



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

Interim update - December 2014

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, 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.

This paper provides an interim update on progress against the action plan. A final progress report will be published at the end of the reporting year.

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 IN 2014

Legislation

Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Bill

This action plan was developed against the background of significant proposals for legislative change; as such a number of its actions are legislative in nature. Indeed, since the publication of the action plan, much of the work of the Department of Justice's Human Trafficking Team has focused on legislative reform.

The Department of Justice has been working closely with Lord Morrow and his team in a constructive and effective manner to ensure that Lord Morrow's Private Member's Bill on human trafficking - the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Bill - is a robust piece of legislation that will significantly enhance our capacity to tackle the dreadful crimes of human trafficking and modern slavery. The Bill now includes a number of provisions that the Department consulted on at the beginning of the year to strengthen Northern Ireland's response to trafficking and slavery-like offences. Many of the provisions are

broadly similar to those included in the Modern Slavery Bill for England and Wales, ensuring that there is a consistent approach to these types of crime across the United Kingdom.

The Bill now:

- consolidates human trafficking and slavery offences within a single piece of legislation and gives equal weight to each of these appalling crimes;
- enhances public protection by amending the sentencing framework for human trafficking and slavery-like offences and introducing new civil prevention orders;
- makes it easier to confiscate the assets of exploiters and to force them to pay reparation to victims;
- criminalises the purchase of sexual services;
- introduces a new offence of forced marriage;
- makes provision for a range of assistance and support to be provided to victims, potential victims and vulnerable individuals; and
- provides protections for victims in the Criminal Justice System.

Final Stage of the Bill took place on 9 December 2014 and Royal Assent is expected early in the New Year.

Modern Slavery Bill

In addition, the Minister has been engaging with the Home Secretary to extend certain measures within the Westminster Modern Slavery Bill to Northern Ireland. Since these measures cover devolved matters, the legislative consent of the Assembly is required and on 8 December, the Northern Ireland Assembly supported a Legislative Consent Memorandum (LCM) to extend these to Northern Ireland. The measures relate to enforcement powers in relation to ships; the establishment of a United Kingdom-wide Independent Anti-slavery Commissioner; and transparency in commercial supply chains. They are intended to complement the provisions in Lord Morrow's Bill to ensure that we have in place a comprehensive and effective package of legislative provisions.

Prevention

Legislation has not been the only focus of the Department over the past number of months. Prevention remains a key priority for the DOJ and its partners. We recognise that making the general public aware of human trafficking is simply not enough and that we need to move a step further by equipping individuals, frontline professionals and relevant sectors right across Northern Ireland to spot the signs of trafficking and to have the confidence to report any suspicions that they might have.

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 Belsonic and Tennent's Vital.



UN Gift Box on display at Belfast City Hall

Belfast PCSP has also produced mini replicas of the Gift Box to use as an awareness raising tool.

EU Anti-Trafficking Day

To highlight the 8th 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 and faith groups across Northern Ireland were also encouraged to get involved in 'Freedom Sunday' on 19 October 2014. 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 media campaign on modern slavery 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. An associated modern slavery website was also set up and a dedicated helpline has been launched.

The second strand of the Modern Slavery campaign was launched at the beginning of November 2014. This strand of the campaign 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 awareness and training

We are also working with partners to engage directly with staff in key groups and sectors that might come across a victim in the course of their work.

In September the Justice Minister recorded an opening message for a training video developed by Belfast PCSP and No More Traffik (an NGO represented on the Human Trafficking Engagement Group). The video provides an overview of human trafficking in Northern Ireland and what it looks like. It also includes advice on how to spot the signs of human trafficking and how to report suspicions. Each member of staff in Belfast City Council will be required to watch the video as part of their mandatory training. Belfast City Centre Management also plans to make the videos 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. The video has been shared with all council areas through the PCSP network and the Probation Board for Northern Ireland (PBNI) will deliver the video as training to all their staff. PBNI will also display the mini replicas of the UN Gift Box in their offices. The

video is also available on the DOJ intranet, OCTF website and the Northern Ireland Executive's YouTube channel.

No More Traffik has also provided training to midwives, ambulance teams and new PSNI recruits. By the end of December 2014, No More Traffik plans to have delivered training to Belfast City Centre Management, Border Force agents and airport staff, social workers, "Volunteer Now" Trainers and ministers from the Methodist Church. No More Traffik has also held awareness-raising events with community groups, faith groups and youth groups across Northern Ireland.

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

Recognising that many victims of trafficking may be held or exploited in rental accommodation, DOJ arranged for a poster to be printed to raise awareness of human trafficking amongst landlords. These posters were distributed to landlords across Northern

Ireland, through the Stop the Traffik network and was also included in the November newsletter that all registered landlords receive.

The DOJ has also been working with colleagues in the Northern Ireland Prison Service (NIPS) and the PSNI to develop a process in response to potential victims of trafficking who are identified in prison, for example where it is believed that an individual may have been committed to prison for an offence that they were forced to commit by their exploiters. A number of awareness-raising sessions on human trafficking were delivered during May 2014 to key prison operational staff.

DOJ and NIPS plan to build on this with an article on human trafficking victims in the NIPS staff magazine- this is expected to be published in February 2015. Also in February 2015 the DOJ Human Trafficking Team is scheduled to attend the weekly Senior Officer briefing in NIPS to give a presentation on the signs of human trafficking in prison and encouraging the reporting of any suspicions to the PSNI Liaison Officer (in February 2015). A leaflet

on human trafficking is in the final stages of development with a view to distribution to all operational staff in NIPS, in March 2015.

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

DOJ has worked with Lord Morrow to put support for adult potential victims under the DOJ contract on a statutory footing within the Human Trafficking and Exploitation Bill. The Bill also makes 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 was fully engaged with the review of the NRM, which the Home Secretary launched to establish whether the NRM provides an effective and efficient means of supporting and identifying potential victims of human trafficking. 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 and the Department is carefully considering the recommendations made in the report and any implications that they would have for Northern Ireland.

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.

Next steps

Over the course of the remaining 2014-15 period, DOJ and its partners will continue to progress the actions set out in this plan. A final report against progress will be published in May 2015.

STRATEGIC AIM 1: Strengthening law enforcement

No.	OBJECTIVE	PROJECTED OUTCOMES	ACTIONS	TARGET DATE	OWNER	Update – December 2014
1	To put in place effective legislative framework to deter potential traffickers	<ul style="list-style-type: none"> • Effective and robust criminal law provisions to facilitate investigations and prosecutions; • Robust sentencing framework in place for judges to work within; • Enhanced public protection. 	Work with Lord Morrow to deliver the Human Trafficking and Exploitation (Further Provisions and Support for Victims) Bill. ¹	Final Stage completed in December 2014	DOJ	<p>DELIVERED Close engagement between the Justice Minister and Lord Morrow on the content of the Bill.</p> <p>Final Stage of the Further Consideration Stage of the Human Trafficking and Exploitation (Criminal Justice and Support for Victims) Bill completed on 9 December 2014 and Royal Assent is expected in the New Year.</p>
			Creation of a single consolidated offence of human trafficking for any kind of exploitation.	Final Stage completed in December 2014	DOJ	<p>DELIVERED Clause 2 of the Human Trafficking and Exploitation Bill would</p>

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

						<p>create a new consolidated offence of human trafficking. Clause 3 defines relevant exploitation.</p> <p>This provision will come into effect on Royal Assent.</p>
			<p>Amend legislative framework to bring together slavery and human trafficking offences in a single piece of legislation.</p>	<p>Final Stage completed in December 2014</p>	<p>DOJ</p>	<p>DELIVERED</p> <p>Clause 1 of the Human Trafficking and Exploitation Bill would create a new offence of slavery, servitude and forced or compulsory labour. This would sit alongside the new consolidated human trafficking offence created by Clause 2.</p> <p>This provision will come into effect on Royal Assent.</p>
			<p>Legislate to make slavery offences triable on indictment only.</p>	<p>Final Stage completed in December 2014</p>	<p>DOJ</p>	<p>DELIVERED</p> <p>New offences of slavery, servitude and forced or compulsory labour in Northern Ireland are triable on indictment only.</p>

						This provision will come into effect on Royal Assent.
			Creation of preparatory offences to human trafficking and slavery offences.	Final Stage completed in December 2014	DOJ	<p>DELIVERED</p> <p>Clause 4 of the Human Trafficking and Exploitation Bill would make it an offence to commit an offence with the intention of committing a slavery-like or human trafficking offence under Clause 1 or 2 of the Bill.</p> <p>This provision will come 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>DELIVERED</p> <p>Clause 11 of and Schedule 3 to the Bill make 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>

						The Justice Minister announced that he does 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.
			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.	Final Stage completed in December 2014	DOJ	DELIVERED Clause 5 of the Bill amends the Criminal Justice (Northern Ireland) Order 2008 to bring offences of slavery, servitude and forced or compulsory labour and of human trafficking under Clauses 1 and 2 of the Bill under the ambit of the public protection sentencing framework. This provision will come into effect on Royal Assent.
2	To support and improve capacity for effective investigations	<ul style="list-style-type: none"> • Effective, co-ordinated inter-agency approach; • Effective use of 	Maintain existing representation on ACPO Regional Representatives Group.	Ongoing	PSNI	ONGOING PSNI continues to sit on and contribute to the ACPO Regional

		<p>resources;</p> <ul style="list-style-type: none"> • Best practice identified and promoted; • Identification of specific investigative opportunities; • Victim recovery and offender identification. 				Representatives Group.
			Maintain and develop existing working relationship with Competent Authorities.	Ongoing	PSNI	<p>ONGOING</p> <p>This is an ongoing process. PSNI continues to engage with UKHTC and UK Visas and Immigration in relation to the NRM process. UKHTC attended a recent OCTF Sub Group on Human trafficking and Immigration and provided an update on the NRM process.</p>
			Maintain and develop existing working arrangements with An Garda Síochána , Europol, Interpol and Eurojust.	Ongoing	PSNI	<p>ONGOING</p> <p>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.</p>
			Develop Memoranda of Understanding with An Garda Síochána and with the Irish National Employment Rights Authority (NERA), and supporting other PSNI	March 2015	GLA	<p>ONGOING</p> <p>Initial meetings have taken place between GLA/AGS and NERA management.</p>

			initiatives.			
3	To ensure delivery of appropriate and effective training for law enforcement agencies.	<ul style="list-style-type: none"> Increased capacity to identify cases of human trafficking and slavery; Effective and skilled response; Effective investigations and prosecutions; Improved multi-agency response. 	Ensure new PSNI recruits receive human trafficking training programme.	Ongoing	PSNI	ONGOING Training to new recruits is ongoing. It is provided by PSNI Organised Crime Branch 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 practice cascaded to all officers.	June 2014	GLA	DELIVERED All GLA officers trained in best practice, subject to constant review based upon lessons learned.
			GLA officers to attain accreditation through University of Derby CPD in Investigation.	September 2014	GLA	DELIVERED 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	ON TRACK 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	October 2014 Revised delivery date April 2015.	PPSNI	PARTIALLY DELIVERED Training for Legal staff has been developed but not yet delivered. Revised delivery date

			and enable effective prosecutions.			April 2015.
			Identify opportunities for joint PSNI / An Garda Síochána training	March 2015	PSNI	ONGOING Three officers from PSNI attended a cross border training/conference event at the An Garda Síochána training college.
4	To improve our understanding of the scale of human trafficking and slavery/forced labour within Northern Ireland.	<ul style="list-style-type: none"> • More accurate evidence-base; • Improved evidence-based policy-making; • Improved operational response; • Support effective investigations and prosecutions. 	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	DELIVERED Clause 13 of the Human Trafficking and Exploitation Bill places a statutory duty on specified public authorities in Northern Ireland to notify a specified body (currently the NCA) where there is reason to believe that a person may be a victim of a human trafficking or slavery-like offence. This provision will be commenced by Order.
			Development of Memorandum of Understanding for the exchange of operational learning in order to	March 2015	PSNI GLA DEL EIA	ONGOING This action will be discussed at the OCTF Immigration and Human Trafficking Subgroup

			identify cases of trafficking / forced labour, ensuring all cases are recorded in order to identify trends.			meeting which is scheduled to take place on 12 December 2014.
			Maintain and develop PSNI involvement in Operation Eagle to raise awareness, manage information and improve operational response.	Ongoing	PSNI	ONGOING 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	PARTIALLY COMPLETED Research conducted and engagement with UKHTC on publication has been completed. Draft report has been produced and final report to be published in January 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	ONGOING DOJ is scheduled to meet with DOJE in the New Year, to discuss this action.
			Contribute to Review of NRM, informed by input from Engagement Group	NRM Review Team scheduled to visit Northern Ireland	DOJ	DELIVERED The Department was fully engaged with the

			and OCTF subgroup.	on 10 and 11 June 2014 and will meet with the Justice Minister and members of the Engagement Group and OCTF subgroup. Review Team to report in Autumn 2014.		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. 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. The final report of the NRM Review was published on 11 November 2014.
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"> • Strategic alignment with other UK jurisdictions; • Strong pan-European links; • Effective cross-border co-operation; 	Facilitate engagement and information sharing through regular meetings of the OCTF's Immigration and Human Trafficking subgroup.	Meetings on a quarterly basis	OCTF subgroup	ONGOING The OCTF Immigration and Human Trafficking subgroup has met twice since the beginning of the 2014-15 period (it is due to meet again on 12 December 2014).

		<ul style="list-style-type: none"> • Effective information sharing; • Effective multi-agency response; • Co-ordination of anti-trafficking efforts between Government and civil society; • Policy and operational responses are better informed. 	<p>Facilitate regular meetings of the Human Trafficking Engagement Group and its subgroups.</p>	<p>Meetings on a quarterly basis</p>	<p>DOJ / Engagement Group</p>	<p>ONGOING The Human Trafficking Engagement Group has met 4 times since the beginning of the 2014-15 period.</p> <p>The Education and Awareness subgroups have each met once since the beginning of the 2014/15 period. The training subgroup has not met due to other work pressures, but a meeting will be arranged for January 2015.</p>
			<p>Continued attendance at Inter-Departmental Ministerial Group and supporting groups and contribution to the UK-wide strategic response.</p>	<p>Meetings as arranged</p>	<p>Minister / DOJ</p>	<p>ONGOING The Minister of Justice 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 also contributed to a statement which was published collectively by the UK-wide Ministerial Group on Modern</p>

						<p>Slavery on EU Anti-Trafficking Day which took place on 18 October 2014.</p> <p>DOJ officials dial into Home Office's modern Slavery Stakeholder Group meetings and engage regularly with Home Office officials to ensure a UK-wide strategic response.</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.	March 2015	DOJ /DOJE	<p>ONGOING</p> <p>DOJ is a delivery partner in the REACH project, which is led by the Department of Justice and Equality (DOJE).</p> <p>DOJ and DOJE plan to co- host a cross-border Forum on Forced Labour in January 2015.</p>
			Seek opportunities for collaboration on pan-European projects.	Ongoing	DOJ / OCTF partners	<p>ONGOING</p> <p>No opportunities available during the past six months. However, DOJ and its OCTF partners will continue to seek new opportunities for pan-European collaboration.</p>

			Host visit to Northern Ireland by EU Anti-Trafficking Co-Ordinator.	October 2014	DOJ / Law Centre NI	<p>DELIVERED</p> <p>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 an event hosted by the Lord Mayor, Councillor Nichola Mallon, in Belfast City Hall.</p>
6	To strengthen oversight of Northern Ireland's response to human trafficking and slavery.	<ul style="list-style-type: none"> • Greater transparency and accountability; • Identification of best practice; • Effective, joined-up 	Develop draft legislation to establish oversight and accountability arrangements for Northern Ireland.	Legislation enacted by Spring 2015.	DOJ / Home Office	<p>ONGOING</p> <p>Amendments to the Modern Slavery Bill covering Northern Ireland and relating to</p>

		response.				<p>maritime enforcement, the Anti-slavery Commissioner and transparency in supply chains were made at Commons Report Stage.</p> <p>On 8 December 2014, the Northern Ireland Assembly supported a Legislative Consent Memorandum (LCM) laid by the Justice Minister, to extend these provisions to Northern Ireland.</p>
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STRATEGIC AIM 2: Protecting and supporting victims

No	OBJECTIVE	PROJECTED OUTCOMES	ACTIONS	TARGET DATE	OWNER	Update – December 2014
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"> Victims and potential victims are provided with appropriate support; Compliance with requirements under EU Directive; Clarity for potential victims about entitlements to support. 	<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"> 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; 	Ongoing	DOJ	<p>DELIVERED</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>Law Centre NI and NICCY facilitated a roundtable discussion on proposals for support for child victims of trafficking within the Human Trafficking and Exploitation Bill.</p> <p>Migrant Help has recruited 3 new colleagues to boost resilience. Migrant Help also delivered induction training on human trafficking to new staff</p>

			<ul style="list-style-type: none"> • help to access counselling or other therapeutic services; • access to interpreter / translation services. 			which included first responder training.
			Evaluate support service contract.	Autumn 2014 Revised completion date: February 2015.	DOJ	PARTIALLY DELIVERED There has been a delay in meeting this target as, due to a continued provision clause within the contract, review of the 2011 – 2014 contract could only be commenced once all potential adult victims had exited care. The last potential adult victim exited care in August and the internal review is currently underway. We have already received input to the review from key stakeholders and are working with the contractor on their formal end of contract review. It is anticipated that the review will be

						finalised by February 2015.
			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	ONGOING Clause 18 of the Human Trafficking and Exploitation Bill places a statutory duty on the DOJ to provide assistance and support to adult potential victims of human trafficking. This provision will come into 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	ONGOING 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	Included as specific action in Northern	HSCB	DELIVERED Further awareness-

			<p>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.</p>	<p>Ireland Adult Safeguarding Partnership Action Plan for 2014 – 15.</p>		<p>raising activities have taken place across the region.</p> <p>Clarity on relationship between core services and potential victims established.</p>
			<p>The Provision of Health Services to Persons Not Ordinarily Resident 2005 Regulations cover the provision of free <i>secondary health care</i> to potential and confirmed victims of human trafficking, based on their assessed needs.</p> <p>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).</p>	<p>End June 2014 Revised completion date December 2014.</p>	DHSSPS	<p>ONGOING</p> <p>Final draft of PNOR Regulations is completed and has been forwarded to DFP for scrutiny on 10 November 2014. The Regulations are made in conjunction with DFP. The Regulations are on target to be made by the end of November 2014, coming into operation mid December 2014.</p>
			<p>DHSSPS is currently at the planning stage for new regulations to provide</p>	<p>Ongoing</p>	DHSSPS	<p>ONGOING</p>

			<i>social care</i> provision to potential and confirmed victims of human trafficking.			
2	To establish a regional Practice Managed Network on Separated / Trafficked Children.	<ul style="list-style-type: none"> • Strengthened and enhanced body of knowledge and expertise of key practitioners across lead agencies; • Sharing of practice learning needs and development of training programme; • Awareness and consolidation of interface issues and related policies regarding child protection, adult safeguarding, immigration, child sexual exploitation and missing children. 	Establishment of a Practice Managed Network on Separated / Trafficked Children.	Ongoing	HSCB	ONGOING
3	To provide appropriate and accessible information to victims of human trafficking on victim rights and available support.	<ul style="list-style-type: none"> • Victims aware of the support available; • Address victims concerns and reduce vulnerability; • Identify gaps 	Ensure multi-lingual leaflets for victims are widely accessible.	Ongoing	DOJ / Engagement Group	ONGOING 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	ONGOING 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"> • Victims of human trafficking appropriately compensated; • Reduce vulnerability. 	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	DELIVERED Clause 20 of the Bill 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. This provision will be enacted one month after Royal Assent.
			Review of the Criminal Injuries Scheme.	Public consultation completed by March 2015.	Compensation Service (DOJ)	ONGOING Public consultation document to be

				Post Consultation Report and proposals for Legislative change to be completed by June 2015.		published by March 2015 and post consultation report to be completed by June 2015.
			Compensation Service will continue to record data on compensation claims in human trafficking cases (where this is known)	Ongoing	Compensation Service (DOJ)	ONGOING A system is in place to record data on compensation claims in human trafficking cases. A total of 12 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"> Enhanced awareness of victims' rights and entitlements; victims who have been forced to commit offences not prosecuted where that is not in the public interest; victims' rights and interests protected and upheld; Victim confidence in and willingness to engage with criminal justice system; Effective prosecution of perpetrators. 	<p>Engagement with legal professionals to raise awareness of victims:</p> <ul style="list-style-type: none"> Publish article in The Writ; Awareness training provided to legal professions. 	<ul style="list-style-type: none"> Article published in the Writ once new legislation is in place. in Autumn 2014 2014 Training by March 2015 	DOJ DOJ / OCTF Subgroup / Engagement Group	<p>ONGOING</p> <p>DOJ has written to offer training to members of the Law Society and the Bar Council and we plan to hold a training event in March 2014.</p> <p>The publication of the article in the Writ has been deferred until the new legislation is in place.</p>
			Include a specific section on human trafficking victims including victims who are children in the DOJ Guidance on Working with Intimidated	June 2014	DOJ	DELIVERED Working with intimidated witnesses manual was shared with relevant criminal justice system practitioners in

			Witnesses.			October 2014. This included text on human trafficking.
			Awareness training on human trafficking indicators delivered to prison officers working in Reception / Committal.	May 2014	DOJ / Engagement Group / NIPS	<p>DELIVERED</p> <p>Four awareness sessions on human trafficking were held in May for prison operational staff. A total of 49 individuals attended.</p> <p>An article on human trafficking and spotting the signs/reporting suspicions of human trafficking will be included in the NIPS staff magazine (in February 2015);</p> <p>Staff from DOJ Human Trafficking Team will attend a meeting of the weekly Senior Officer (SO) briefing in NIPS to speak about spotting the signs and reporting suspicions (in February 2015);</p> <p>A leaflet will also be distributing a leaflet to</p>

						all operational staff (in March 2015).
			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 been trafficked to include law and procedure and reinforce prosecutors' obligations.	May 2014	PPSNI	DELIVERED Guidance to all Legal staff issued in May 2014 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.
			Primary legislation to avoid secondary victimisation during police interviews of victims.	Final Stage completed in December 2014	DOJ / Lord Morrow	DELIVERED Clause 23 of the Bill places 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 will come

						into effect on Royal Assent.
			Primary legislation on victims' entitlements to special measures in court.	Final Stage completed in December 2014	DOJ / Lord Morrow	DELIVERED Clause 24 of the Bill amends the Criminal Evidence (Northern Ireland) Order 1999 to ensure that victims human trafficking and slavery offences are automatically eligible for special measures when giving evidence in court. This provision will come into effect on Royal Assent.
			Continued awareness raising for PSNI officers through Operation Eagle and training for new recruits.	Ongoing	PSNI	ONGOING PSNI recruits/new to role Detectives and those on missing persons courses receive an input on this area. Presentations on human trafficking have been provided to all four sections of the Harbour Police.
			Roll out of Victim and Witness Care Units to cover all of Northern Ireland.	April 2014	PPSNI / PSNI	DELIVERED VWCU is now fully rolled out across Northern Ireland.

			Human Trafficking awareness training to be provided to all Victim and Witness Care Unit Staff.	October 2014 Revised delivery date April 2015.	PPSNI / PSNI	PARTIALLY DELIVERED Training for VWCU and Legal staff has been developed but not yet delivered. Revised delivery date April 2015.
			Complete consultation on revisions to industrial tribunal and Fair Employment Tribunal rules and procedures.	December 2014	DEL	ONGOING 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
6	To provide specialist support to victims of trafficking who are under 25 years old.	<ul style="list-style-type: none"> Victims under 25 years old are able to access specialist legal advice and representation. 	Continuation of Law Centre (NI)'s Anti-Trafficking and Young People project.	Ongoing	Law Centre NI	ONGOING The Law Centre's Anti-trafficking and young people project is ongoing.

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"> • Informed assessment of public awareness; • Effect evaluation of the impact of awareness raising activities and campaigns; • Informed target setting for raising awareness. 	Include human trafficking question in the omnibus crime survey.	Omnibus crime survey to be run January 2015	DOJ	<p>NOT DELIVERED 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 provides a useful baseline of public awareness.</p>
2	To raise public awareness of human trafficking and modern slavery.	<ul style="list-style-type: none"> • Dissemination of accurate information; • Greater awareness of: 	Further develop links with PCSP network, including: <ul style="list-style-type: none"> • deliver training 	Awareness training to be delivered by Autumn 2014. Once new	DOJ / Engagement Group / PCSPs	<p>PARTIALLY ACTIONED PCSP network is represented on the Engagement Group and</p>

		<ul style="list-style-type: none"> ○ the existence of human trafficking and modern slavery in Northern Ireland ○ causes and impact ○ indicators ○ forms and types ○ how to respond and report ● greater public capacity to report suspicions and incidences ● reduction in demand ● co-ordinated response by Government and NGOs ● reduction in duplication ● better use of limited resources. 	<p>to PCSP members;</p> <ul style="list-style-type: none"> ● representation on Engagement Group and its subgroups; ● partnering on media campaign for EU Anti-Trafficking Day. 	<p>legislation is in place.</p> <p>EU Anti-Trafficking Day October 2014.</p>		<p>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.</p> <p>DOJ will host a training event for PCSP Members once the new legislation is in place.</p>
			<p>Identify opportunities to deploy UN GIFT Box on human trafficking across Northern Ireland at community events, music festivals and high-profile cultural occasions.</p>	<p>Launch by May 2014</p>	<p>PSNI / No More Traffik / DOJ / Engagement Group /</p>	<p>DELIVERED</p> <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</p>

						<p>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>DELIVERED</p> <p>Volunteers have undergone intensive training before staffing the box.</p>
			<p>Cross-border forum on forced labour.</p>	<p>Autumn 2014</p> <p>Revised completion date: January 2015.</p>	DOJ / DOJE	<p>PARTIALLY DELIVERED</p> <p>This event was deferred because of the recent focus on legislative reform.</p>

						It has now been scheduled to take place in January 2015.
3	To engage directly with key groups and sectors likely to come into contact with victims.	<ul style="list-style-type: none"> • Greater awareness of: <ul style="list-style-type: none"> ○ the existence of human trafficking and modern slavery in Northern Ireland ○ causes and impact ○ indicators ○ forms and types ○ how to respond and report • increased capacity to report suspicions; • increased capacity to identify and recover victims; • reduction in demand for services of trafficked and exploited people. 	<p>Delivery of awareness training according to programme of targeted awareness:</p> <ul style="list-style-type: none"> • GP surgeries • Ante-natal clinics • Faith Groups • Community groups • Citizens Advice Bureaux • Benefits office staff 	Ongoing	DOJ / HSCB / HSCT Engagement Group members	<p>ONGOING</p> <p>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.</p> <p>DOJ provided a presentation on human trafficking at a Safeguarding Adults at Risk Conference on 28 November 2014 for health care professionals.</p> <p>No More Traffik has provided training to ambulance teams, community groups, faith groups (including special training for</p>

						<p>ministers), youth groups and PSNI new recruits. By the end of December 2014, No More Traffik plans to have delivered training to Belfast City Centre Management, Border Force agents and airport staff, social workers, Volunteer Now Trainers and ministers from the Methodist Church.</p> <p>In the New Year, DOJ will attend a training session for Registrars to speak about the signs of human trafficking for forced marriage and a short a circular/leaflet will be handed out.</p> <p>Migrant Help has delivered awareness training on trafficking to several community and charitable groups.</p> <p>A training video produced by Belfast PCSP and No More Traffik has been shared</p>
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						<p>with all council areas through the PCSP network and the Probation Board for Northern Ireland (PBNI) plans to deliver the video as training to all their staff.</p> <p>The video is available on the OCTF website and Northern Ireland Executive YouTube channel. NI Executive also tweeted about the video to promote it. The video has also been placed on the DOJ intranet and we are seeking to get it placed on the NI Direct website.</p> <p>HSCB has circulated awareness raising materials to all primary healthcare facilities including GP surgeries and pharmacies.</p>
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			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.	March 2015	GLA / Migrant Help	ONGOING Stronger Together training in Northern Ireland is arranged for 5 th February 2015 at Moy Park, Portadown.
			Delivery of GLA Prevention Plan within Northern Ireland.	March 2015	GLA	ONGOING The GLA has responsibility to operate alongside all jurisdictions across the UK. The GLA Prevention Plan incorporates activity across the UK to include partnership working, stakeholder engagement and promoting best practice. This activity is integral to the work undertaken in Northern Ireland. Ongoing at present.

			<p>Engagement with and provision of awareness information to:</p> <ul style="list-style-type: none"> • Employers • Landlords • Estate agents • Hotels • Private security industry etc., <p>(eg, through industry publications)</p>	Ongoing	DOJ / DEL / GLA	<p>ONGOING</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 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</p>
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						<p>private sector who may come into contact with victims of human trafficking, such as hotel staff and taxi drivers.</p> <p>DEL is planning an awareness programme with business and employee stakeholders which will be taken forward in the New Year.</p>
4	To promote education on human trafficking and modern slavery.	<ul style="list-style-type: none"> • Tailored resources; • Increased awareness of the issues; • Active citizenship promoted; • Children and young people informed of risks and aware of safe choices. 	<p>Work at secondary level:</p> <ul style="list-style-type: none"> • education resource available in schools; • schools encouraged to mark EU-Anti-Trafficking Day; • direct engagement with schools. 	<p>Ongoing engagement</p> <p>EU Anti-Trafficking Day 18 October</p>	DOJ / Engagement Group	<p>ONGOING</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.</p> <p>Invisible Traffick launched a youth programme called "Target" to teach 14 - 17 year olds to be aware of grooming</p>

						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	DELIVERED Evaluation completed. From 7 August 2013 to 1 September 2014, the resource pack has received 708 resource views ² and 245 summary views ³ .
			Engagement with third level students during Fresher's week.	September 2014	Engagement Group	PARTIALLY DELIVERED No More Traffik has been raising awareness in the University of Ulster Jordanstown and Queen's University Belfast since their first campaign in 2012. Stop The Traffik South Belfast is mainly

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

³ 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.

						comprised of students.
5.	To reduce demand for the services of trafficked and exploited persons	<ul style="list-style-type: none"> • greater awareness • Northern Ireland less attractive as a destination for traffickers 	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>ONGOING</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,</p>

						<p>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 Traffik launched a campaign involving human trafficking and sport, fashion, food and retail.</p> <p>The 8 No More Traffik 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>ONGOING</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 fruit growers in June 2014 and 50 local egg producers in September</p>

						2014. DEL is planning an awareness programme with business and employee stakeholders which will be taken forward in the New Year.
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