



Department of
Justice
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**ORGANISED
CRIME**
TASK FORCE

NORTHERN IRELAND HUMAN TRAFFICKING AND EXPLOITATION STRATEGY 2015 - 16

PROGRESS REPORT – SEPTEMBER 2016

1. BACKGROUND

1.1 In September 2015, the then Justice Minister, David Ford, published the first Northern Ireland Human Trafficking and Exploitation Strategy. This followed an extensive period of engagement both with civil society partners on the Engagement Group and statutory partners on the Organised Crime Task Force (OCTF) as well as by public consultation.

Purpose

1.2 The final strategy was published in line with requirements under section 12 of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015 (“the Act”), which sets out that the purpose of this strategy is to raise awareness of human trafficking and slavery-like offences in Northern Ireland and to contribute to a reduction in the number of such offences. The strategy also seeks to improve victim identification and recovery and ensure that victims can have access to adequate protection and support.

1.3 The Act requires the strategy to cover:

- arrangements for co-operation between organisations actively involved in tackling human trafficking and exploitation in Northern Ireland;
- provisions for training and equipment for investigators, prosecutors and those dealing with victims; and
- provisions aimed at raising awareness of the rights and entitlements of victims.

1.4 As noted, the strategy was, in particular, informed by:

- engagement with relevant organisations; public consultation;
- the measures and requirements set out in the Act and in the Modern Slavery Act 2015;
- the Home Secretary’s Modern Slavery Strategy; the EU Strategy on the Eradication of Trafficking in Human Beings 2012-2016; and
- the OCTF strategic profile report on potential victims of human trafficking recovered in Northern Ireland (April 2009 to August 2013).

Multi-agency partnership approach

1.5 Within Northern Ireland the Department of Justice (DOJ) leads on the development of the strategic, policy and legislative response to human trafficking and modern slavery. In order to ensure that there is an effective and joined up response to these issues, DOJ has established a number of key strategic partnerships through which we work closely with a wide range of statutory and non statutory partners across Government, law enforcement and civil society. These include:

- the OCTF Immigration and Human Trafficking Subgroup;
- the Human Trafficking Engagement Group; and
- the Sex Worker Liaison Group

1.6 Alongside DOJ members of these groups have been key delivery partners against this strategy.

2. STRATEGIC OBJECTIVES

2.1 The strategy's overall aim has been to "equip Northern Ireland to eradicate human trafficking, slavery and forced

labour and to protect and support victims." This aim was supported by four overarching strategic priorities, including:

- **Pursue:** the effective detection, disruption, investigation and prosecution of offenders;
- **Protect and support:** provision of effective protection and support and improved identification of victims;
- **Prevent:** prevent and reduce risk of human trafficking and slavery in Northern Ireland; and
- **Partnership:** effective partnership response to human trafficking and slavery.

2.2 These priorities were in turn underpinned key objectives and SMART¹ actions that have made up the work programme for DOJ and its partners throughout 2015-16.

3. SUMMARY OF PROGRESS

3.1 Throughout 2015/16 good progress has been made against the strategic priorities.

¹ Specific, Measurable, Attainable, Relevant and Timely.

3.2 The National Referral Mechanism (NRM) is the UK's referral mechanism for identifying and supporting victims and potential victims of modern slavery. The number of referrals from Northern Ireland of potential victims of human trafficking into the NRM has again risen compared to 2014/15. During the 2015/16 financial year PSNI's Human Trafficking Unit conducted **252 screening assessments** and of these, **59 potential victims of human trafficking** were recovered in Northern Ireland and referred into the NRM (this compares to 46 potential victims who were referred into the NRM during 2014/15).

3.3 The individuals who entered the NRM during 2015/16 included 35 males and 24 females; 11 of the referrals were in respect of children. The majority of these individuals (34) were rescued from situations of forced and compulsory labour; the remaining cases related to either sexual exploitation, or cases where an individual's vulnerability was exploited in order to secure services².

² Cf. section 3(6) of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015.

3.4 The table below sets out the country of origin of the individuals referred into the NRM from Northern Ireland during 2015/16.

| Country of origin | No. of referrals |
|-------------------|------------------|
| Bulgaria | 17 |
| Romania | 8 |
| Northern Ireland | 5 |
| Hungary | 5 |
| China | 5 |
| Lithuania | 4 |
| Albania | 2 |
| Uganda | 2 |
| Vietnam | 2 |
| Iran | 2 |
| Pakistan | 1 |
| Malaysia | 1 |
| Nigeria | 1 |
| Somalia | 1 |
| South Africa | 1 |
| Algeria | 1 |
| Syria | 1 |

3.5 Modern slavery remains a largely hidden crime, which means it is challenging to accurately measure its scale and nature. However it is important to clarify that the increase in the number of potential victims being identified and referred into the NRM does not necessarily reflect an increase in the level of exploitation taking place in Northern Ireland. We believe that these increases reflect improved awareness of modern slavery and the increased focus of law enforcement on this crime, while also demonstrating that we cannot afford to be complacent in our attempts to tackle modern slavery and bring its perpetrators to justice.

Strategic Priority 1: Pursue

3.6 As noted, the first priority under the 2015/16 strategy is to ensure **the effective detection, disruption, investigation and prosecution of offenders** and there has been good progress made against this priority by partners across law enforcement and the criminal justice system.

3.7 In April 2015 PSNI established a dedicated Human Trafficking Unit (HTU) which has led PSNI's response against human trafficking and modern slavery offences. During

2015/16 the HTU made **20 arrests**. 12 of these 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.

3.8 A total of **41 searches** were conducted during 2015/16 by the HTU. Six persons have been charged with a variety of offences, two of which were human trafficking offences. Eight persons were reported to the PPS for human trafficking related offences. Whilst outside the formal reporting period it is worth adding that in June 2016 two individuals were convicted of human trafficking for sexual exploitation and were sentenced to a two year custodial sentence.

3.9 In order to help facilitate the work of criminal justice agencies in tackling perpetrators, DOJ has also been working to implement remaining provisions in both the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015 and the Modern Slavery Act 2015, with the majority of these provisions now commenced.

3.10 The **Slavery and Trafficking Prevention Order**

regime came into effect in April 2016, offering a further tool for the courts to use to protect the wider public or specific individuals from the potential harm caused by those convicted of a modern slavery offence.

3.11 DOJ has also worked with the Home Office to commence most of the **maritime enforcement powers** within the Modern Slavery Act. These new powers will assist law enforcement in tackling modern slavery and trafficking where they occur at sea. The 'hot pursuit' powers under this Act have not yet been commenced as we are still working with the Home Office to ensure that appropriate accountability arrangements are in place where these powers are used on a cross-jurisdictional basis.

3.12 DOJ is also still working with the Home Office towards the implementation of the "**duty to notify**" provisions under section 13 of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015. Once commenced this will help us to have a better

understanding of the true nature and scale of modern slavery in Northern Ireland. However we still need to work through some outstanding issues to ensure that the duty, once commenced, is as effective as possible.

3.13 2015/16 has continued to see a strong **collaborative approach** across law enforcement and statutory agencies, including on a cross border basis. In particular the development of a Memorandum of Understanding between the UK's Gangmasters Licensing Authority (GLA) and the Irish Workplace Relations Commission (WRC) is helping to strengthen and enhance cooperation in tackling exploitation in the workplace across both jurisdictions.

Strategic Priority 2: Protect and Support

3.14 The strategy's second priority is the provision of effective **protection and support and improved identification of victims**. Again there has been good progress against this priority.

3.15 In Northern Ireland, section 18 of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015 sets out the assistance and support that DOJNI is required to make available to adult potential victims of human trafficking who are referred to the NRM. Migrant Help is contracted to provide support to male adult potential victims and Belfast and Lisburn Women's Aid is contracted to provide support to female adult potential victims. During the reporting period **49 individuals** received support under these contracts.

3.16 **Support for victims was also widened** during the course of the year. In March 2016, following engagement with other relevant Executive Departments, DOJ announced that the scope of the NRM within Northern Ireland would be widened to include all victims of modern slavery, including those who have not been subject to human trafficking. This is an important step forward in ensuring that all victims of modern slavery are treated with parity and have equal access to assistance and support. The move brings Northern Ireland into line with the arrangements that apply in England and Wales.

3.17 Non-Governmental Organisations (NGOs) have continued to play a vital role in **supporting victims**. The NGO Flourish NI provides support to individuals who do not wish to be referred into the NRM, or who have already passed through the NRM system. In particular Flourish NI has provided English classes to clients in Ballymena. It is also continuing to provide support to existing clients as well as working with Law Centre NI to support new clients.

3.18 The Human Trafficking Engagement Group has provided a useful forum for partnership work and it was also encouraging to see Soroptimist clubs across Northern Ireland supporting the work of Flourish NI by providing Christmas hampers and assisting with furnishing for a residence.



Soroptimist NI provides Christmas hampers for victims to Flourish NI

3.19 The Law Centre NI has also continued to provide **legal advice and representation** to suspected victims of trafficking, including through its Anti-trafficking People's Project. In February 2016 the Law Centre also launched a multi-lingual advice leaflet for victims of forced labour in Northern Ireland.

3.20 Work has also continued to support improved identification of victims of modern slavery. This includes a particular focus on **training and awareness** with frontline staff and key sectors. The Health and Social Care Board's Regional Practice Network on Trafficked and Separated Children has provided a forum for the exchange of best practice with practitioners working with child victims.

3.21 Within PSNI, detectives from the HTU, in conjunction with NGOs, have continued to train new PSNI recruits and new to the role detectives. A training package was created and has now been delivered to almost all frontline police officers across Northern Ireland. PSNI First Responder awareness has also been refreshed and relaunched, with a new PSNI HTU intranet section giving all frontline officers up-

to-date information and guidance on trafficking, exploitation and reference areas for immigration advice. Training was also delivered to PSNI officers based at air and sea ports; PSNI call handling staff; PSNI District Sergeants in Reactive and Organised Crime Branch; and District and Area trainers. Along with the NGO Freedom Acts, DOJ and PSNI have also jointly delivered awareness training to Northern Ireland Prison Service Staff to ensure that they are equipped to recognise signs of potential victims in prison and to know how to report these appropriately.

3.22 UK Border Force (UKBF) also rolled out awareness training to all staff during the reporting period, as well as advanced training to nominated Safeguarding and Trafficking teams at the airports. The intention is that the benefits of this training will be consolidated with refresher training that UKBF plans to deliver to all managers in 2016. Within the Home Office, Immigration Enforcement staff have completed their e-learning training on human trafficking. Human trafficking also forms part of their regular 'on the job' training.

3.23 NGOs have also been involved in providing training and awareness to enhance victim identification. This has included awareness raising sessions that were provided by Women’s Aid for the Immigration Council of Ireland and for the Southern Trust’s Adult Safeguarding Conference.

3.24 Despite such progress we cannot remain complacent. Work is still ongoing in respect of reforming the NRM. Before implementing such reforms we need to ensure that we can learn from pilot schemes that are ongoing in England and Wales. The Home Office has recently announced that these NRM pilots are to be extended in order to ensure that lessons are properly identified and addressed. DOJ will continue to work with Northern Ireland partners to implement reforms, once there is further clarity on the outcome of the pilot schemes.

3.25 Unfortunately it has not been possible to implement arrangements for the introduction of an independent guardian scheme for trafficked and separated children within the reporting period. The Department of Health, which leads on this issue has drafted the Human Trafficking and Exploitation

(Criminal Justice and Support for Victims) (Independent Guardian) Regulations (NI) 2016. The draft Regulations were considered by the Health Committee at its last meeting prior to dissolution of the Assembly. However the Committee agreed to defer any decision on the Regulations until the next mandate to allow the new Committee to hear from key stakeholder groups. The Regional Health and Social Care Board (HSCB) is unable to proceed with the procurement process for the Independent Guardian Service until the current Health Committee has concluded its deliberations and the Regulations have been made. Given the delay in securing the agreement of the Health Committee, it is unlikely that an Independent Guardian Service will be operational until early 2017.

Strategic Priority 3: Prevent

3.26 The “Prevent” priority is about preventing and reducing the risk of human trafficking (including re-trafficking) and exploitation in Northern Ireland.

3.27 Much of the work under this strand of the strategy has been around engaging with ‘at-risk’ communities, or with key sectors, in order to both reduce the risk of exploitation and reduce demand for the services of exploited victims.

3.28 DOJ participated in the EU-funded REACH Project, which sought to offer assistance and support to women in the sex industry across the island of Ireland, particularly those who are subject to exploitation. The REACH project also included a campaign aimed at educating men and boys to reduce the demand for the services of trafficked victims.

3.29 There has been further engagement with at-risk communities in the course of the reporting year. This has included NGO-led workshops with migrant workers, minority ethnic groups, schools, universities and youth groups, as well as training for teachers and youth and community workers. Collectively these workshops have sought to raise awareness both of potentially hidden risks and of employment rights.

3.30 DOJ has also established a Sex Worker Liaison Group (SWLG) which brings together officials, PSNI, health workers

and sex worker representatives with a view to tackling human trafficking within the sex industry. Following the establishment of the SWLG DOJ and PSNI jointly ran an education / awareness session with sex workers, hosted by Belfast Health and Social Care Trust. Feedback for this event was very positive with a number of sex workers indicating that they would be more likely in future to report concerns to PSNI.

3.31 Working in partnership with other statutory agencies and with NGOs we have also delivered a wide programme of events and initiatives to raise awareness of modern slavery amongst the public at large and with key sectors. There was a specific focus on Anti-Trafficking Day in October, which included a series of events by Belfast Trust’s Adult Safeguarding Team across Belfast hospitals to provide information and raise awareness of modern slavery amongst health and social care professionals. At the same time, local NGO “Invisible Traffick” launched a competition for primary schools, looking at modern slavery through the lens of the Fair Trade movement.

3.32 Throughout the year, DOJ has attended high profile events such as Balmoral Show and Belfast Mela Festival and, together with NGO partners, awareness raising initiatives have been delivered to churches, legal professionals, trade unions, social workers and regional education services.



3.33 The NGO Freedom Acts, working with Stop The Traffic delivered an “In the Long Run” Event in which runners from the UK, Belgium and South Africa completed a series of runs from Dublin to Belfast and onwards to Donegal. The event included a run up Stormont Hill, which was started by Dame

Mary Peters in which the Anti-slavery Commissioner participated, alongside PSNI and DOJ staff; this was followed by a seminar at Parliament Buildings.



Strategic Priority 4: Partnership

3.34 Our strategic approach continues to be underpinned by a partnership approach and the recognition that the effectiveness of our collective efforts against modern slavery is multiplied when we work together.

3.35 The Organised Crime Task Force and Human Trafficking Engagement Group continue to provide effective platforms for informing policy and strategic development; sharing information and pooling resources. As noted, the reporting year has also seen the establishment of a Sex Worker Liaison Group to help tackle human trafficking where it occurs in the sex industry.

3.36 There has also been strong cross border co-operation; between PSNI and An Garda Síochána; DOJ and the Irish Department of Justice and Equality; and operationally through the creation of the cross-jurisdictional Joint Agency Task Force, which was established under Fresh Start.

3.37 We are continuing to work closely with other UK jurisdictions to implement legislation as well as on reform of the NRM. We have also strengthened links with the UK's Independent Anti-Slavery Commissioner, including bringing into effect a new duty on specified public authorities in Northern Ireland to cooperate with the Commissioner.

4. DETAILED PROGRESS AGAINST PLAN

4.1 The table attached at Annex A provides a greater detailed update on progress that has been made to date against each of the individual actions listed in the 2015/16 Strategy. In order for readers to see at a glance what progress has been made the table employs a 'traffic light system':

- actions highlighted in green have been completed, are on track for completion or they have been incorporated into within 'business as usual' processes;
- actions highlighted in amber have been partially completed; and
- actions which have not been progressed, or which have had to be deferred, have been highlighted in red along with an explanation for the delay.

Tackling human trafficking and exploitation in Northern Ireland

Effective detection, disruption, investigation and prosecution of offenders.

Objectives:

- Bring forward secondary legislation to implement the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015;
- Improve the gathering and sharing of intelligence and ensure effective analysis;
- Effective investigations and prosecutions;
- Effective training for investigators, prosecutors and the judiciary;
- Enhance public protection;
- Pursue criminal finances of traffickers and enslavers;
- Enhance understanding online recruitment; and
- Effective cross-border and international police collaboration.

Provision of effective protection and support and improved identification of victims.

Objectives:

- Improve victim identification;
- Protect and deliver support services to potential victims going through the NRM process;
- Provide support to confirmed victims of human trafficking (where considered necessary), following the NRM process;
- Protect and support victims throughout the criminal justice system;
- Raise awareness of the rights and entitlements of victims;
- Provide protection and support services to children;
- Enable access to legal representation;
- Effective training and awareness for frontline professionals;
- Appropriate access to compensation services; and
- Reinforce capacity to respond to major human trafficking or slavery incidents.

Strategic priority 3: Prevent

Prevent and reduce risk of human trafficking and slavery in Northern Ireland.

Objectives:

- Continued engagement with at-risk groups;
- Raising public awareness of the signs and indicators of human trafficking and slavery;
- Capture learning over time;
- Targeted engagement and awareness raising with key sectors;
- Engagement with the private sector to increase knowledge and understanding of human trafficking and slavery/forced labour;
- Understand and reduce demand for the services of trafficked and exploited people.

Strategic priority 4: Partnership

Effective partnership response to human trafficking and slavery.

Objectives:

- Appropriate information sharing;
- Cooperation and coordination between Government and civil society;
- Effective cross-border cooperation;
- Strategic alignment with other UK jurisdictions;
- Engagement with the UK Independent Anti-Slavery Commissioner;
- Building strong pan-European links; and
- Identification of best practice.

PROGRESS AGAINST STRATEGIC PRIORITY 1: PURSUE – *Effective detection, disruption, investigation and prosecution of offenders*

| No | OBJECTIVE | PROJECTED OUTCOMES | ACTIONS | TARGET DATE | OWNER | PROGRESS UPDATE |
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| 1 | Bring forward secondary legislation to implement the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015. | <ul style="list-style-type: none"> • Effective and robust criminal law provisions to facilitate investigations and prosecutions; • Robust sentencing framework in place for judges to work within; • Enhanced public protection. | Commence remaining provisions in the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015. | Autumn 2015 | DOJ | <p>Progressed - not completed</p> <p>Good progress has been made, as set out below and most of the provisions are now in force.</p> <p>However DOJ is continuing to work with Home Office towards the commencement of the “duty to notify” provisions.</p> <p>In addition, Department of Health has drafted regulations in respect of the introduction of independent guardians, however these regulations have not yet been cleared by the Health Committee.</p> |
| | | | Prepare an Order under section 11/Schedule 3 (Slavery and Trafficking Prevention Orders) to ensure that GB offences and prevention orders are captured by the NI | Autumn 2015 | DOJ | <p>Action Completed</p> <p>Legislation has now been progressed and came into effect on 1 April 2016. Draft guidance has been prepared and is expected to be published in September.</p> |

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| | | | legislation. | | | |
| | | | Prepare regulations under section 11/Schedule 3 (Slavery and Trafficking Prevention Orders) for offenders' travelling outside the UK and other miscellaneous matters. | Autumn 2015 | DOJ | Action Completed Legislation has now been progressed and the STPO regime came into effect on 1 April 2016. Draft guidance has been prepared and is expected to be published in September. |
| | | | Prepare an order under section 13 (Duty to notify) to ensure that notifications are made to Home Secretary, in line with Modern Slavery Act 2015. | Autumn 2015 | DOJ | Progressed - not completed DOJ is continuing to work with Home Office to clarify outstanding policy issues in order to implement these provisions. |
| | | | Prepare regulations under section 13 (Duty to notify) specifying public authorities to which the duty applies and information to be included in a notification. | Autumn 2015 | DOJ | Progressed - not completed DOJ is continuing to work with Home Office to clarify outstanding policy issues in order to implement these provisions. |
| | | | Ensure there is appropriate guidance | Autumn 2015 | DOJ/ PSNI | Progressed - not completed |

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| | | | in place for PSNI in relation to new operational powers. | | | Guidance on the duty to notify provisions will be completed once the policy issues have been resolved. |
| 2 | Implement provisions in the Modern Slavery Act 2015 which extend to Northern Ireland. | <ul style="list-style-type: none"> • Effective and robust criminal law provisions to facilitate investigations and prosecutions; • Robust sentencing framework in place for judges to work within; • Enhanced public protection. | Commence provisions relating to: Maritime enforcement; Transparency in Supply Chains and; the Independent Anti-Slavery Commissioner. | Autumn 2015 | DOJ/ Home Office | <p>Progressed - not fully completed</p> <p>Provisions relating to transparency in supply chains and the Independent Anti-Slavery Commissioner provisions have been commenced.</p> <p><u>Most</u> of the maritime powers provisions have been commenced with the exception of 'hot pursuit' powers where we are working with Home Office to put in place the necessary accountability arrangements.</p> |
| | | | Prepare a Code of Practice under section 37/Schedule 2 for PSNI on use of new maritime enforcement powers in NI waters. | Autumn 2015 | DOJ | <p>Action completed.</p> <p>Code of Practice in place.</p> |

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| | | | Ensure effective accountability arrangements for maritime enforcement powers to facilitate cross-jurisdictional cooperation. | Autumn 2015 | DOJ | Progressed - not fully completed As noted, currently working with Home Office. We are exploring whether further legislative changes are needed to provide clarity. |
| | | | Prepare regulations under section 43 (Duty to cooperate with Commissioner) to specify authorities in Northern Ireland which must cooperate with the Commissioner and amend how the duty applies, if necessary. | Autumn 2015 | DOJ | Action Completed Legislation has now been progressed and due to come into effect on 1 April 2016 |
| 3 | Improve the gathering and sharing of intelligence and ensure effective analysis. | <ul style="list-style-type: none"> • Clearer understanding of the nature and scale of human trafficking and exploitation; • Improved operational response; • Support effective investigations and prosecutions. | Ensure administrative arrangements are in place to implement the statutory duty to notify. | March 2016 (dependent on Home Office timings). | Home Office /DOJ/ specified public authorities | Progressed - not fully completed As noted, DOJ is continuing to work with Home Office to clarify outstanding policy issues in order to implement these provisions. |
| | | | Scope the potential for European information sharing. | October 2015 | PSNI | Action completed. A small number of officers from PSNI's HTU are now trained in Europol's Information Sharing System. |

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| | | | Development of formal MOUs with AGS and NCA. | October 2015 | PSNI | Action Completed MOU has been drafted between PSNI and NCA. A cross-border policing strategy is also in place. |
| | | | Continued meetings of the OCTF Immigration and Human Trafficking Subgroup | Ongoing | DOJ | Action Completed. Regular meetings and engagement takes place throughout the year providing strategic direction. |
| | | | Migrant Help, Migration Research (UK-IMR) and DOJ to discuss possible data sharing agreement on human trafficking. | July 2015 | Migrant Help, UK-IMR and DOJ. | Not yet achieved. It has not been possible to progress this action in the reporting year. DOJ and Migrant Help will consider taking this forward in 2016/17, subject to resources. |
| | | | Monitor National Crime Agency (NCA) statistics on an ongoing basis. | Ongoing | DOJ | Action Completed Statistics are published by NCA on a quarterly basis and monitored by DOJ. |
| | | | Provide management information on NI calls to the Modern Slavery Helpline. | Ongoing | NSPCC | Action completed (ongoing) Information on NI calls is referred to PSNI. Operation of the Helpline itself will transfer to the |

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| | | | | | | NGO 'Unseen' in October. PSNI and DOJ are working with Unseen to agree protocols for information sharing. |
| | | | Development of Memorandum of Understanding for the exchange of operational learning in order to identify cases of trafficking / forced labour, ensuring all cases are recorded in order to identify trends. | December 2015 | GLA, PSNI and DEL EIA | Action completed. Whilst an MOU was ultimately not considered necessary, robust working arrangements are in place for effective communication and partnership between the agencies in respect of such cases. PSNI has also delivered training and awareness sessions to EIA staff. |
| 4 | Effective investigations and prosecutions. | <ul style="list-style-type: none"> • Increased recovery of victims; • Disruption of trafficking and slavery-like practices; • Traffickers and enslavers receiving appropriate punishments. | Development of a full-time PSNI investigation team led by a dedicated D/Inspector. | June 2015 | PSNI | Action Completed Dedicated PSNI Human Trafficking Unit was established in April 2015. |
| | | | PPS to continue to provide prosecutorial advice to PSNI and to facilitate early engagement with PSNI to improve effectiveness of investigations and prosecutions. | Ongoing | PPS and PSNI | Action Completed (ongoing) Ongoing on a case by case basis. PPS has continued to provide prosecutorial advice to PSNI when requested. This is considered for every |

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| | | | | | | investigation. |
| | | | Develop Memoranda of Understanding with An Garda Síochána and with the Irish National Employment Rights Authority (NERA). | December 2015 | GLA | Action Completed GLA has signed a MOU with the Workplace Relations Commission, which has replaced NERA. |
| | | | PSNI to provide an awareness session to the DEL Employment Agency Inspectors and GLA. | October 2015 | PSNI | Action Completed Awareness session was delivered on 14 October 2015 |
| 5 | Effective training for law enforcement. | <ul style="list-style-type: none"> • Increased capacity to identify cases of human trafficking /slavery/forced labour; • Effective and skilled response; • Effective investigations and prosecutions; • Improved multi-agency response. | Dedicated PSNI to receive appropriate internal PSNI training, cross-border training with AGS and national HT training when available through CoP. | Ongoing | PSNI | Action completed (ongoing) PSNI HTU has delivered training to all new recruits; all new to role Detectives; dedicated Detectives in Reactive and Organised Crime Branch; some PSNI call handling staff; and District trainers. District trainers have trained all frontline officers. No national training was completed. |
| | | | PPS to continue to identify training needs and provide appropriate training | Ongoing | PPS | Action completed (ongoing) |

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| | | | to prosecutors as required. | | | |
| 6 | Enhance public protection. | <ul style="list-style-type: none"> • Protection of those vulnerable to being trafficked or enslaved; • Appropriate sentences for traffickers/enslavers; • Reduced likelihood of those convicted of trafficking or slavery –like offences reoffending. | Ensure appropriate use of applications for Slavery and Trafficking Prevention Orders (STPOs) where necessary. | Autumn 2015 | PSNI | <p>Action Completed</p> <p>The STPO regime took effect from 1 April 2016.</p> <p>PSNI will consider use of STPOs in appropriate cases going forward.</p> <p>No STPOs have been made to date however Serious Crime Prevention Orders were granted against two Romanian nationals.</p> |
| 7 | Pursue criminal finances of traffickers and enslavers. | <ul style="list-style-type: none"> • Enhanced reparation for victims; • Reduced profit motivation. | PPS to continue to apply for restraint and confiscation of criminal assets in appropriate cases. | Ongoing | PPS | <p>Action completed (ongoing)</p> <p>There were no applications for restraint or confiscation in human trafficking cases in 2015/16 as there were no identifiable assets.</p> <p>PPS will continue to look for opportunities for application on a case by case basis.</p> |
| 8 | Enhance understanding of online recruitment. | <ul style="list-style-type: none"> • Improved understanding of how people get drawn into trafficking and slavery/forced labour; • Informed | Development of understanding of online recruitment. | November 2015 | PSNI | <p>Progressed - not fully completed</p> <p>PSNI is continuing to work with Queens University Belfast to develop software</p> |

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| | | <ul style="list-style-type: none"> investigations; Greater victim identification. | | | | <p>to identify traffickers operating online.</p> <p>This work is expected to take another 18 months to complete.</p> |
| 9 | Effective cross-border and international police collaboration. | <ul style="list-style-type: none"> Disruption of international crime gangs; Sharing of best practice and intelligence; Joint operations; Increased prosecutions. | Joint PSNI / An Garda Síochána training. | November 2015 | PSNI | <p>Action Completed</p> <p>Five HTU officers received joint cross-border training with AGS during June and September 2015</p> |
| | | | Implementation of Joint Investigation Teams with other European Member States where appropriate | Ongoing | PSNI | <p>Action completed (ongoing)</p> <p>No JITs have been implemented during this period. However the use of JITs is made on a case by case basis. One was requested in March 2016.</p> |
| | | | Implement actions in the cross border policing strategy. | March 2016 | PSNI and AGS | <p>Action completed (ongoing)</p> <p>Revised cross border policing strategy due to be published</p> |
| | | | Continued cooperation with the NCA and other police forces in the United Kingdom. | Ongoing | PSNI | <p>Action completed (ongoing)</p> <p>NCA engagement continues with every investigation through the UKHTC. Cooperation with other NCA departments is also a consideration for each investigation</p> |

PROGRESS AGAINST STRATEGIC PRIORITY 2: PROTECT AND SUPPORT – *Effective protection and support; improved identification of victims*

| No. | OBJECTIVE | PROJECTED OUTCOMES | ACTIONS | TARGET DATE | OWNER | PROGRESS |
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| 1 | Improve victim identification and support. | <ul style="list-style-type: none"> • Victims removed from trafficking/slavery-like situations and offered protection/support; • Increased prosecutions. | Provision of appropriate training for First Responders. | December 2015 | DOJ | <p>Action completed (ongoing)</p> <p>Training already in place however will need to be reviewed once NRM reforms have been finalised and implemented.</p> <p>In addition DOJ is currently participating in a national training delivery working group which is looking at establishing national standards in modern slavery training.</p> |
| | | | Ensure effective NRM arrangements are in place in Northern Ireland, including participation in the ongoing review of the NRM. | Ongoing | DOJ and Home Office | <p>Action completed (ongoing)</p> <p>Effective NRM arrangements remain in place in Northern Ireland.</p> <p>The Home Secretary has extended two NRM pilot schemes in England. DOJ is monitoring the outcome of those pilots with a view to implementing any agreed reforms to the NRM processes in Northern Ireland.</p> <p>NRM <u>scope</u> has also been extended in Northern Ireland to include all victims of modern</p> |

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| | | | | | | slavery, including those who have not been subject to human trafficking. |
| | | | Immigration and Enforcement staff to undertake refreshed e-learning training on identifying and responding to cases of human trafficking, as well as the roll out of interactive classroom based training sessions. | March 2016 | Home Office Immigration Enforcement | <p>Action Completed</p> <p>Border Force rolled out awareness training to all staff in 2015. Border Force also rolled out advanced training to nominated Safeguarding and Trafficking teams at the airports. Refresh training will be rolled out in 2016 to all Border Force managers.</p> <p>Immigration Enforcement staff have completed their e-learning human trafficking training, human trafficking also forms part of their regular on the job training. We are currently designing a revised training programme to incorporate modern slavery, which is to be rolled out via e-learning during 2016-17.</p> |
| 2 | Protect and deliver support services to potential adult victims going through the NRM process and ensure that support is available for adult victims post NRM and for to those who | <ul style="list-style-type: none"> • Potential victims receiving appropriate support; • Compliance with requirements under EU Directive and Human Trafficking and | Ensure delivery of services under DOJ's contracts with Migrant Help and Women's Aid to adult potential victims of human trafficking during the NRM's Recovery and Reflection period. | Ongoing | DOJ | <p>Action completed (ongoing)</p> <p>Support is provided on an ongoing basis. During the reporting period Migrant Help and Women's Aid provided support and assistance to 49 individuals under DOJ contracts.</p> |

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| | choose not to enter the NRM. | Exploitation Criminal Justice and Support for Victims) Act (Northern Ireland) 2015. | Evaluate support service contract. | July 2015 | DOJ (Community Safety Unit) | Action Complete Contract review completed internally by DOJ. |
| | | | Contribute to the development of relevant protocols and practices to ensure safe and secure provision of support services to potential adult victims of human trafficking. | Ongoing | DOJ and PSNI | Action completed (ongoing) DOJ and PSNI are participating in the revision of the DHSSPS Working Arrangements for the Welfare and Safeguarding of Child Victims of Human Trafficking. PSNI continues to contribute to the development of relevant protocols and practices to ensure safe and secure provision of support services to potential adult victims of human trafficking. |

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| | | | Provide support to adult victims post NRM and to those who choose not to enter the NRM. | Ongoing | Flourish NI | <p>Action completed (ongoing)</p> <p>Flourish provides support to those not entering the NRM or who are post NRM. Flourish has provided English classes to post NRM clients in Ballymena. Ongoing support to existing clients and currently working with new clients in conjunction with Law Centre.</p> <p>Soroptimist clubs in N Ireland provided items for 18 Christmas hampers to Flourish NI Lurgan assisted with soft furnishings and other sundry items for a dwelling.</p> |
| 3 | Protect and support victims through the criminal justice system. | <ul style="list-style-type: none"> • Victims' rights and interests protected and upheld; • Victim confidence in and willingness to engage with criminal justice system; • Effective prosecution of perpetrators; • Prevention of secondary victimisation. | Ensure that victims of human trafficking who are assisting with criminal investigations or who have personal circumstances which may warrant it can avail of the discretionary leave scheme where appropriate/ necessary. | Ongoing | PSNI / Home Office | <p>Action completed (ongoing)</p> <p>PSNI makes applications for discretionary leave for victims assisting with their investigations.</p> |
| | | | Measures in place to avoid secondary victimisation during the criminal justice process. | Ongoing | PSNI | <p>Action completed (ongoing)</p> <p>Every potential victim of trafficking is carefully dealt with to ensure that secondary victimisation is avoided during the criminal justice</p> |

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| | | | | | | process |
| | | | Ensure that appropriate information is provided to victims and witness as cases progress and ensure that needs assessments are carried out at appropriate stages to determine whether victims require any specific assistance to enable them to participate in criminal proceedings or special measures to assist victims to give their best evidence. | Ongoing | PPS and PSNI | Action completed (ongoing) All victims are kept updated regularly on the process of their investigations. Close liaison with each victim takes place almost daily via the contracted support providers during the 45 day recovery and reflection period. Specific needs are identified and addressed as early as possible to ensure that best evidence is achieved. |
| | | | Complete consultation on revisions to industrial tribunal and Fair Employment Tribunal rules and procedures. | May 2015 | DEL | Action Completed Consultation process has been conducted. |

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| 4 | Raise awareness of the rights and entitlements of victims. | <ul style="list-style-type: none"> • Victims aware of the support available; • Address victims' concerns and reduce vulnerability; • Frontline practitioners able to advise victims of their rights and entitlements. | Ensure multi-lingual leaflets for victims are widely accessible. | Ongoing | DOJ / Engagement Group | <p>Action Completed (ongoing)</p> <p>Women's Aid ensures leaflets are given to all victims upon entering service.</p> <p>In February 2016 Law Centre (NI), launched a multi lingual leaflet targeting victims of forced labour.</p> |
| | | | Information, guidance and support signposted through the DOJ-funded support services to potential victims of human trafficking. | Ongoing | DOJ through service providers Migrant Help and Women's Aid | <p>Action Completed (ongoing)</p> <p>Women's Aid has provided awareness raising sessions for the</p> <ul style="list-style-type: none"> -Immigration Council for Ireland -Southern Trust Adult Safeguarding Conference <p>Women's Aid have also developed a one day training course focused on the impact of trauma on female PVOTs which can be tailored to suit a range of agencies and frontline professionals.</p> <p>Leaflets provided to Soroptimists have been placed in public places, - doctors surgeries/libraries etc</p> <p>Clients continue to be provided with all relevant information in</p> |

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| | | | | | | respect of support available either directly from MH or its numerous partners. In addition, clients are signposted and supported to access any specialist support provision. |
| | | | Brief relevant members of the legal profession. | December 2015 | DOJ | <p>Progressed - not fully completed</p> <p>Members of the Bar Library received a presentation on 15 March 2015</p> <p>Briefing sessions for Law Society previously scheduled for April 2016 have been rescheduled for November 2016.</p> |
| 5 | Provide protection and support services to children and young people. | <ul style="list-style-type: none"> • Child potential victims and victims are appropriately protected and supported; • Compliance with requirements under the EU Directive and the Human Trafficking and Exploitation (Criminal Justice & Support for Victims) Act (NI) 2015. • Strengthen cross agency information sharing and ensure that children's issues are fully included within the | Ongoing support for child victims and suspected child victims of human trafficking to fulfil obligations under the relevant domestic and international law e.g. Children (Northern Ireland) Order 1995 and UNCRC. | Ongoing | DHSSPS | <p>Action Completed (ongoing)</p> <p>Review of regional DHSSPS PSNI Guidance on "Working Arrangements for the Welfare and Safeguarding of Child Victims of Human Trafficking" is being ongoing.</p> <p>Dedicated residential facility for separated / trafficked children established in October 2014. Independent evaluation of services completed in November 2015. Service Improvement Plan being agreed.</p> |

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| | | actions contained within the Strategy. | | | | <p>Review of training needs for uni and multi professional groups being undertaken.</p> <p>Regional Practice Network on Separated / Trafficked Children operational to support collaborative working across all statutory agencies, address learning and drive service improvement.</p> |
| | | | <p>DHSSPS to consult on draft Human Trafficking and Exploitation (Criminal Justice and Support for Victims) (Independent Guardian) Regulations (Northern Ireland) 2015. Following consultation, the Regulations will be finalised, made and laid before the Assembly.</p> | <p>31 March 2016</p> | <p>DHSSPS</p> | <p>Progressed - not fully completed</p> <p>The draft Independent Guardians Regulations were considered by the Health Committee at its last meeting prior to the dissolution of the Assembly.</p> <p>The Committee agreed to defer any decision on the Regulations until the next mandate to allow the new Committee to hear from key stakeholder groups.</p> <p>The Minister of Health is currently considering the draft Regulations before re-submitting them to the Health Committee.</p> |

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| | | | Continue to work as a member of the regional network on trafficking making specialist services available as required through our consultant social worker (as assisted by CTAC). | Ongoing | NSPCC | Action Completed (ongoing) NSPCC continues to attend meetings of the Regional Practice Network and provide specialist services as required. |
| | | | Child Trafficking Advice Centre (CTAC) to provide an advice service to Health and Social Care and other professional staff in NI and further training on issues such as reunification of children to overseas countries. | Ongoing | NSPCC | Action Completed (ongoing) This service continues to be available from CTAC |
| | | | CTAC to provide a liaison role for staff needing information or assessments on the families of young people from overseas. | Ongoing | NSPCC | Action Completed (ongoing) This service continues to be available from CTAC |
| | | | DOJ to be represented on HSCB-led Regional Practice Learning Network for Separated / Trafficked Children | October 2015 | DOJ / HSCB | Action Completed (ongoing) DOJ and PSNI both regularly attend the Regional Practice Network. |

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| | | | | | | In addition, HSCB's Regional Practice Lead joined OCTF Group in January 16 to support information sharing and to ensure seamless service provision and support across children and adult services. |
| 6 | Appropriate access to legal representation. | <ul style="list-style-type: none"> • Clarity for victims on their rights; • Victims can avail of legal representation. | Signposting of victims to legal representation through the DOJ contract. | Ongoing | Migrant Help and Women's Aid | <p>Action Completed (ongoing)</p> <p>Women's Aid: All female PVOTs are signposted to the Law Centre if they fit into the project's criteria; if they do not fit the eligibility requirements Women's Aid will receive other recommendations of appropriate solicitors from the Law Centre and ensure the women receive experienced legal representation.</p> <p>Migrant Help: Clients continue to be signposted to appropriate legal representatives and receive in-depth of their rights within the NRM process during their induction process and throughout their care with Migrant Help.</p> |
| | | | Legal aid available to trafficking or slavery victims as necessary. | Ongoing | DOJ | <p>Action Completed (ongoing)</p> <p>Modern slavery victims are able to apply for legal aid.</p> |

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| | | | | | | In addition, Law Centre NI provides legal advice and representation to suspected victims of trafficking through the Anti-trafficking Young People's Project |
| 7 | Appropriate access to compensation services | <ul style="list-style-type: none"> • Clarity for victims on how to apply for compensation; • Victims of human trafficking appropriately compensated; • Reduced vulnerability of victims. | Completion of Post Consultation Report for the Review of the Criminal Injuries Scheme. | December 2015 | Compensation Service (DOJ) | Progressed - not fully completed The review is well advanced and is anticipated in the autumn |
| | | | Compensation Service to continue to record data on compensation claims in human trafficking cases (where this is known). | Ongoing | Compensation Service (DOJ) | Action completed (ongoing) Compensation Services continues to record data on claims in human trafficking cases. It has advised that the latest figures relating to compensation claims (as at 11 February 2016) were: 20 claims had been received and of these: <ul style="list-style-type: none"> - 3 awards had been made; - 11 claims had been denied; - 4 cases were ongoing; - 1 case was ongoing at review stage; and - 1 case was ongoing at appeal stage. |
| | | | Issue a leaflet for victims of human trafficking on applying for compensation and also issue related draft guidance notes to assist victims of human trafficking | June 2015 | Compensation Service (DOJ) | Action Completed A leaflet for victims of human trafficking on making applications under the NI Criminal Injuries Compensation Scheme has been |

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| | | | in completing a personal injury application form. | | | published and is available in a range of languages. |
| | | | Migrant Help and Women's Aid to signpost victims to Victim Support NI. | Ongoing | Migrant Help and Women's Aid | Action Completed (ongoing) Women's Aid: signposts all female PVOTs to Victim Support and provides leaflets. All clients are provided with relevant information in regard to claiming compensation and signposted to specialist provision to facilitate this |
| 8 | Reinforce capacity to respond to major human trafficking or slavery – like incidents. | Gaps identified during previous major incidents are addressed. | Capture lessons learned from major operations. | Ongoing | DOJ, PSNI, GLA, Women's Aid, Migrant Help and PPS | Action Completed (ongoing) This is carried out on a informal basis. If there are lessons to be learnt these are implemented during future operations and includes debrief discussions to take forward learning from any operations / previous support challenges. |
| | | | Migrant Help and Women's Aid to provide reports and analysis pertaining to care assistance provided post previous incidents on request. | Ongoing | Migrant Help and Women's Aid | Action Completed (ongoing) Reports provided when requested. We continue to evaluate our DATA recording and monitoring |

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| | | | | | | processes to ensure we are able to provide quantitative and qualitative based analysis |
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PROGRESS AGAINST STRATEGIC PRIORITY 3: PREVENT – *Prevent and reduce the risk of human trafficking and slavery in Northern Ireland*

| No. | OBJECTIVE | PROJECTED OUTCOMES | ACTIONS | TARGET DATE | OWNER | PROGRESS |
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| 1 | Continued engagement with identified at-risk groups. | <ul style="list-style-type: none"> • Reduced risk of people being drawn in to human trafficking or exploitation; • Enhanced awareness of risk amongst identified groups; • Greater protection for at-risk groups. | Promotion of the “Women and Girls” strand of the Reach Project. | November 2015 | DOJ and Engagement Group | <p>Action Completed</p> <p>Dissemination of awareness raising material through Engagement Group.</p> <p>PSNI attended REACH training in Belfast in August 2015 and contributed to its delivery.</p> <p>PSNI and DOJ attended REACH closing conference in November 2015.</p> |
| | | | Engage with community groups representing minority ethnic groups, focusing on those at risk, | March 2016 | DOJ and Engagement Group | <p>Action Completed</p> <p>Freedom Acts led workshop with migrant support officers to take place in April 2016.</p> <p>PSNI engaged with a number of minority ethnic groups in Belfast and Coleraine presenting human trafficking awareness sessions, in the course of the reporting period.</p> |
| | | | Workshops in partnership with relevant agencies (north and south) to promote migrant worker | September/October 2015 | Freedom Acts | <p>Action completed</p> <p>Freedom Acts led workshop with migrant support officers to take</p> |

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| | | | rights, forced labour awareness. | | | place in April 2016. |
| | | | Engage in workshops within Secondary Education, University/College Students Youth Clubs, Youth Events etc. | May /June 2015 | Invisible Traffick | Action Completed (ongoing) |
| | | | Sessions/ lessons and activity with young people and students in Post-Primary education, community youth provisions on human trafficking and exploitation. Continued use of DOJ Education Resource and Freedom Acts Youth Resources. | Ongoing | Freedom Acts | Action Completed (ongoing) |
| 2 | Raising public awareness of the signs and indicators of human trafficking and slavery-like offences | <ul style="list-style-type: none"> • Greater awareness of: <ul style="list-style-type: none"> - the existence of human trafficking, slavery and forced labour in Northern Ireland - causes and impact; - indicators; - forms and types; and - how to respond and report. • greater public capacity to report suspicions | Organise a programme of actions/events to mark EU Anti-Trafficking Day. | October 2015 | DOJ and Engagement Group | <p>Action Completed</p> <p>programme of events to mark Anti Trafficking Day included:</p> <p>PSNI assisted UKBF at Belfast International Airport in an awareness raising event to mark the day;</p> <p>Series of seminars in hospitals by Belfast Trust's Adult Safeguarding Team to raise</p> |

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| | | <ul style="list-style-type: none"> and incidences; • reduction in demand; • co-ordinated response by Government and NGOs; • reduction in duplication; • better use of limited resources. | | | | <p>awareness of modern slavery amongst health and social care professionals.</p> <p>Invisible Traffick launched a competition for primary schools, looking at modern slavery through the lens of the Fair Trade movement; and</p> <p>Gala dinner organised by Flourish NI</p> |
| | | | Distribute materials from the Modern Slavery campaign e.g. posters for the general public and posters and factsheets for industry. | March 2016 | DOJ and Engagement Group | Action Completed (ongoing) Engagement Group members have assisted with the dissemination of campaign materials |
| | | | Continue to promote calls to the Modern Slavery Helpline. | Ongoing | NSPCC and DOJ | Action Completed (ongoing) DOJ continues to promote the helpline. In addition further promotional work is planned in the run up to the relaunch of the enhanced helpline in October. |
| | | | Province wide Billboard and bus shelter advertising Campaign entitled "Slavery Near Your Door." | Ongoing 2015 | Invisible Traffick | |
| | | | Identify high profile events to raise awareness at e.g. | Ongoing | DOJ and Engagement | Action completed (ongoing) |

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| | | | Mela and Balmoral Show. | | Group | Awareness raising activity at a range of events including Balmoral Show,[Tenant's Vital], St George's Market etc. |
| | | | Continue to develop resources/materials to assist and encourage the general public to spot the signs of human trafficking and report any suspicions. | Ongoing | Engagement Group | Action Completed (ongoing) New leaflets and promotional material distributed |
| | | | Hold awareness events/briefing sessions for community/youth groups, churches and other relevant groups. | Ongoing | Engagement Group | Action Completed (ongoing) Ongoing work carried out by various members of the Engagement Group |
| | | | Distribution of Primary Education Pack for Key stage 1&2, to all Primary Schools throughout NI and devise a Schools Competition for Primary Schools that have received the pack. | Ongoing | Invisible Traffick | Action Completed The Education Resource Pack was distributed to over 300 schools in NI. Each school was then contacted again to promote the competition. The feedback received was extremely positive. Year 4 pupils from Rockport School, submitted a collage depicting modern day slavery and won first prize in the competition. |

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| | | | Informed by SBNI, DOJ Human Trafficking Engagement Group will incorporate CSE, as appropriate, within wider work to raise awareness of human trafficking. | Ongoing | DOJ | Action completed (Ongoing) CSE is incorporated in awareness raising as appropriate. |
| 3 | Targeted engagement and awareness raising with key sectors | <ul style="list-style-type: none"> • Greater awareness of: <ul style="list-style-type: none"> ○ the existence of human trafficking and slavery-like offences in Northern Ireland ○ causes and impact ○ indicators ○ forms and types ○ how to respond and report • increased capacity to report suspicions; • increased capacity to identify and recover victims. | Further engagement with NIPS to raise awareness of human trafficking and slavery/forced labour amongst operational staff. | June 2015 | DOJ and NIPS | Action completed. Awareness raising sessions have been for officers in Maghaberry and new recruits to the Prison Service. Training and awareness sessions have been delivered by DOJ, PSNI and Freedom Acts. Training will continue as and when required. |
| | | | Engage with Judicial Studies Board offering training on signs of human trafficking. | September 2015 | DOJ | Not yet achieved DOJ and partners will seek opportunities for engagement with the judicial studies board |
| | | | DOJ to deliver awareness training on all aspects of human trafficking to PCSPs that will cover human trafficking for the purposes of Child Sexual Exploitation. | Autumn 2015 | DOJ | Action Completed Delivered by PSNI to PCSP training session in January 2016. |

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| | | | Run further ten briefing sessions for specified groups (dependent on funding.) | March 2016 | DOJ | Not yet achieved It did not prove possible to identify funding for further briefing sessions within the reporting period. |
| | | | Belfast PCSP to further distribute Human Trafficking "Toolkit". | Ongoing | Belfast PCSP | Action Completed Development of Toolkit to raise awareness of human trafficking and sexual exploitation amongst front line services complete Continued engagement with DOJ to assist in raising awareness of Human Trafficking Launch of Toolkit to front line staff across Belfast complete Support for Anti-Slavery week to raise awareness citywide in conjunction with Anti Slavery Week 10 – 17 October complete DOJ officials briefed Belfast City Council's P&C Committee on 12 January 2016 |
| | | | Continued awareness raising/training with key sectors such as: <ul style="list-style-type: none"> • medical; | Ongoing | Engagement Group | Action Completed Ongoing awareness raising work has continued by DOJ and |

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| | | | <ul style="list-style-type: none"> • legal; • Trade Unions; • law enforcement; and • social work. • Regional Educational services | | | <p>Engagement Group members.</p> <p>In particular Soroptimist NI held an awareness raising sessions in Belfast on 16 January</p> <p>PSNI HTU delivered HT training at the Regional Adult safeguarding Programme for social workers in October 2015 and to the Adult Safeguarding team in the Belfast Trust in March 2016.</p> <p>DOJ and other Engagement Group partners provided briefings to QUB medical students.</p> |
| | | | Continue to deliver GLA Prevention Plan within Northern Ireland. | March 2016 | GLA | Action Completed (ongoing) |
| | | | Engage with the Health and Safety Executive offering a training/briefing session. | March 2016 | DOJ | <p>Not yet achieved</p> <p>Awareness raising has been focused on other priority areas and we have not been able to progress this to date. We would like to devel; this area further in the future</p> |
| | | | Engage with the Agricultural Wages Board. | March 2016 | DOJ | <p>Not yet achieved</p> <p>Awareness raising has been</p> |

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| | | | | | | focused on other priority areas and we have not been able to progress this to date. We would like to devel; this area further in the future |
| | | | Engage with organisations of knowledge of rural areas, including: <ul style="list-style-type: none"> • Women’s Institute; • Ulster Farmers Union; • Rural Women’s Network; and • GAA. • The Rural Community Network • | March 2016 | Engagement Group | Action completed (ongoing) We are continuing to engage with relevant organisations on issues relating to forced labour, including through the cross border seminar on forced labour in June 2016. |
| | | | Continued training with key adult safeguarding staff in HSCT | Ongoing 2015 | Freedom Acts | Action completed (ongoing) |
| 4 | Engagement with the private sector to increase knowledge and understanding of human trafficking, slavery and forced labour | <ul style="list-style-type: none"> • Greater awareness of human trafficking, slavery and forced labour; • increased capacity to report suspicions; • increased capacity to identify and recover victims. | Joint DOJ and DEL seminar targeted at agencies and employers in sectors not covered by the GLA. | January 2016 | DOJ and DEL | Action completed Seminar held on 28/01/16. Action complete. |
| | | | Disseminate information to door supervisors through the Security Industry Authority. | June 2015 | DOJ | Action Completed Information leaflet issued |

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| | | | Effective dissemination of Stronger Together materials to businesses. | March 2016 | Engagement Group | Action completed (ongoing) |
| | | | To discuss with Stronger Together how to deliver a more coordinated communication plan with business in Northern Ireland | March 2016 | DOJ | Progressed - not fully completed We plan to enhance our links with Stronger Together in the future |
| | | | To discuss with Stronger Together how its resources may best meet the needs of Northern Ireland business. | March 2016 | DOJ | Progressed - not fully completed We plan to enhance our links with Stronger Together in the future |
| | | | Continue to forge links with local businesses and deliver awareness sessions/materials. | Ongoing | No More Traffik | Action completed (ongoing) Awareness Session delivered in Transparency in Supply Chain in April 2016 |
| 5 | Understand and reduce demand for the services of trafficked and exploited people. | <ul style="list-style-type: none"> Greater awareness; Northern Ireland less attractive as a destination for traffickers/enslavers. | Support “men and boys” strand of the REACH Project. | November 2015 | DOJ | Action completed Awareness raising posters on billboards in Northern Ireland. |
| | | | Contribute to Home Office’s Trafficking in Supply chains (TISC) consultation. | May 2015 | DOJ | Action completed DOJ responded to TISC consultation. TISC has now been introduced and was featured in the cross border seminar on forced labour in June 2016. |

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| | | | Continue to address demand for chocolate/coffee/sugar/cotton etc with general public in partnership with STOP THE TRAFFIK and other global organisations. | Ongoing | No More Traffik | Action completed (ongoing) |
| | | | Development & piloting of a resource for young men for use in Post-primary school and youth settings, exploring sexualisation, pornography, violence, masculinity, exploitation and consent. | Ongoing | Freedom Acts | Action completed 780 young people participated in 20 human trafficking and grooming training sessions |
| 6 | Capture best practice over time. | <ul style="list-style-type: none"> Improved response; Greater reporting of suspicions. | Review effectiveness of campaigns/projects to inform future work. | Ongoing | Awareness Subgroup | Action progressed – not yet completed The approach has been informal to date. DOJ and Soroptimist NI will take forward public surveys in autumn 2016 to evaluate public awareness |

PROGRESS AGAINST STRATEGIC PRIORITY 4: PARTNERSHIP – *Effective partnership response to human trafficking and slavery*

| No. | OBJECTIVE | PROJECTED OUTCOMES | ACTIONS | TARGET DATE | OWNER | PROGRESS |
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| 1 | Cooperation between relevant statutory agencies. | <ul style="list-style-type: none"> Sharing of intelligence; Better use of limited resources. | Facilitate regular meetings of the OCTF Immigration and Human Trafficking Subgroup. | Meetings on a quarterly basis. | DOJ | Achieved. |
| | | | Conduct membership review of the OCTF Immigration and Human Trafficking Subgroup. | October 2015 | DOJ | Achieved. |
| 2 | Cooperation and coordination between Government and civil society. | <ul style="list-style-type: none"> Reduction in duplication; better use of limited resources; improved victim identification | Facilitate regular meetings of the Human Trafficking Engagement Group and its Awareness Subgroup. | Meetings on a quarterly basis | DOJ | Achieved. |
| | | | Establish and maintain a Sex Worker Liaison Group on Human Trafficking | Establish by October 2015 Quarterly meetings | DOJ | Achieved. |
| 3 | Appropriate information sharing. | <ul style="list-style-type: none"> Increased identification of victims; Reduction in duplication; Better use of limited resources; Effective prosecutions. | Maintain links to allow NGOs to share suspicions of trafficking with PSNI or other First Responders. | Ongoing | PSNI | Achieved Ongoing dialogue with PSNI and NGO colleagues |
| | | | Statutory partners are kept informed of what civil society partners are doing and vice versa. | Ongoing | DOJ | Achieved through updates to members of OCTF Subgroup; NGP Engagement Group; and Sex Workers Liaison Group. |

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| | | | Maintain Forward Look to capture and coordinate the work planned by Government and civil society over the next 12 months. | Ongoing | DOJ and Engagement Group | Achieved. |
| | | | Conduct 3 year review on the effectiveness of the Engagement Group. | December 2015 | DOJ and Engagement Group | Not achieved. |
| 4 | Effective cross-border cooperation. | <ul style="list-style-type: none"> • Consistent approach adopted; • Sharing best practice; • Effective prosecutions. | Capture lessons learned from the Reach Project. | Closing conference to take place in November 2015 | DOJ, Women's Aid and PSNI. | <p>Action achieved</p> <p>Women's Aid: Attended closing conference. Women's Aid also joined the steering group for the Immigrant Council of Ireland and part of this work has focused on potential victims of human trafficking receiving access to legal representation as soon as possible.</p> |

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| | | | Conduct a biennial analysis of victim referrals, on a cross-border basis, to identify key learning points and common themes. | March 2016 | DOJ and DOJE | Carried forward. 2015/2016 assessment due for publication in early 2017. |
| | | | Co-host cross-border human trafficking and slavery/forced labour forum. | January 2016 | DOJ and DOJE | Action Achieved Event will take place on 22 June 2016. |
| | | | Regular meetings between DOJ Human Trafficking Team and DOJE Anti- Human Trafficking Unit. | Ongoing | DOJ and DOJE | Achieved. Ongoing process |
| 5 | Strategic alignment with other UK jurisdictions. | <ul style="list-style-type: none"> • Consistent approach adopted; • Sharing best practice; • Effective prosecutions. | Ensure that NI legislation surrounding human trafficking and slavery is consistent with legislation across the UK, where appropriate. | End of 2015 | DOJ | Achieved. |
| | | | Continued attendance at Inter-Departmental Ministerial Group and supporting groups. | Ongoing | DOJ | Achieved. Ongoing process |
| 6 | Engagement with the UK Independent Anti-Slavery Commissioner. | <ul style="list-style-type: none"> • Improved coordination; • Informed strategic and operational response. | Regulations to specify public authorities with a duty to co-operate with the Anti-Slavery Commissioner. | Autumn 2015 (dependent on Home Office). | DOJ | Action Achieved Legislation has now been progressed and due to come into effect on 1 April 2016 |

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| | | | Inform and influence the Anti-Slavery Commissioner's strategic plan. | March 2016 | DOJ | Achieved. |
| | | | Consider and implement recommendations made by the Anti-Slavery Commissioner. | Ongoing | DOJ, OCTF IHT Subgroup and Engagement Group. | Ongoing. |
| 7 | Building strong pan-European links. | <ul style="list-style-type: none"> Sharing of best practice. | Seek opportunities for collaboration on pan-European projects. | Ongoing | DOJ/OCTF partners | Ongoing Process |
| | | | Monitor developments in the EU. | Ongoing | DOJ | Ongoing Process |
| | | | Explore the development of an Assisted Voluntary Return (AVR) framework to safely return victims of trafficking to their country of origin. | January 2016 | Migrant Help/ DOJ/PSNI | <p>Action Achieved</p> <p>Due to the AVR programme being returned to the Home Office, we (MH) continue to develop EU NGO partnership working to assist with and to facilitate a fully supported repatriation package in relevant countries for VoHT returning home.</p> |

