



# **British Red Cross staff and volunteer guide to anti-trafficking**

Helping people get the  
support they need in crisis

**150**<sup>years</sup> **the power  
of kindness**



### **This pocket guide will cover:**

- What is meant by the terms 'human trafficking' and 'modern slavery'.
- The difference between smuggling and trafficking.
- The legal differences for children and adults.
- Information about spotting the signs of exploitation.
- What to do if you have concerns about a child or an adult.



## **British Red Cross and anti-trafficking support**

The British Red Cross provide a compassionate response to anyone, anywhere, to get the support they need if crisis strikes. Whilst carrying out your Red Cross duties you may come into contact with people who have experienced or are experiencing trafficking, modern slavery or exploitation. We have an Anti-Trafficking team who can support you to respond to any cases you may encounter. Many people who use British Red Cross services are among groups at risk of trafficking and exploitation. They may be children or adults; refugees, asylum seekers, European citizens (including British nationals) or people from other countries. It can also happen to people with and without secure immigration status.



## **What is human trafficking and modern slavery?**

Modern slavery is the exploitation of people for commercial or personal gain. In the UK, human trafficking is a crime that is considered a form of modern slavery. People who experience trafficking may have been coerced, deceived, threatened or forced into exploitative situations. It can happen to people of all backgrounds and to both adults and children.

Human trafficking has three specific components which are outlined in this booklet.

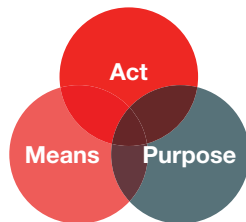
Due to their legal status as children, there are important distinctions to consider when supporting people under the age of 18 who have been trafficked. These will also be outlined in this booklet.

## **Human trafficking consists of an act, means and purpose**

**Act: recruitment, transportation, transit, harbour, receipt of a person.**

**Means: threats, force, use of coercion, fraud deception, abuse of power or vulnerability, shame or stigma addiction.**

**Purpose: forms of exploitation including; sexual exploitation, forced labour, slavery or servitude, financial exploitation, illegal adoption, removal of organs, criminal exploitation, benefit fraud.**





## The difference between smuggling and trafficking

There are many differences between trafficking and smuggling, although the terms are often mistakenly used interchangeably. Migrant smuggling refers to irregular entry into another country or state. Smuggled people (usually) consent to being transported. Trafficking may also include movement across borders, however it can also happen internally within borders. **Trafficking occurs without informed and valid consent and for the purpose of exploitation.** People travelling along migratory trails can be at risk of trafficking, and people who believe they are being smuggled can experience trafficking.

Trafficking	Smuggling
An act against a person	An act against the state
Can happen internally within countries as well as across borders	Always happens across borders
Includes an ongoing exploitative relationship (or intent to exploit)	Often has no ongoing relationship between the parties involved
Can treat a person as a commodity who can be used for repeated gain	Transaction between parties with one-off profit
Ongoing exploitation	Voluntary short term

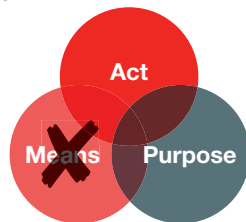


## Consent

Understanding consent can be important in recognising trafficking. For adults, even if a person has consented to be transported, work or deliver a service they may experience trafficking if they are subject to any 'means' of coercion, force, violence, abduction, fraud, or abuse of power. A case of smuggling, agreeing to travel, or accepting a job offer can therefore become trafficking if any of these 'means' of control are used to make someone do things they don't want or didn't agree to, making the initial consent meaningless. Consent for adults is dynamic, it changes with context and cannot be assumed as continuous so considering any 'means' (of coercion, deception, force, violence, abduction, fraud or abuse of power) is important in our support.

## Children and trafficking

Due to their legal status as children, a person under 18 cannot give consent to their own exploitation. This means that any recruitment, movement, or receipt of a child for the purpose of exploitation is legally considered trafficking, regardless of whether any 'means' such as coercion, deception, force or abuse, have been used.



A child may be subject to 'means' as part of their exploitation, but it is important that any safeguarding response recognises this difference and any act of exploitation of children as an abuse even where 'means' are not identified.



## Types of exploitation:

There are many ways people can be exploited. Often people will be exploited in more than one way at the same time. They can be forced into labour, criminality, sexual exploitation or domestic servitude and these are all forms of exploitation.

The following pages explain some of the types of exploitation and indicators you may see and how to respond.

People who have experienced trafficking in the present, recently or the past may also need support.

There are several types of exploitation and areas that are considered high risk – these include, but are not limited to:

### **Sexual exploitation**

- Sex work
- Escort work
- Pornography
- Massage parlours
- Brothels

### **Organ harvesting**

- Removal of organs for black market sale
- Transplantation

### **Domestic Servitude**

- Nannies
- Cleaners
- Housemaids

### **Forced begging**

- Forced labour
- Begging
- Pick-pocketing (stealing)
- Exploitation and injury

### **Labour exploitation**

- Construction
- Farming
- Textiles
- Car washes
- Nail bars

### **Criminal exploitation**

- Cannabis production
- County Lines

### **Other forms of trafficking**

- Trafficking of athletes
- Illegal adoption
- Forced marriage





## **Sexual**

A person trafficked for sexual exploitation performs sexual acts that they do not want to and includes sex work, escort work, massage parlours, brothels and pornography. It can be experienced by adults and children. It is possible for a person who consents to provide sexual services to be sexually exploited or for that situation to become one of trafficking.



## Spotting the signs of sexual exploitation:

This is often a difficult form of exploitation to detect. It may be more likely that general safeguarding and wellbeing concerns connected to the exploitation may be encountered.

- Has the person been deceived about the nature or conditions of the work they are carrying out?
- Has the person been forced or intimidated to perform acts or services of a sexual nature?
- Has the person received threats that their family, community or the wider public will be told of the nature of their work? Shame and stigma are often used as forms of control in sexual exploitation.
- Is the person closely monitored while accessing other services?
- Is the person able to leave the situation whenever they want, choose the volume of work and their working hours?

- Other indicators may include pregnancy through rape, sexually transmitted infections, substance abuse, overly alert, mental numbness, infertility, and undiagnosed health conditions among others.

## Child Sexual Exploitation

- Does a child know sexualised language that is unexpected for their age?
- Has there been a sudden change in appearance or a child or young person wearing more revealing clothes?
- Has a child or young person become emotionally volatile, had significant shifts in mood, or become withdrawn or angry?

Sexual exploitation can commonly take place alongside another form of exploitation, and a person, particularly children, may be more exposed to the risk of sexual exploitation if facing other abuse or neglect.



# Labour and Criminal exploitation

## Labour

Trafficking for labour exploitation can happen in industries such as construction, care, farming, textiles, car washes, nail bars, and the food industry among others. People trafficked for labour exploitation often work long hours in poor conditions and for little or no pay. They remain in these conditions for various reasons, often because they are threatened, physically hurt or controlled by threats of harm to their family.

## Criminal

Whilst labour exploitation is a catch-all term which can include criminal exploitation, there is now increased recognition in the UK of criminal exploitation as a distinct form of trafficking. Children and adults can be exploited by organised crime groups, and forced to commit crimes as part of this. This could be criminal activities such as cannabis cultivation, or pick-pocketing, and the threat of having committed a crime can be used as a means of control by traffickers. Children are particularly at risk of certain types of criminal exploitation, such as 'County Lines' exploitation, where children are groomed and exploited to sell drugs.



## Spotting the signs of labour or criminal exploitation

### Spotting the signs of labour or criminal exploitation

- Is the person working excessive days or hours?
- Is the person receiving below the minimum wage or no payment at all?
- Is the person unsure of their work or accommodation address?
- Is the person required to pay for work equipment, food or accommodation via deductions from their pay?
- Is the person working without appropriate health and safety equipment such as protective gloves, a helmet, shoes, masks or other relevant items?



### Child Criminal Exploitation

- Has a child or young person been found in locations far away from their home address?
- Does a child or young person have increased drug-related or violent language?
- Does a child or young person have unexplained money, clothes, phones or jewellery?
- Increasingly disruptive or aggressive behaviour.



## **Indicators that may be present across all types of exploitation**

Many signs of trafficking may be present across a range of different types of exploitation.

### **These may include:**

- Restriction of movement or access to services.
- Poor physical or mental health.
- Absence of personal identification documents such as passport.
- No control of personal finances.
- Not being allowed to speak for themselves or voice their own opinion.
- Fearful of authorities.
- Immigration status may be used as a form of control.
- Debt bondage – where services or labour are used to pay off a debt to a trafficker which will often never be feasible to repay.

## **Indicators of child trafficking**

Signs of child trafficking may be present across a range of different types of exploitation. These should be considered alongside broader indicators of child abuse.

### **Indicators of child trafficking may include:**

- Receives frequent and/or unidentified phone calls.
- Has a history of going missing (particularly if in care) and unexplained absences.
- Has not been registered at school, GP, or services.
- Lives with other unrelated children at one address.
- Is being cared for by adult/s who are not their parents and the quality of the relationship between the child and their adult carers is not good.
- Returning home late, staying out all night or going missing.
- Being secretive about who they are talking to and where they are going.



## What to do if you have concerns

Responding to trafficked people with compassion, sensitivity and dignity is crucial whilst supporting them to explore the options available to them. Often people need help within the first few days. Safety is of paramount concern at this crucial stage, and it is important that any actions you take are considered thoroughly to ensure you are not putting the person at further risk. Sometimes people do not recognise that they are being exploited, or are not ready to leave the situation they are in. Regardless of what stage they are at you can help people to access immediate and longer term support. However, it is important that you first check with the Anti-Trafficking team about whether it is appropriate to explore the options with this person, and what to discuss with the person. It is also important to consider your role, and only carry out actions that you are trained to do and have sought the Anti-Trafficking team's guidance about.





## What to do if you have concerns/ receive a disclosure about a child

**If a child tells you something that raises concerns about their welfare, always follow BRC safeguarding children policy and speak with the Safeguarding Assurance Team.**

Where a concern relates to trafficking of a child please bear in mind the following principles:

- Find a safe place to talk.
- Listen carefully to what the child has to say.





- Allow the child to say whatever they wish to say and at their own pace.
- Reassure the child that what has happened to them is wrong and not their fault. Trafficking is crime which has happened to them, and they have done the right thing in telling someone about the abuse they have suffered.
- Try to use child-friendly language so that the child can understand your next actions as best as possible.
- Try to gather enough information to be able to decide what to do next. Do not press the child for detailed information. Simply seek to clarify what they are telling you.
- Bear in mind and consider the welfare of other children who might be at risk.
- Consult the child (according to age and understanding) as to what they would like to happen next but do not allow this to override the responsibility to report abuse. Be clear that information may be shared.

- Do not make any guarantees about maintaining confidentiality or 'keeping secrets'.
- **Brief and discuss the situation with the Safeguarding Team, your line manager, or the Anti-Trafficking team, and where appropriate, make a referral to the statutory children's safeguarding agencies.**
- **Where there is an immediate risk of harm, an external referral should be made immediately to Children's Social Services or the police.**



## **What to do if you receive a disclosure from an adult**

**If someone tells you they have been trafficked or are being exploited, consider the current situation and assess any risks.**

- React in a sensitive, calm way, acknowledge their situation, and listen to them.
- Ensure you communicate that you believe them, both verbally and non-verbally.
- Take accurate notes.
- Explore their needs: Are they feeling safe? Are there any risks? What would they like to happen next? If appropriate, ask if it is okay for you to get some advice from the Anti-Trafficking team, the Safeguarding Assurance Team, or your Line Manager.
- Explain that you will respect their wishes about what they want to happen next.
- If you are not a trained caseworker, please do not ask for detailed information from the person – please only ask for what you need to know in order to refer to the AT team.

- It is very important not to make any promises about the support that will be available to them as this often differs on a case by case basis.
- Contact the Anti-Trafficking team, the Safeguarding Assurance Team, or your Line Manager for support and guidance.



## **If you have concerns that someone may be experiencing trafficking...**

- It can be daunting to raise concerns with someone about trafficking if you have had little experience in this area. If you have spoken to the Anti-Trafficking team and they confirm you're the appropriate person, or if you have completed PROTECT Module 2 face to face training, find a safe and confidential space to speak to the person.
- If you are using an interpreter make sure they are independent, qualified and DBS checked. Do not use any person accompanying the beneficiary, even if they are a family member or friend.
- Ensure you address all the needs identified by the beneficiary. For example, do they currently feel safe and have they eaten?
- Explain that the Red Cross is a safe space and independent from other agencies.
- Consider the principle of 'Do-no-harm' in any response you take. It is really important you

consider the consequences of any action or inaction you're taking. This is where talking to the Anti-Trafficking team is an important part of the process.

- Contact the Anti-Trafficking team, the Safeguarding Assurance Team, or your Line Manager for support and guidance. In all cases we must respect the wishes of our beneficiaries and work towards their informed choice.





## Anti-Trafficking team

The Anti-Trafficking team sit within the Refugee Support, Restoring Family Links and Anti-Trafficking (RSRFLAT) directorate and work with staff and volunteers throughout the organisation. Our mission is to improve the recognition and support to anyone who has been trafficked and exploited. To achieve this, the Anti-Trafficking team works in the following areas:

- Specialist anti-trafficking support: We provide specialist antitrafficking casework and support services through a small team of anti-trafficking officers and advisors in the UK. We also provide second tier support to RS and RFL caseworkers who are responding to trafficking issues within their existing caseload. We provide second tier advice to anyone across the organisation who has encountered a trafficking issue in their work.
- Developing overseas support: We partner with Red Cross and Red Crescent societies around the world to help them strengthen their anti-trafficking support, through building up their knowledge, skills, tools and other resources.

- Governance and supply chains: We advise on the British Red Cross' organisational governance structures, and ensure that policies and procedures are in place to eliminate any risk of modern slavery and human trafficking in all elements of our work.

The Anti-Trafficking team provides support and guidance to anyone in the Red Cross who has concerns about trafficking, to ensure our responses are safe, appropriate and consistent.

You can contact us to discuss any matters related to trafficking including indicators, how to explore options with a beneficiary, case advice, informed consent, training needs and anything else we can help you with.



## The ways you can contact us are detailed below:

Our telephone number provides a service between 8am-8pm so please contact us this way if your query is urgent. This is an internal number which should only be used by Red Cross staff and volunteers (unless the AT team give specific permission to share it). **07710 733051**

If you cannot reach the AT team, or need to contact us outside of these hours, please contact the Safeguarding Assurance Team (internal only) on **0300 004 0377**.

Emails will be responded to during normal office hours.

**antitrafficking@redcross.org.uk**

## Training

There is an e-module available to all Red Cross staff and volunteers which provides basic information about trafficking. The **Emodule 1: Recognising Trafficked People** module aims to provide an introduction to: what trafficking is; indicators of trafficking; types of exploitation; the British Red Cross response to trafficking; and the legislation and support mechanisms for trafficked people. You can access the training on the learning platform.

We're encouraging everyone who works or volunteers for the Red Cross to complete this module. All of us could come across someone who has been trafficked in any of our Red Cross duties and it is important we can all spot the signs and respond safely.



## Support for you

It can be stressful, challenging and distressing to support people who are experiencing exploitation. Your welfare is important too and there are a number of ways you can seek support for yourself including via the Safeguarding Assurance Team, your Line Manager or one of the Psychosocial Support Practitioners.

You can also contact the staff and volunteer support line called Health Assured: **Employee Assistance Programme (EAP)**.

### **How to contact Health Assured**

Telephone:

**0800 0305182**

(this is free and confidential)

From outside the UK:

**+44 161 836 9498**

(these calls will be charged)

Online:

**healthassuredeap.com**



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