the specific vulnerabilities of victims of human trafficking;
- Best practice in communicating with victims and witnesses of human trafficking both in and out of the Court setting.
- Any other lessons learned from cases prosecuted across the UK.

### **Non-Governmental Organisations**

We recognise the important role that Non-Governmental Organisations (NGOs) have in working to eradicate human trafficking and in supporting victims of human trafficking. We commit to developing and maintaining effective means of engagement with NGOs.

The purpose of such engagement is;

- To ensure there is an understanding of the complex nature of human trafficking and the needs and experiences of victims;

- To enable NGOs to share their expertise to assist with the development of best practice, policy, guidelines and training;
- To provide NGOs with a fuller understanding of the Criminal Justice Process; and
- To facilitate the exchange of information.

### **Exchange of Information**

We will continue to work closely on all aspects of human trafficking and will undertake to exchange information to learn lessons from each other and develop our experience to lead to an improved response across the UK in the prosecution of these cases.

We will;

- Meet on a regular basis to discuss and exchange experience.
- Exchange good practice on all aspects of cases of human trafficking, including case building, evidential issues, victim support and protection, use of experts and presentation of evidence including digital working.
- Exchange training materials and opportunities to attend training courses in each other's jurisdictions.
- Share legal and policy guidance, particularly for new legislation.
- Share relevant case law involving human trafficking which may impact the way cases are prosecuted.
- Share data on cases of human trafficking
- Exchange useful contacts for obtaining assistance within the UK and across other jurisdictions