



Department of  
**Justice**  
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## **Northern Ireland Human Trafficking and Exploitation Action Plan 2014 - 15**

### **Final progress report - May 2015**

## Background

In May 2014, the Justice Minister, David Ford, published the second annual Human Trafficking and Exploitation Action Plan for Northern Ireland, which built upon the good progress made during 2013/14. The overall vision of the action plan was to strengthen Northern Ireland's defences against the appalling crimes of human trafficking and slavery.

In developing this action plan, the Department of Justice (DOJ), and its partners in the OCTF Immigration and Human Trafficking Subgroup and the Human Trafficking Engagement Group, identified three overarching strategic aims which, together, provide the focus for our collective work. These aims are set out in detail on the following page, but in summary they are focused around:

- strengthening law enforcement;
- protecting and supporting victims; and
- preventing human trafficking and exploitation.

In December 2014, the Department of Justice published an interim update on progress against the action plan. This can be accessed at: <http://www.dojni.gov.uk/index/publications/publication-categories/pubs-policing-community-safety/community-safety/organised-crime/human-trafficking-and-slavery-action-plan-interim-update-dec-2014.pdf>

This final report builds on the interim report and sets out the progress made against the actions, at the end of the reporting period.

## Tackling human trafficking and exploitation in Northern Ireland

### Strategic Aim 1 Strengthening law enforcement

To reinforce law enforcement's response to tackling human trafficking and slavery in Northern Ireland by:

- ensuring an effective and robust legislative framework;
- increasing the sentences available to judges;
- enhancing public protection through new sentences and civil orders;
- improving our knowledge and understanding of trafficking and slavery;
- provision of appropriate training and awareness to frontline professionals;
- effective investigations and prosecutions;
- improved partnership working; and
- strengthening accountability arrangements.

### Strategic Aim 2 Protecting and supporting victims

To provide support and protection to victims:

- delivery of support services to victims and potential victims of human trafficking under the NRM;
- legislating to put this support on a statutory footing;
- protecting and supporting victims as they engage with the criminal justice system;
- supporting victims as they engage with the Competent Authority;
- raising awareness of the rights and entitlements of victims;
- ensuring that victims who may have committed a criminal offence as a direct result of their having been trafficked are not prosecuted where the Public Interest does not require it;
- providing specialist support to children;
- engaging with sectors which may come into contact with victims; and
- ensuring appropriate access to compensation services.

### Strategic Aim 3 Preventing human trafficking and exploitation

To reduce the risk of and prevent human trafficking and slavery in Northern Ireland by:

- raising public awareness of the signs and indicators of human trafficking and slavery;
- targeted engagement and awareness raising with key sectors;
- engaging with the private sector to increase knowledge and understanding of human trafficking and slavery/forced labour;
- continuing to promote education on human trafficking;
- engaging with third level education;
- campaigning to reduce demand for the services of trafficked and exploited people.

## KEY PROGRESS DURING 2014/15

### Legislation

#### *Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015*

This action plan was developed against the background of significant proposals for legislative change; as such a number of its actions were legislative in nature and related to provisions in the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Bill, which was introduced to the Northern Ireland by Lord Morrow. This Bill received Royal Assent on 13 January 2015, becoming the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015.

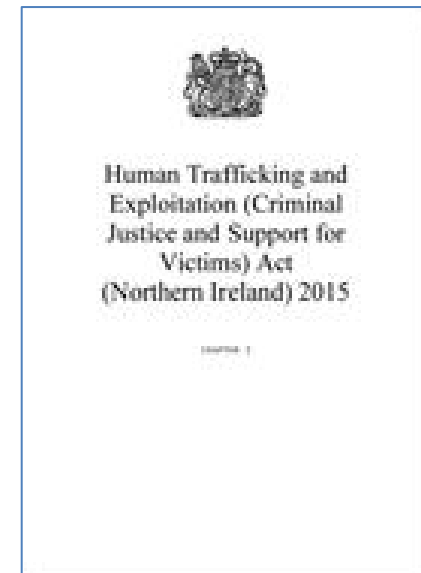
The Department of Justice worked closely with Lord Morrow and his team in a constructive and effective manner to help shape the content of the legislation. The Act includes a number of provisions to strengthen Northern Ireland's response to trafficking and slavery-like offences that the Minister consulted on at the start of 2014. Many of these provisions are broadly similar to those included in the Westminster Modern Slavery Act 2015, ensuring

that there is a consistent approach to these types of crime across UK jurisdictions.

The majority of provisions in the Act came into force upon Royal Assent. DOJ and its partners are working to implement the rest.

In relation to human trafficking and slavery/forced labour, the Act:

- established new offences of human trafficking and slavery, servitude and forced or compulsory labour;
- increased the maximum sentence for human trafficking and slavery, servitude and forced or compulsory labour to life imprisonment;



- introduced a minimum 2 year sentence for these offences, unless there are exceptional circumstances to warrant a lower sentence;
- made it easier to confiscate the assets of exploiters and to force them to pay reparation to victims;
- made provision for slavery and trafficking prevention orders;
- placed a statutory requirement on the Department of Justice to provide assistance and support to potential adult victims who are referred to the NRM;
- created a new statutory defence for victims who have been compelled to commit other offences;
- contained new protections for victims within the criminal justice system in respect of avoiding secondary victimisation in police interviews and ensuring access to special measures in court and;
- included provision in respect of independent child guardians for trafficked and separated children.

### *Modern Slavery Act 2015*

The Westminster Modern Slavery Act 2015 received Royal Assent on 26 March 2015. A number of provisions in Act, relating to enforcement powers in relation to ships, the Independent Anti-slavery Commissioner, and transparency in supply chains, extend to Northern Ireland and will reinforce our response to modern slavery. The Independent Anti-slavery Commissioner's role is to encourage good practice in preventing, detecting, investigating and prosecuting slavery and trafficking, as well as in the identification of victims. The Home Secretary appointed Kevin Hyland OBE to the role of UK Anti-Slavery Commissioner Designate on 13 November 2014, pending the passage of the Modern Slavery Bill through Parliament.

## **Protection and Support**

Central to our strategic approach is ensuring that victims receive appropriate protection and support and a number of actions have been progressed in respect of this aim.

### *Legislation*

The Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 placed a statutory duty on the Department of Justice to provide assistance and support to adult potential victims of human trafficking. This provision came into effect on Royal Assent. The Department has contracted Migrant Help to provide support to adult potential male victims of human trafficking and Women's Aid to provide support to adult potential female victims of human trafficking. The Act also made provision in respect of guidance on arrangements for victims of human trafficking to apply for compensation; protections for victims during police interviews and; special measures in court for victims; and a new statutory defence for victims who have been compelled to commit certain crimes.

### *PPS guidance to legal staff*

In May 2014, the Public Prosecution Service (PPS) issued guidance to all legal staff on prosecuting cases involving trafficking and in October 2014 the Director of Public Prosecutions attended a conference in Scotland where he issued a joint communique with his other UK counterparts on a commitment to collaborative efforts to tackle human trafficking.

### *Review of the National Referral Mechanism (NRM)*

The Department has fully engaged with the review of the NRM, which the Home Secretary launched in April 2014. The Justice Minister met with the Review Team on 11 June 2014 and 14 October 2014 and DOJ attended a case review workshop, hosted by the NRM Review Team, on 17 July 2014. The final report was published on 11 November 2014. It made a number of high level recommendations, including the introduction of regional decision-making panels to make conclusive determinations on victim status, which the Home Office has accepted in principle subject to piloting. DOJ and its partners are now working through the detail of how the report should be implemented within Northern Ireland.

## Prevention

Prevention remained a key priority for the DOJ and its partners over the past twelve months. We have adopted a multi layered approach:

- measures to raise awareness with the wider public so that they too know how to recognise suspicious signs and how to respond safely and appropriately;
- using specific training and awareness to equip frontline professionals to recognise and respond to potential cases of trafficking and forced labour; and
- targeted engagement with key sectors in society who are most likely to come into contact with potential victims.

### Raising awareness with the wider public

We have sought to do this by implementing innovative projects such as the UN Gift Box.

#### *UN Gift Box*

The UN Gift Box was brought to Northern Ireland by the PSNI and No More Traffik in June 2014. It is an on-street walk-in box which

is placed in high footfall areas. It looks attractive from the outside, showing offers of a better life in a foreign country, but on the inside it contains stories of human trafficking.

The Gift Box draws people in, challenges perceptions and prompts towards outrage and action. The Gift Box has been displayed at Belfast City Hall, Titanic Belfast, Parliament Buildings, local churches across Northern Ireland, New Horizon (a Christian conference) and at music festivals such as Belsonic and Tennent's Vital.



*UN Gift Box on display at Belfast City Hall*

#### *EU Anti-Trafficking Day*

To highlight the 8<sup>th</sup> annual EU Anti Trafficking Day on 18 October 2014, the Minister visited St George's Market, where DOJ staff and partners on the Engagement Group provided members of the public with information about human trafficking across Europe.



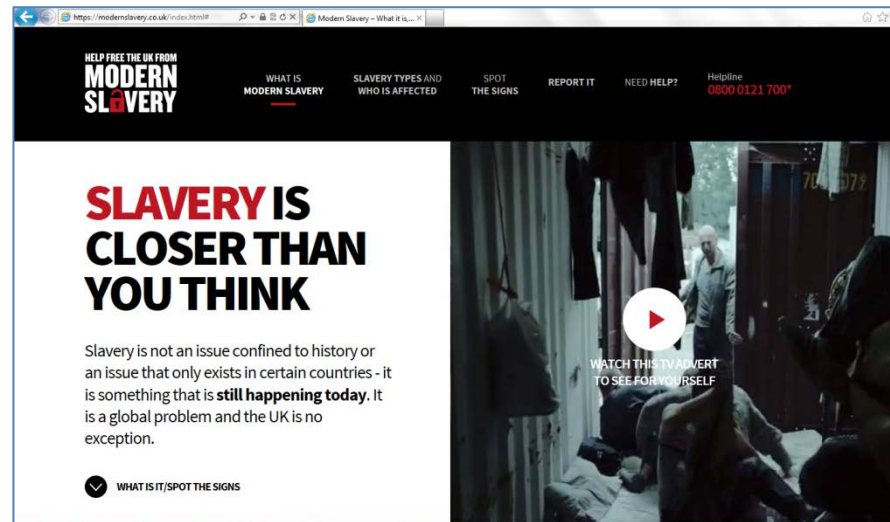
Justice Minister David Ford and T/D/Superintendent Noel Mullan at St George's Market

Various events were also held by Members of the Engagement Group, on and around EU Anti Trafficking Day, including the launch of a primary school educational resource. Faith groups across Northern Ireland were also encouraged to get involved in 'Freedom Sunday' on 19 October 2014. Using funding from the DOJ's Assets Recovery Community Scheme (ARCS), Freedom Acts hosted a three day 'Everyday Activism' exhibition in Banbridge where a shop unit in the middle of the town was transformed into a multi-sensory information hub on human trafficking and exploitation. Local Schools were invited to come along for different time slots in the

mornings and the afternoons were open for the public to come in for a look around.

### *Modern Slavery campaign*

The DOJ was also a partner in the Home Office-led United Kingdom-wide modern slavery media campaign, which launched on 31 July 2014. This campaign consisted of a television advertisement which depicted a range of exploitation types - forced labour, sexual exploitation and domestic servitude – that take place in the United Kingdom.



Screenshot from modern slavery website



An associated modern slavery website has also been set up as well as a dedicated helpline.

The second strand of the Modern Slavery campaign was launched at the beginning of November 2014 and targeted sectors in which slavery has been reported most frequently. Advertisements were included in a number of trade publications which have a circulation in Northern Ireland. An advertisement was also included in Licensed & Catering News, which is a Northern Ireland only publication.

#### *EU Anti-Trafficking Coordinator's visit to Northern Ireland*

The EU Anti-Trafficking Coordinator Myria Vassiliadou visited Northern Ireland on 7 and 8 October 2014. Ms Vassiliadou was invited to visit Northern Ireland by the Justice Minister and the Law Centre NI. During her visit Ms Vassiliadou attended an event hosted by the Justice Minister, which brought together government and civil society stakeholders on the issue of human trafficking. The Coordinator also attended a meeting of the Law

Centre's North-South NGO Forum and an event hosted by the Lord Mayor, Councillor Nichola Mallon, in Belfast City Hall.



Justice Minister David Ford and EU Anti-Trafficking Coordinator Myria Vassiliadou

#### Targeted engagement and training

Significant work has been taken forward by the Department and its partners to train frontline staff and to engage with key sectors.

Belfast PCSP developed a Human Trafficking awareness raising toolkit aimed at bringing the issues surrounding human trafficking to front line service providers across both the public and private sectors. This toolkit consists of a mini replica of the UN Gift Box, a

training DVD introduced and endorsed by the Justice Minister David Ford, and a pin badge, postcards and stickers. An online version of the DVD was also developed to coincide with the distribution of hard copy DVDs across Belfast and at a regional level and is available on the DOJ intranet, OCTF website and the Northern Ireland Executive's YouTube channel. Since November 2014 over 1000 DVDs have been distributed and training has been provided to Belfast City Council staff and employees of the statutory partners of Belfast PCSP. This training will be rolled out to all council employees over the coming months. The Toolkit is also currently being used by Health and Social Care Trusts across Northern Ireland and the Probation Board for Northern Ireland (PBNI). It has also been distributed to pubs and hotels across Belfast.

DOJ provided a presentation on human trafficking at a Safeguarding Adults at Risk Conference on 28 November 2014 for health care professionals. DOJ and PSNI also provided presentations at a World Social Work Day event 'Human Trafficking: A Global Problem, a Local Perspective' on 18 March 2015. The Health and Social Care

Board (HSCB) has circulated awareness raising materials to all primary healthcare facilities including GP surgeries and pharmacies.

DOJ has attended two training sessions for Registrars to speak about the signs of human trafficking for forced marriage and has distributed tailored material to all Registrars through the General Register Office (GRO). In order to raise awareness with legal professionals, DOJ also held a briefing session on human trafficking for members of the Bar Council on 12 March 2015.

DOJ secured money from the Department's Assets Recovery Community Scheme (ARCS) to commission delivery of briefing sessions on human trafficking to specified groups. Following a tendering exercise, DOJ contracted the Law Centre to deliver sessions to the following groups:

- Northern Ireland Association of Social Workers;
- Family Planning Association;
- Health and Social Care Board;
- Compensation Service;

- The Northern Ireland Council for Voluntary Action (NICVA) x2;
- Rural Community Network;
- Victim Support Northern Ireland; and
- The Recruitment and Employment Confederation.

Recognising that many victims of trafficking may be held or exploited in rental accommodation, DOJ arranged for information posters to be printed to raise awareness of human trafficking amongst landlords. These were distributed to landlords across Northern Ireland, through the Stop the Traffik network, and were also included in the November newsletter to all registered landlords.

A number of awareness-raising sessions on human trafficking were delivered during May 2014 to key prison operational staff. An article on human trafficking was also included in the NIPS staff magazine in March 2015.

A cross border forum on forced labour was held on 21 January 2015. The conference was well attended by individuals from both statutory and non-governmental backgrounds, with a number of new stakeholders engaging on this topic for the first time. The discussions will help to inform the work of the Department of Justice and the Department of Justice and Equality in tackling forced labour and in particular, raising awareness of this crime. Kevin Hyland OBE, the UK Designate Anti-Slavery Commissioner, was the key note speaker at the event.



Justice Minister David Ford, UK Designate Anti-Slavery Commissioner Kevin Hyland, and Aodhán Ó'Riordán, Minister of State for Justice and Equality.

No More Traffik provided training to midwives. PSNI also provided an awareness raising presentations at the annual conference of Irish National Midwifery and Royal college of Midwives and to midwives in South Belfast. No More Traffik has also provided training to ambulance teams, community groups, faith groups (including special training for ministers), youth groups, PSNI new recruits, Belfast City Centre Management, social workers, Volunteer Now Trainers, ministers from the Methodist Church and Border Force agents and airport staff. Migrant Help held a further training session for Border Force Staff on identifying and protecting potential victims of human trafficking (3 March 2015).

Migrant Help has delivered awareness training on trafficking to several community and charitable groups. Migrant Help also hosted an information stand at the Southern Region Safeguarding Conference in Downpatrick on 27 February 2015.

Freedom Acts has trained youth workers in Londonderry and Coleraine and held an awareness session for Southern Education and Library Board (SELB) Inclusion Workers. Freedom Acts and the

Law Centre (NI) have also delivered an awareness session on identifying victims for Larne House Detention Centre staff.

### **Detailed progress against plan**

The table attached at Annex A provides a detailed update on progress that has been made to date against each action in the 2014/15 action plan:

- actions highlighted in green have been completed, are on track for completion or they are being implemented on an ongoing basis;
- actions highlighted in amber have been partially completed; and
- actions which have not been progressed are red, along with an explanation.

One of the out-workings of the action plan was a cross-border analysis of human trafficking during 2013 and 2014 - this is attached at Appendix A.

**Next steps**

Section 12 of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (NI) 2015 requires the DOJ to publish an annual strategy to tackle the new slavery and human trafficking offences under section 1 and 2 of the Act. The first annual strategy will be published in May 2015.

STRATEGIC AIM 1: Strengthening law enforcement						
No.	OBJECTIVE	PROJECTED OUTCOMES	ACTIONS	TARGET DATE	OWNER	Update – May 2015
1	To put in place effective legislative framework to deter potential traffickers	<ul style="list-style-type: none"> <li>• Effective and robust criminal law provisions to facilitate investigations and prosecutions;</li> <li>• Robust sentencing framework in place for judges to work within;</li> <li>• Enhanced public protection.</li> </ul>	Work with Lord Morrow to deliver the Human Trafficking and Exploitation (Further Provisions and Support for Victims) Bill. <sup>1</sup>	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Act (Northern Ireland) 2015 received Royal Assent on 13 January 2015.</p> <p>Close engagement between the Justice Minister and Lord Morrow on the content of the legislation.</p> <p>The majority of provisions in the Act came into force upon Royal Assent and DOJ and its partners are working on implementation of the rest.</p>

<sup>1</sup> Title of Bill amended during Consideration Stage to, “the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Bill.”

			Creation of a single consolidated offence of human trafficking for any kind of exploitation.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 2 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 created a new consolidated offence of human trafficking. Section 3 defines relevant exploitation.</p> <p>This provision came into effect on Royal Assent.</p>
			Amend legislative framework to bring together slavery and human trafficking offences in a single piece of legislation.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 1 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 created a new offence of slavery, servitude and forced or compulsory labour. This sits alongside the new consolidated human trafficking offence created by Section 2.</p> <p>This provision came into effect on Royal Assent.</p>
			Legislate to make slavery offences triable on indictment only.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>New offence of slavery, servitude and forced or compulsory labour in</p>

						<p>Northern Ireland is triable on indictment only.</p> <p>This provision came into effect on Royal Assent.</p>
			Creation of preparatory offences to human trafficking and slavery offences.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 4 the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 made it an offence to commit an offence with the intention of committing a slavery-like or human trafficking offence under Section 1 or 2 of the Act.</p> <p>This provision came into effect on Royal Assent.</p>
			Creation of civil prevention and risk orders to enhance public protection.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 11 of and Schedule 3 to the Act made provision for courts to be able to impose new civil orders – slavery and trafficking prevention orders (STPOs) – either upon sentencing, or following an application by the PSNI.</p>



						<p>STPOs will be commenced by Order.</p> <p>The Justice Minister announced that he did not intend to introduce Slavery and Trafficking Risk Orders (STROs) within Northern Ireland at this time, due to potential human rights implications raised during the Department's consultation.</p>
			<p>Legislate to increase the maximum penalty for human trafficking and slavery offences to life imprisonment and to specify them as Serious Offences under Schedule 1 to the Criminal Justice (Northern Ireland) Order 2008, with the effect that they could attract public protection sentences under that Order.</p>	<p>Final Stage completed in December 2014</p>	<p>DOJ</p>	<p><b>DELIVERED</b></p> <p>Section 5 of the Act amended the Criminal Justice (Northern Ireland) Order 2008 to bring offences of slavery, servitude and forced or compulsory labour and of human trafficking under Sections 1 and 2 of the Act under the ambit of the public protection sentencing framework.</p> <p>This provision came into effect on Royal Assent.</p>

2	To support and improve capacity for effective investigations	<ul style="list-style-type: none"> <li>• Effective, co-ordinated inter-agency approach;</li> <li>• Effective use of resources;</li> <li>• Best practice identified and promoted;</li> <li>• Identification of specific investigative opportunities;</li> <li>• Victim recovery and offender identification.</li> </ul>	Maintain existing representation on ACPO Regional Representatives Group.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> PSNI continues to sit on and contribute to the ACPO Regional Representatives Group.
			Maintain and develop existing working relationship with Competent Authorities.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> This is an ongoing process. PSNI continues to engage with UKHTC and UK Visas and Immigration in relation to the NRM process.
			Maintain and develop existing working arrangements with <b>An Garda Síochána</b> , Europol, Interpol and Eurojust.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> These relationships continue to develop. There is regular engagement with An Garda Síochána and PSNI has been involved in presentations on operational matters to Europol and provided training on behalf of Interpol.
			Proactive consideration of implementation of Joint Investigation Teams with other European Member States, where appropriate.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> PSNI work with colleagues in the UK and Europe and avail of the JIT mechanism

						when opportunities present.
			Develop Memoranda of Understanding with <b>An Garda Síochána</b> and with the Irish National Employment Rights Authority (NERA), and supporting other PSNI initiatives.	March 2015	GLA	<b>PARTIALLY DELIVERED</b> Initial meetings took place between GLA/AGS and NERA management, but this action was then deferred due to the change in the Garda Commissioner and due to the transition period that NERA was going through in relation to new legislation coming into force.  Action will move to Human Trafficking Strategy for 2015/16.
3	To ensure delivery of appropriate and effective training for law enforcement agencies.	<ul style="list-style-type: none"> <li>• Increased capacity to identify cases of human trafficking and slavery;</li> <li>• Effective and skilled response;</li> <li>• Effective investigations and prosecutions;</li> <li>• Improved multi-agency response.</li> </ul>	Ensure new PSNI recruits receive human trafficking training programme.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> Training to new recruits is ongoing. It is provided by PSNI Human Trafficking Unit and is supported by the NGO No More Traffik.
			Ensure GLA officers are aware of latest training available through attendance at ILO-led training, then best	June 2014	GLA	<b>DELIVERED</b> All GLA officers trained in best practice, subject to constant review based upon lessons

			practice cascaded to all officers.			learned.
			GLA officers to attain accreditation through University of Derby CPD in Investigation.	September 2014	GLA	<b>DELIVERED</b> All officers have achieved accreditation.
			Ensure all officers are aware of the Modern Slavery Bill and any reviews of best working practice associated with it.	March 2015	GLA	<b>DELIVERED</b> GLA actively involved in consultation and associated learning requirements.
			To provide appropriate training to prosecutors to ensure identification of cases of human trafficking and slavery and enable effective prosecutions.	<del>October 2014</del> Revised delivery date April 2015.	PPSNI	<b>DELIVERED</b> Prosecutors who deal with cases involving Human Trafficking have received appropriate training. A staff Instruction has issued to all legal staff which includes indicators that someone may have been trafficked. Further training will be delivered as appropriate.
			Identify opportunities for joint PSNI / An Garda Síochána training	March 2015	PSNI	<b>ACTIONED AND ONGOING</b> Three officers from PSNI attended a cross border training/conference event at the An Garda Síochána training

						college. PSNI and AGS meet regularly on subgroups and discuss investigations and learning which can be shared.
4	To improve our understanding of the scale of human trafficking and slavery/forced labour within Northern Ireland.	<ul style="list-style-type: none"> <li>• More accurate evidence-base;</li> <li>• Improved evidence-based policy-making;</li> <li>• Improved operational response;</li> <li>• Support effective investigations and prosecutions.</li> </ul>	Legislate to create a statutory duty to report cases of human trafficking to the UK Human Trafficking Centre.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 13 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 placed a statutory duty on specified public authorities in Northern Ireland to notify the National Crime Agency (NCA) where there is reason to believe that a person may be a victim of a human trafficking or slavery-like offence.</p> <p>Work is now underway on the necessary secondary legislation and associated guidance.</p>
			Development of Memorandum of Understanding for the exchange of operational learning in order to identify cases of	March 2015	PSNI GLA DEL EIA	<p><b>PARTIALLY DELIVERED</b></p> <p>Formal Memorandum of Understanding has not been developed, however, GLA work closely/jointly with PSNI</p>

			trafficking / forced labour, ensuring all cases are recorded in order to identify trends.			on operations and enquires. Information, trends, and best practice is exchanged informally on a regular basis. Action will move to Human Trafficking Strategy for 2015/16.
			Maintain and develop PSNI involvement in Operation Eagle to raise awareness, manage information and improve operational response.	Ongoing	PSNI	<b>ACTIONED AND ONGOING</b> Operation Eagle is a continuing process which PSNI is engaged in.
			Publish findings of research on victims of human trafficking referred to the NRM from Northern Ireland.	August 2014  Revised publication date January 2015.	OCTF subgroup	<b>DELIVERED</b> Strategic profile on potential victims of human trafficking referred to the NRM from Northern Ireland during 01 April 2009 and 12 August 2013 was published in February 2015.
			Explore the possibility of putting in place arrangements for biennial analysis of victim referrals, on a cross-border basis, to identify key learning points and common themes.	March 2015	DOJ / OCTF DOJE / AGS	<b>DELIVERED</b> DOJ and DOJE have produced a document which provides a cross border picture of human trafficking during 2013 and 2014 (attached at Appendix

						A). This will be reproduced on a biennial basis.
			Contribute to Review of NRM, informed by input from Engagement Group and OCTF subgroup.	<p>NRM Review Team scheduled to visit Northern Ireland on 10 and 11 June 2014 and will meet with the Justice Minister and members of the Engagement Group and OCTF subgroup.</p> <p>Review Team to report in Autumn 2014.</p>	DOJ	<p><b>DELIVERED</b></p> <p>The Department was fully engaged with the NRM Review. The Justice Minister met with the Review Team on 11 June 2014 and 14 October 2014 and DOJ attended a case review workshop, hosted by the NRM Review Team, on 17 July 2014.</p> <p>DOJ also facilitated round table discussions between the Review Team and key statutory and non-statutory stakeholders in Northern Ireland. On 10 and 11 June 2014.</p> <p>The final report of the NRM Review was published on 11 November 2014. It made a number of high level recommendations which HMG has accepted in principle,</p>

						subject to piloting. DOJ and its partners are now working through the detail of how the report should be implemented within Northern Ireland.
5	To ensure effective partnership arrangements are in place for a multi-agency response to offences of human trafficking and slavery.	<ul style="list-style-type: none"> <li>• Strategic alignment with other UK jurisdictions;</li> <li>• Strong pan-European links;</li> <li>• Effective cross-border co-operation;</li> <li>• Effective information sharing;</li> <li>• Effective multi-agency response;</li> <li>• Co-ordination of anti-trafficking efforts between Government and civil society;</li> <li>• Policy and operational responses are better informed.</li> </ul>	Facilitate engagement and information sharing through regular meetings of the OCTF's Immigration and Human Trafficking subgroup.	Meetings on a quarterly basis	OCTF subgroup	<b>ACTIONED AND ONGOING</b> The OCTF Immigration and Human Trafficking subgroup has met four times since the beginning of the 2014-15 period.
			Facilitate regular meetings of the Human Trafficking Engagement Group and its subgroups.	Meetings on a quarterly basis	DOJ / Engagement Group	<b>ACTIONED AND ONGOING</b> The Human Trafficking Engagement Group has met 6 times since the beginning of the 2014-15 period.  The Engagement Group carried out a review of its subgroups and has decided that these should be consolidated into a single subgroup focused on raising awareness.
			Continued attendance at Inter-Departmental Ministerial Group and	Meetings as arranged	Minister / DOJ	<b>ACTIONED AND ONGOING</b> The Minister of Justice



			<p>supporting groups and contribution to the UK-wide strategic response.</p>			<p>is a member of IDMG and has attended all meetings that have taken place in the 2014/15 period so far.</p> <p>The Minister contributed to the UK-wide Group's statement on Modern Slavery on EU Anti-Trafficking Day which was published on 18 October 2014.</p> <p>DOJ is represented at Home Office's modern Slavery Stakeholder Group meetings and engages regularly with Whitehall and Scottish and Welsh Governments to ensure a UK-wide strategic response.</p>
			<p>Identify further opportunities for cross border co-operation, including involvement in REACH and co-hosting 2014 cross-border forum (on forced labour) with DOJE.</p>	<p>March 2015</p>	<p>DOJ /DOJE</p>	<p><b>ACTIONED AND ONGOING</b></p> <p>DOJ is a delivery partner in the REACH project, which is led by the Department of Justice and Equality (DOJE). Two awareness raising campaigns have been</p>

						<p>launched:</p> <ul style="list-style-type: none"> <li>➤ The first campaign sought to raise awareness of the rights and support available to women and girls who have been trafficked into prostitution or who are vulnerable to being trafficked;</li> <li>➤ The second campaign sought to help foster an atmosphere of zero tolerance of human trafficking as a form of violence against women and girls amongst men and boys.</li> </ul> <p>DOJ and DOJE co-hosted a cross-border Forum on Forced Labour in January 2015.</p>
			Seek opportunities for collaboration on pan-European projects.	Ongoing	DOJ / OCTF partners	<p><b>ONGOING</b></p> <p>No opportunities available during the period of the action plan. However, DOJ and its OCTF partners will continue to seek new</p>

					<p>opportunities for pan-European collaboration.</p> <p>PSNI work with colleagues in the UK and Europe and avail of the JIT mechanism when opportunities present.</p>
			<p>Host visit to Northern Ireland by EU Anti-Trafficking Co-Ordinator.</p>	<p>October 2014</p>	<p>DOJ / Law Centre NI</p> <p><b>DELIVERED</b>  The EU Anti-Trafficking Coordinator Myria Vassiliadou visited Northern Ireland on 7 and 8 October 2014, the visit was co-hosted by the Justice Minister and the Law Centre NI.</p> <p>During her visit Ms Vassiliadou attended an event hosted by the Justice Minister, which brought together government and civil society stakeholders on the issue of human trafficking.</p> <p>The Coordinator also attended a meeting of the Law Centre's North-South NGO Forum and</p>

						an event hosted by the Lord Mayor, Councillor Nichola Mallon, in Belfast City Hall.
6	To strengthen oversight of Northern Ireland's response to human trafficking and slavery.	<ul style="list-style-type: none"> <li>• Greater transparency and accountability;</li> <li>• Identification of best practice;</li> <li>• Effective, joined-up response.</li> </ul>	Develop draft legislation to establish oversight and accountability arrangements for Northern Ireland.	Legislation enacted by Spring 2015.	DOJ / Home Office	<b>ACTIONED</b> Provisions in the Westminster Modern Slavery Act 2015 relating to enforcement powers in relation to ships, the Independent Anti-slavery Commissioner, and transparency in supply chains also extend to Northern Ireland and reinforce our response to modern slavery.

**STRATEGIC AIM 2: Protecting and supporting victims**

No	OBJECTIVE	PROJECTED OUTCOMES	ACTIONS	TARGET DATE	OWNER	Update – May 2015
1	To ensure that victims and potential victims of human trafficking under the National Referral Mechanism are provided with appropriate support and assistance.	<ul style="list-style-type: none"> <li>• Victims and potential victims are provided with appropriate support;</li> <li>• Compliance with requirements under EU Directive;</li> <li>• Clarity for potential victims about entitlements to support.</li> </ul>	<p>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.</p> <p>Support package includes, where appropriate:</p> <ul style="list-style-type: none"> <li>• safe accommodation;</li> <li>• one-to-one support;</li> <li>• help with living / travel costs;</li> <li>• help to access healthcare;</li> <li>• sign-posting to immigration advice;</li> <li>• sign-posting to independent legal advice and advice on compensation;</li> </ul>	Ongoing	DOJ	<p><b>DELIVERED</b></p> <p>Migrant Help has been contracted to provide support to adult potential male victims of human trafficking and Women’s Aid to provide support to adult potential female victims of human trafficking.</p> <p>Migrant Help has recruited 3 new colleagues to boost resilience. Migrant Help also delivered induction training on human trafficking to new staff which included first responder training.</p> <p>Law Centre NI and NICCY facilitated a roundtable discussion on proposals for support for child victims of trafficking within the</p>

			<ul style="list-style-type: none"> <li>• help to access counselling or other therapeutic services;</li> <li>• access to interpreter / translation services.</li> </ul>			Human Trafficking and Exploitation Bill.
			Evaluate support service contract.	Autumn 2014 Revised completion date: July 2015.	DOJ	<p><b>PARTIALLY DELIVERED</b> There has been a delay in meeting this target and it is anticipated that an evaluation will not be fully completed until July 2015 at the earliest.</p> <p>Action will move to Human Trafficking Strategy for 2015/16.</p>
			Bring forward primary legislation to put support provided to adult potential victims under the DOJ contract, during the Recovery and Reflection period, on a statutory footing.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b> Section 18 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 placed a statutory duty on the DOJ to provide assistance and support to adult potential victims of human trafficking.</p> <p>This provision came into</p>

						effect on Royal Assent.
			Explore the feasibility and potential of creating a dedicated reception / assessment provision for separated / trafficked children that will provide optimum safety, co-ordinated support and intervention as well as on-site expertise with an emphasis on timely assessment and care planning.	Ongoing	HSCB	<b>ACTIONED AND ONGOING</b> Facility is operational on a pilot basis since early October 2014; guidance issued to referring agencies on placing arrangements. HSCB to monitor service delivery in terms of effectiveness and demand.
			Clarify the relationship between core adult services and adult safeguarding in supporting adult victims of Human Trafficking and Modern Slavery and ensure that all relevant practitioners are aware of the specific needs of adult victims.	Included as specific action in Northern Ireland Adult Safeguarding Partnership Action Plan for 2014 – 15.	HSCB	<b>DELIVERED</b> Further awareness-raising activities have taken place across the region.  Clarity on relationship between core services and potential victims established.
			The <b>Provision of Health Services to Persons Not Ordinarily Resident 2005 Regulations</b> cover the provision of free <i>secondary health care</i> to	<del>End June 2014</del> Revised completion date December 2014.	DHSSPS	<b>DELIVERED</b> Provision of Health Services to Persons Not Ordinary Resident Regulations (Northern Ireland) 2015 were

			potential and confirmed victims of human trafficking, based on their assessed needs. The scope of this legislation will be extended to include the provision of free <i>primary health care</i> to potential and confirmed victims (subject to Health Committee approval).			made on 30 January 2015 and came into operation on 23 February.
			DHSSPS is currently at the planning stage for new regulations to provide <i>social care</i> provision to potential and confirmed victims of human trafficking.	Ongoing	DHSSPS	<b>ACTIONED</b> The existing guidance is deemed sufficient to ensure that people Trafficked into Northern Ireland will be provided with the social care necessary to their circumstances.
2	To establish a regional Practice Managed Network on Separated / Trafficked Children.	<ul style="list-style-type: none"> <li>Strengthened and enhanced body of knowledge and expertise of key practitioners across lead agencies;</li> <li>Sharing of practice learning needs and development of training programme;</li> </ul>	Establishment of a Practice Managed Network on Separated / Trafficked Children.	Ongoing	HSCB	<b>ACTIONED AND ONGOING</b> The practice managed network is now operational.



		<ul style="list-style-type: none"> <li>Awareness and consolidation of interface issues and related policies regarding child protection, adult safeguarding, immigration, child sexual exploitation and missing children.</li> </ul>				
3	To provide appropriate and accessible information to victims of human trafficking on victim rights and available support.	<ul style="list-style-type: none"> <li>Victims aware of the support available;</li> <li>Address victims concerns and reduce vulnerability;</li> <li>Identify gaps</li> </ul>	Ensure multi-lingual leaflets for victims are widely accessible.	Ongoing	DOJ / Engagement Group	<b>ACTIONED AND ONGOING</b> Continued distribution of DOJ's rights-based victims' information leaflet. This has been made available in English and distributed to a range of relevant organisations, including PCSPs, homeless organisations, PSNI, and healthcare providers.
			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	<b>ACTIONED AND ONGOING</b> Migrant Help and Women's Aid are contracted to signpost potential victims of human trafficking to further support.

4	To ensure that victims of human trafficking have appropriate access to compensation.	<ul style="list-style-type: none"> <li>• Victims of human trafficking appropriately compensated;</li> <li>• Reduce vulnerability.</li> </ul>	Legislate to place a requirement on DOJ to produce statutory guidance on arrangements for victims of human trafficking to apply for compensation.	Final Stage completed in December 2014	DOJ	<p><b>DELIVERED</b></p> <p>Section 20 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 requires the DOJ to issue guidance as to the arrangements for a victim of human trafficking to apply for compensation under the Criminal Injuries (Compensation) (Northern Ireland) Order 2002.</p> <p>A leaflet has been produced for victims of human trafficking on applying for compensation. Related draft guidance notes, which are designed to assist victims of human trafficking in completing a personal injury application form, have also been produced.</p>
			Review of the Criminal Injuries Scheme.	Public consultation completed by March 2015. Post Consultation Report and	Compensation Service (DOJ)	<p><b>PARTIALLY DELIVERED</b></p> <p>Public consultation closed on 16 March 2015 and responses are currently being</p>

				proposals for Legislative change to be completed by June 2015.		analysed. Post consultation report to be completed by December 2015.  Action will move to Human Trafficking Strategy for 2015/16.
			Compensation Service will continue to record data on compensation claims in human trafficking cases (where this is known)	Ongoing	Compensation Service (DOJ)	<b>ACTIONED AND ONGOING</b> A system is in place to record data on compensation claims in human trafficking cases.  A total of 19 cases have been identified to date.
5	To ensure a victim-centred approach to human trafficking across the Criminal Justice system.	<ul style="list-style-type: none"> <li>Enhanced awareness of victims' rights and entitlements;</li> <li>victims who have been forced to commit offences not prosecuted where that is not in the public interest;</li> <li>victims' rights and interests protected and upheld;</li> <li>Victim confidence in and willingness to engage with criminal</li> </ul>	Engagement with legal professionals to raise awareness of victims: <ul style="list-style-type: none"> <li>Publish article in The Writ;</li> <li>Awareness training provided to legal professions.</li> </ul>	<ul style="list-style-type: none"> <li>Article published in the Writ once new legislation is in place. <del>in Autumn 2014</del></li> <li>Training by March 2015</li> </ul>	DOJ  DOJ / OCTF Subgroup / Engagement Group	<b>ACTIONED AND ONGOING</b> DOJ held a briefing session on human trafficking for members of the Bar Council on 12 March 2015.  The Law Society is considering DOJ's offer of a briefing session. If the Law Society decides to avail of this offer, we will then look at including an article in the Writ.

		<p>justice system;</p> <ul style="list-style-type: none"> <li>• Effective prosecution of perpetrators.</li> </ul>	<p>Include a specific section on human trafficking victims including victims who are children in the DOJ Guidance on Working with Intimidated Witnesses.</p>	<p>June 2014</p>	<p>DOJ</p>	<p><b>DELIVERED</b> Working with intimidated witnesses manual was shared with relevant criminal justice system practitioners in October 2014. This included text on human trafficking.</p>
			<p>Awareness training on human trafficking indicators delivered to prison officers working in Reception / Committal.</p>	<p>May 2014</p>	<p>DOJ / Engagement Group / NIPS</p>	<p><b>DELIVERED</b> Four awareness sessions on human trafficking were held in May for prison operational staff. A total of 49 individuals attended.  An article on human trafficking and spotting the signs/reporting suspicions of human trafficking was included in the NIPS staff magazine in March 2015.</p>
			<p>PPSNI guidance for prosecutors on the consideration of cases where a victim may have committed a criminal offence as the direct result of their having</p>	<p>May 2014</p>	<p>PPSNI</p>	<p><b>DELIVERED</b> Guidance to all Legal staff issued in May 2014 on prosecuting cases involving trafficking and in October 2014 the Director of Public</p>

			been trafficked to include law and procedure and reinforce prosecutors' obligations.			Prosecutions attended a conference in Scotland where he issued a joint communique with his other UK counterparts on a commitment to collaborative efforts to tackle Human Trafficking.
			Primary legislation to avoid secondary victimisation during police interviews of victims.	Final Stage completed in December 2014	DOJ / Lord Morrow	<b>DELIVERED</b> Section 23 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 placed a duty on the Chief Constable to ensure that, during an investigation of a human trafficking or slavery-like offence, the complainant receives specific treatment aimed at preventing secondary victimisation.  This provision came into effect on Royal Assent.
			Primary legislation on victims' entitlements to special measures in court.	Final Stage completed in December 2014	DOJ / Lord Morrow	<b>DELIVERED</b> Section 24 of the Human Trafficking and Exploitation (etc) Act (Northern Ireland) 2015 amended the Criminal

					<p>Evidence (Northern Ireland) Order 1999 to ensure that victims of human trafficking and slavery offences are automatically eligible for special measures when giving evidence in court.</p> <p>This provision came into effect on Royal Assent.</p>	
			Continued awareness raising for PSNI officers through Operation Eagle and training for new recruits.	Ongoing	PSNI	<p><b>ACTIONED AND ONGOING</b></p> <p>PSNI recruits/new to role Detectives and those on missing persons courses receive an input on this area.</p> <p>Presentations on human trafficking have been provided to all four sections of the Harbour Police.</p>
			Roll out of Victim and Witness Care Units to cover all of Northern Ireland.	April 2014	PPSNI / PSNI	<p><b>DELIVERED</b></p> <p>VWCU is now fully rolled out across Northern Ireland.</p>

			Human Trafficking awareness training to be provided to all Victim and Witness Care Unit Staff.	October 2014 Revised delivery date April 2015.	PPSNI / PSNI	<b>ACTIONED AND DELIVERED</b> Training for VWCU Staff has taken place. The training was facilitated by Women's Aid and Migrant Help.
			Complete consultation on revisions to industrial tribunal and Fair Employment Tribunal rules and procedures.	December 2014	DEL	<b>PARTIALLY DELIVERED</b> The consultation is currently at the drafting stage and the action point has been specifically referenced. There is a section devoted to vulnerable people and the Department's commitment to reviewing this matter in the context of this action plan, is highlighted. Consultation will launch in May 2015.  Action will move to Human Trafficking Strategy for 2015/16.
6	To provide specialist support to victims of trafficking who are under 25 years old.	<ul style="list-style-type: none"> <li>Victims under 25 years old are able to access specialist legal advice and representation.</li> </ul>	Continuation of Law Centre (NI)'s Anti-Trafficking and Young People project.	Ongoing	Law Centre NI	<b>ACTIONED AND ONGOING</b> The Law Centre's Anti-trafficking and young people project is

						ongoing.
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**STRATEGIC AIM 3: Preventing human trafficking and exploitation**

No.	OBJECTIVE	PROJECTED OUTCOMES	ACTIONS	TARGET DATE	OWNER	Update – December 2014
1	To evaluate and baseline public awareness of human trafficking issues.	<ul style="list-style-type: none"> <li>• Informed assessment of public awareness;</li> <li>• Effect evaluation of the impact of awareness raising activities and campaigns;</li> <li>• Informed target setting for raising awareness.</li> </ul>	Include human trafficking question in the omnibus crime survey.	Omnibus crime survey to be run January 2015	DOJ	<p><b>NOT DELIVERED</b> Due to budget constraints, DOJ carried out a reprioritisation exercise and has determined that this is not a key priority at this point.</p> <p>However, a survey was conducted as part of the evaluation of the United Kingdom-wide media campaign on modern slavery campaign. This survey determined awareness of modern slavery before and after the campaign and has provided a useful</p>



						baseline of public awareness.
2	To raise public awareness of human trafficking and modern slavery.	<ul style="list-style-type: none"> <li>• Dissemination of accurate information;</li> <li>• Greater awareness of: <ul style="list-style-type: none"> <li>○ the existence of human trafficking and modern slavery in Northern Ireland</li> <li>○ causes and impact</li> <li>○ indicators</li> <li>○ forms and types</li> <li>○ how to respond and report</li> </ul> </li> <li>• greater public capacity to report suspicions and incidences</li> <li>• reduction in demand</li> <li>• co-ordinated response by Government and NGOs</li> <li>• reduction in duplication</li> <li>• better use of limited resources.</li> </ul>	<p>Further develop links with PCSP network, including:</p> <ul style="list-style-type: none"> <li>• deliver training to PCSP members;</li> <li>• representation on Engagement Group and its subgroups;</li> <li>• partnering on media campaign for EU Anti-Trafficking Day.</li> </ul>	<p>Awareness training to be delivered by Autumn 2014. Once new legislation is in place.</p> <p>EU Anti-Trafficking Day October 2014.</p>	DOJ / Engagement Group / PCSPs	<p><b>ACTIONED AND ONGOING</b></p> <p>PCSP network is represented on the Engagement Group and Belfast PCSP is represented on the awareness subgroup of the Engagement Group.</p> <p>Training video produced by Belfast PCSP and No More Traffik has been shared with all PCSPs.</p> <p>Belfast PCSP organised an event to mark the visit of the EU Anti-Trafficking Coordinator, Myria Vassiliadou, to Northern Ireland. Chairs and Vice Chairs of all PCSPs were invited to attend. DOJ will host a training event for PCSP Members, once the new councils are in place and have been embedded.</p>
			Identify opportunities to	Launch by May	PSNI / No	<b>DELIVERED</b>

			<p>deploy UN GIFT Box on human trafficking across Northern Ireland at community events, music festivals and high-profile cultural occasions.</p>	2014	More Traffik / DOJ / Engagement Group /	<p>The Gift Box has been displayed at Belfast City Hall, Titanic Belfast and Parliament Buildings. It has also been displayed in Portadown, Banbridge, Coleraine, Londonderry and Limavady with plans for Lisburn, Bangor, Ballymena and Antrim underway.</p> <p>Belfast PCSP has produced mini replicas of the Gift Box to use as an awareness raising tool.</p>
			<p>Delivery of GIFT Box training to volunteers from No More Traffik and other NGOs to ensure that volunteers are informed about global and local trafficking and are able both to refer people to appropriate points of contact as well as advise about ways in which people and communities can work towards a traffic-free society.</p>	Ongoing	No More Traffik	<p><b>DELIVERED</b> Volunteers have undergone intensive training before staffing the box.</p>

			Cross-border forum on forced labour.	Autumn 2014  Revised completion date: January 2015.	DOJ / DOJE	<b>DELIVERED</b> Cross border conference on forced labour took place on 21 January 2015. Designate Independent Anti-Slavery Commissioner, Kevin Hyland, attended the conference and addressed delegates.
3	To engage directly with key groups and sectors likely to come into contact with victims.	<ul style="list-style-type: none"> <li>• Greater awareness of: <ul style="list-style-type: none"> <li>○ the existence of human trafficking and modern slavery in Northern Ireland</li> <li>○ causes and impact</li> <li>○ indicators</li> <li>○ forms and types</li> <li>○ how to respond and report</li> </ul> </li> <li>• increased capacity to report suspicions;</li> <li>• increased capacity to identify and recover victims;</li> <li>• reduction in demand for services of trafficked and exploited people.</li> </ul>	Delivery of awareness training according to programme of targeted awareness: <ul style="list-style-type: none"> <li>• GP surgeries</li> <li>• Ante-natal clinics</li> <li>• Faith Groups</li> <li>• Community groups</li> <li>• Citizens Advice Bureaux</li> <li>• Benefits office staff</li> </ul>	Ongoing	DOJ / HSCB / HSCT Engagement Group members	<b>ACTIONED AND ONGOING</b> No More Traffik provided training to midwives and PSNI provided an awareness raising presentation at the annual conference of Irish National Midwifery and Royal college of Midwives and also provided a presentation to midwives in South Belfast.  DOJ provided a presentation on human trafficking at a Safeguarding Adults at Risk Conference on 28

						<p>November 2014 for health care professionals and DOJ and PSNI provided presentations at a World Social Work Day event 'Human Trafficking: A Global Problem, a Local Perspective' on 18 March 2015.</p> <p>No More Traffik has provided training to ambulance teams, community groups, faith groups (including special training for ministers), youth groups, PSNI new recruits, Belfast City Centre Management, social workers, Volunteer Now Trainers, ministers from the Methodist Church and Border Force agents and airport staff. Migrant Help held a further training session for Border Force Staff on identifying and protecting potential</p>
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						<p>victims of human trafficking (3 March 2015).</p> <p>DOJ attended two training session for Registrars to speak about the signs of human trafficking for forced marriage and a short a circular/leaflet was circulated to all Registrars through GRO.</p> <p>Migrant Help has delivered awareness training on trafficking to several community and charitable groups. Migrant Help also hosted an information stand at the Southern Region Safeguarding Conference in Downpatrick on 27 February 2015.</p> <p>A training video produced by Belfast PCSP and No More Traffik has been shared with all council areas through the PCSP</p>
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						<p>network and the Probation Board for Northern Ireland (PBNI) is delivering the video as training to all their staff. It is being distributed regionally across all Health and Social Care Trusts.</p> <p>HSCB has circulated awareness raising materials to all primary healthcare facilities including GP surgeries and pharmacies.</p> <p>Mouse mats listing the signs of human trafficking and providing advice on how to respond to suspicions have been distributed to staff in GP surgeries, Citizens Advice Bureaux and taxi companies.</p> <p>Freedom Acts trained youth workers in Londonderry and Coleraine on 28 January 2015 and held an awareness session for</p>
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						<p>Southern Education and Library Board (SELB) Inclusion Workers on 28 February 2015.</p> <p>Freedom Acts and the Law Centre (NI) held an awareness session on identifying victims for Larne House Detention Centre staff on 10 February 2015.</p> <p>DOJ secured money from the Department's Assets Recovery Community Scheme (ARCS) to contract an organisation to deliver briefing sessions on human trafficking to specified groups. Following a tendering exercise, DOJ contracted the Law Centre to deliver sessions to the following groups:</p> <ul style="list-style-type: none"> <li>• Northern Ireland Association of Social Workers;</li> <li>• Family Planning Association;</li> </ul>
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						<ul style="list-style-type: none"> <li>• Compensation Service;</li> <li>• The Northern Ireland Council for Voluntary Action (NICVA) x 2 sessions;</li> <li>• Rural Community Network;</li> <li>• Health and Social Care Board;</li> <li>• Victim Support Northern Ireland and;</li> <li>• The Recruitment and Employment Confederation.</li> </ul>
			<p>Delivery of “Stronger Together” initiative in Northern Ireland, to equip employers with the knowledge and resource to recognise the signs of exploitation in the food and agriculture industries and tackle it.</p>	March 2015	GLA / Migrant Help	<p><b>DELIVERED</b> Stronger Together training took place on 5<sup>th</sup> February 2015 at Moy Park, Portadown.</p>



			Delivery of GLA Prevention Plan within Northern Ireland.	March 2015	GLA	<p><b>DELIVERED</b></p> <p>The GLA UK wide prevention plan is ongoing and will continue through into 2015/16. Specific examples of activity during 2014/15 are:</p> <ul style="list-style-type: none"> <li>- Carrying out 'Stronger Together' Training Courses with Labour Users and Labour Providers throughout the UK, including Northern Ireland.</li> <li>- Forging closer ties with Salvation Army. A meeting took place with Salvation Army and local GLA officers on the 11 March 2015 to discuss training of their officers who come into contact with potential victims, and how then can assist GLA with victims in a practical way.</li> </ul>
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						<ul style="list-style-type: none"> <li>- Production of 'Spotting the Signs' Leaflets for distribution</li> <li>- Local officers continue to engage with stakeholders during their day to day activities, updating them in local trends being used by potential traffickers and exploiters of workers.</li> </ul>
			<p>Engagement with and provision of awareness information to:</p> <ul style="list-style-type: none"> <li>• Employers</li> <li>• Landlords</li> <li>• Estate agents</li> <li>• Hotels</li> <li>• Private security industry etc.,</li> </ul> <p>(eg, through industry publications)</p>	Ongoing	DOJ / DEL / GLA	<p><b>ACTIONED AND ONGOING</b></p> <p>A poster raising awareness of human trafficking has been distributed to landlords. The poster was also included in the November newsletter that all registered landlords receive. The second strand of the Modern Slavery campaign was launched at the beginning of November 2014. This strand of the campaign</p>

						<p>targeted sectors in which slavery has been reported most frequently – for example: agriculture; food processing; construction/ labouring; maritime; hotels; leisure and domestic servitude.</p> <p>Belfast City Centre Management plans to make the video produced by Belfast PCSP and No More Traffik available to people working in the private sector who may come into contact with victims of human trafficking, such as hotel staff and taxi drivers.</p> <p>The DEL website contains an awareness leaflet and business and employee stakeholders have been forwarded the link. The Department has also highlighted the need for the recruitment sector to be aware of HT</p>
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						indicators in a meeting with the Recruitment and Employment Confederation.
4	To promote education on human trafficking and modern slavery.	<ul style="list-style-type: none"> <li>• Tailored resources;</li> <li>• Increased awareness of the issues;</li> <li>• Active citizenship promoted;</li> <li>• Children and young people informed of risks and aware of safe choices.</li> </ul>	<p>Work at secondary level:</p> <ul style="list-style-type: none"> <li>• education resource available in schools;</li> <li>• schools encouraged to mark EU-Anti-Trafficking Day;</li> <li>• direct engagement with schools.</li> </ul>	<p>Ongoing engagement</p> <p>EU Anti-Trafficking Day 18 October</p>	DOJ / Engagement Group	<p><b>ACTIONED AND ONGOING</b></p> <p>Engagement Group members continue to encourage post primary schools to use the pack in their lessons.</p> <p>The NGO Invisible Traffick has developed an age-appropriate education resource pack for use with primary school children. Soroptimist International has assisted Invisible Traffick in distributing the pack. DOJ secured funding through the Department's Assets Recovery Community Scheme (ARCS) to pay for the translation of this pack into Irish. Invisible Traffick launched a youth programme called</p>

						"Target" to teach 14 - 17 year olds to be aware of grooming and to be aware and recognise the signs of human trafficking, this was delivered in Secondary Schools, Youth Clubs, and a Summer Youth Conference.
			Evaluation of education resource on human trafficking.	By June 2014	DOJ / Engagement Group	<b>DELIVERED</b> Evaluation completed. From 7 August 2013 to 1 September 2014, the resource pack has received 708 resource views <sup>2</sup> and 245 summary views <sup>3</sup> .
			Engagement with third level students during Fresher's week.	September 2014	Engagement Group	<b>PARTIALLY DELIVERED</b> No More Traffik has been raising awareness in the University of Ulster Jordanstown and Queen's University Belfast since their first campaign in 2012.

<sup>2</sup> A resource view indicates where a user has actually opened the resource and viewed the content.

<sup>3</sup> A summary view indicates that the resource has been retrieved via a search or browse and the resource display screen has been opened but not actually the content.

						Stop The Traffik South Belfast is mainly comprised of students.
5.	To reduce demand for the services of trafficked and exploited persons	<ul style="list-style-type: none"> <li>• greater awareness</li> <li>• Northern Ireland less attractive as a destination for traffickers</li> </ul>	Partner in the development of the REACH awareness campaign – EU-funded project to tackle demand for the services of women and girls trafficked for sexual exploitation.	<p>Consultation with key groups to be completed by June 2014.</p> <p>Targeted campaign for women to be developed and delivered by March 2015.</p> <p>Awareness raising campaign for men and boys to be developed and delivered by March 2015.</p>	DOJ / DOJE / Women’s Aid	<p><b>ACTIONED AND ONGOING</b></p> <p>The contract for the campaign aimed at women and girls who are vulnerable to trafficking is expected to be awarded in January 2015.</p> <p>The Request for Tenders for the campaign aimed at men and boys has been advertised, and it is hoped an agency will be awarded the contract to develop the campaign early in the new year.</p> <p>Invisible Traffick launched a province wide awareness campaign which included billboard advertising and bus shelter advertising entitled, “Slavery Near Your Door.”</p>

						<p>Invisible Traffick hosted an awareness Fun Day at Bangor Sea Front, attended by over 2000 people. Invisible Traffick also hosted a fashion show, in Armagh and three Invisible Traffick relay teams ran the Belfast Marathon.</p> <p>No More Traffick launched a campaign involving human trafficking and sport, fashion, food and retail.</p> <p>The 8 No More Traffick community groups have held film screening, information events and fashion swaps.</p>
			Engagement with employers and specific 'at risk' sectors	Ongoing	DOJ / DEL / GLA	<p><b>ACTIONED AND ONGOING</b></p> <p>This is carried out on a regular basis during GLA visits and enforcement enquires/operations. A number of specific presentations have taken place with employers to highlight issues. e.g. Sixty top</p>

						<p>fruit growers in June 2014 and 50 local egg producers in September 2014.</p> <p>The DEL website contains an awareness leaflet and business and employee stakeholders have been forwarded the link. The Department has also highlighted the need for the recruitment sector to be aware of HT indicators in a meeting with the Recruitment and Employment Confederation</p>
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**Human trafficking in 2013 and 2014 – A cross-border analysis**

**176 potential or suspected victims of human trafficking were recorded across both jurisdictions during 2013 and 2014.**

In 2013, **41** potential victims of human trafficking were referred to the National Referral Mechanism (NRM) from Northern Ireland and **44** suspected victims of human trafficking were encountered by the An Garda Síochána in the Republic of Ireland.

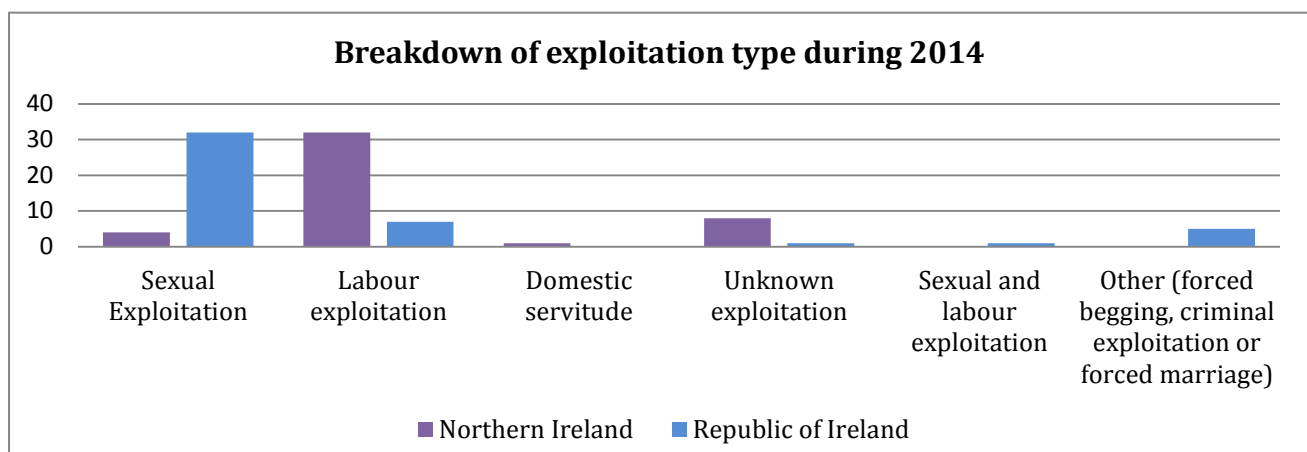
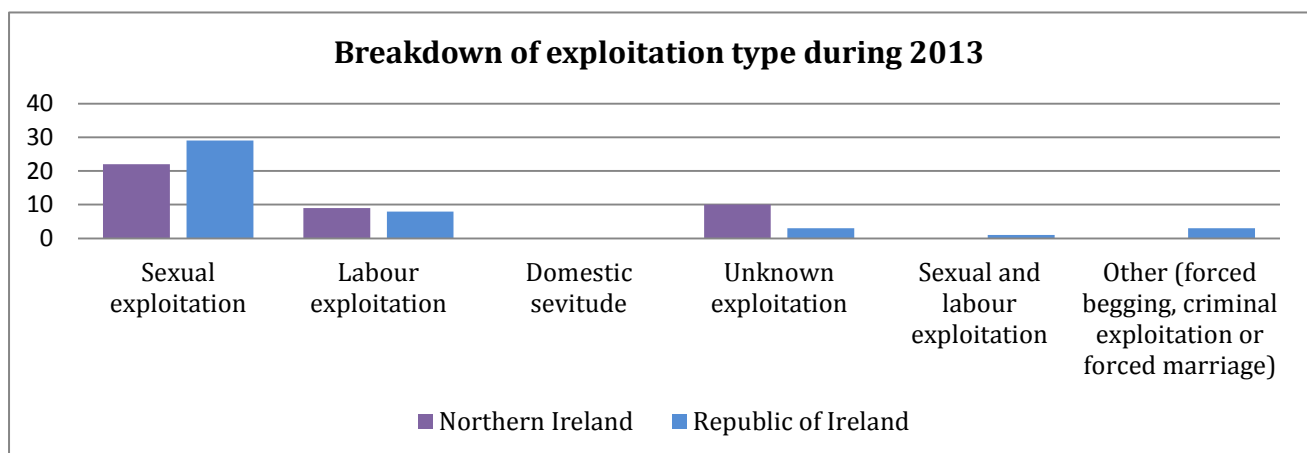
In 2014, **45** potential victims of human trafficking were referred to the NRM from Northern Ireland and **46** suspected victims of human trafficking were encountered by the An Garda Síochána in the Republic of Ireland.

*Please note that the 2014 figures quoted for the Republic of Ireland are still provisional and may be subject to change.*

The *known* figures quoted here represent only part of the picture. More may be hidden.

**Breakdown of exploitation type**

The graphs below show that, during 2013, sexual exploitation was the most prevalent exploitation type in both Northern Ireland and the Republic of Ireland. During 2014, sexual exploitation was the most prevalent exploitation type in the Republic of Ireland but labour exploitation was the most prevalent type in Northern Ireland.



### Gender of potential victims

In 2013, 68% of all potential victims recovered across both jurisdictions were female, decreasing to 52% in 2014. The increase in male victims in 2014 is linked to a large scale police operation into forced labour in Northern Ireland.

### Age of potential victims

Over both years and in both jurisdictions there were more adult potential victims recovered than minors (67% in Northern Ireland; 68% in the Republic of Ireland).

	Northern Ireland			Republic of Ireland		
	2013	2014	Total	2013	2014	Total
Adults	21	37	58	28	33	61
Minors	20	8	28	16	13	29

### Country of origin of potential victims

The top 7 most prevalent countries of origin of victims recovered across both jurisdictions during 2013 and 2014 were:

1. **Romania** – 53 of the 176 potential/suspected victims (30%) were Romanian nationals. *34 were recovered in Northern Ireland and 19 in Republic of Ireland.*
2. **Ireland** – 25 of the 176 potential/suspected victims (14%) were Irish nationals. *5 were recovered in Northern Ireland and 20 were recovered in the Republic of Ireland.*
3. **Nigeria** – 18 of the 176 potential/suspected victims (10%) were Nigerian nationals. *3 were recovered in Northern Ireland and 15 were recovered in the Republic of Ireland.*
4. **China** – 17 of the 176 potential/suspected victims (10%) were Chinese nationals. *15 were recovered in Northern Ireland and 2 were recovered in the Republic of Ireland.*
5. **United Kingdom** – 12 of the 176 potential/suspected victims (7%) were UK nationals. *All 12 were recovered in Northern Ireland.*

*It is worth emphasising that victims do not necessarily come from overseas: **one fifth** of the potential/suspected victims of human trafficking recovered in Northern Ireland and the Republic of Ireland were UK or Irish nationals.*

Other countries of origin of potential/suspected victims of human trafficking recovered in both jurisdictions during 2013/14 include:

- |               |                  |            |                  |
|---------------|------------------|------------|------------------|
| • Albania     | • South Africa   | • Egypt    | • Somalia        |
| • Vietnam     | • South Korea    | • Bulgaria | • Moldavia       |
| • Slovakia    | • Western Sahara | • Cameroon | • Czech Republic |
| • Portugal    | • Poland         | • Pakistan | • Hungary        |
| • Philippines | • Guinea Bissau  | • Zimbabwe | • Congo          |
| • Kuwait      |                  |            |                  |

## **Identification process**

### **Northern Ireland**

In Northern Ireland, victims of human trafficking are identified through the National Referral Mechanism (NRM). The NRM is the United Kingdom's framework for identifying victims of human trafficking and ensuring they receive the appropriate protection and support. First Responders, such as the police and health authorities, are responsible for referring potential victims to the NRM.

Once a referral has been made, a Competent Authority (the UK Human Trafficking Centre for all EEA cases and UK Visas and Immigration (UKVI) in non-EEA cases) assesses the case to determine if the person has been trafficked. A potential victim referred to the NRM is entitled to assistance and support until the Competent Authority makes a conclusive determination about whether or not the person is a victim of trafficking.

The Department of Justice (DOJ) currently funds Migrant Help to provide this support to adult male potential victims of human trafficking and Women's Aid to support adult female potential victims of human trafficking. The support includes: safe accommodation; one-to-one support; help with living / travel costs; help to access healthcare; sign-posting to immigration advice; sign-posting to independent legal advice and advice on compensation; help to access counselling or other therapeutic services; and interpreter / translation services. Child potential victims are supported by the Health and Social Care Trusts.

The NRM is currently under review, which is aimed at improving effectiveness and outcomes for victims.

### **Republic of Ireland**

The process for the identification of victims of human trafficking is based on the model developed by the International Organisation for Migration (IOM) as set out in the IOM Handbook on Direct Assistance for Victims of Trafficking. This involves a two-step process with an assessment of the various indicators of trafficking and a detailed interview with the person by An Garda Síochána. All relevant information from the potential victim and from their legal representative and NGO/care-worker assisting the victim is considered in the assessment.

At the moment, there are no formal means for recognising that a person who has an existing lawful permission to remain in Ireland has been identified as a suspected victim of human trafficking. However, it is important to emphasise that access to support services is available to all potential victims of human trafficking - including from the point of their initial contact with An Garda Síochána.

Services include provision of accommodation and support of Health Service Executive Human Trafficking Team which, as required, may involve assistance with: medical, sexual and psychological health; social, spiritual needs, relationship and family needs; education, training and employment; and legal and immigration matters. Free legal advice and support is also available from the Legal Aid Board, including in respect of immigration status and compensation and asylum claims.

Administrative Immigration Arrangements provide protections for persons with no legal basis to remain in the State based on the recommendation of a Garda Officer of at least the rank of Superintendent in the Garda National Immigration Bureau. i.e. 60 day recovery and reflection period and/or a 6 month renewable temporary residence permission where the person wishes to assist with an investigation or prosecution These Arrangements also contain a procedure to allow a person to make an application to change to a longer term permission to remain in the State after 3 years of Temporary Residency Permissions or when the investigation/prosecution is complete (whichever is the shorter).

Enhancing and developing processes for the identification of victims, including a method for the formal recognition of all identified suspected victims, will be considered through the existing multidisciplinary consultative framework in the context of the 2nd National Action Plan having regard to the recommendations in the reports on Ireland by GRETA and by the OSCE Special Representative and Coordinator for Combating Trafficking in Human Beings.