



If a student or staff member at university discloses exploitation or human trafficking, it's important to respond appropriately and provide support.

Steps to follow:

- **Ensure Safety:** Ensure the safety and well-being of the individual. If they are in immediate danger, contact emergency services (such as the police on 999) if necessary.
- **Listen and Believe:** Provide a safe and non-judgmental space for the person to share their experience. Listen actively, show empathy, and believe their story. Respect their privacy and autonomy throughout the process.
- **Reassure Confidentiality:** Inform the person that their safety is a priority and that you will do your best to respect their confidentiality. However, it's important to let them know that there are legal and ethical limits to confidentiality, especially if there's a risk to their safety or the safety of others.
- **Refer to Support Services:** Offer information about available support services, both within the university and externally. This might include counseling services, legal aid, healthcare, and organisations specialising in supporting victim-survivors of exploitation or human trafficking.
- **Report:** Depending on your role and institutional policies, you may need to report the disclosure to the appropriate authorities. This could include designated safeguarding officers, welfare teams, or the police.
- **Document:** Keep accurate and detailed records of the disclosure and any actions taken. This documentation may be important for future reference or if legal actions are pursued.
- **Respect Choices:** Respect the choices of the victim-survivor. Some individuals may not want to involve authorities or may have specific concerns related to their immigration status. It's crucial to support them in the decisions they make.
- **Offer Continued Support:** Follow up with the victim-survivor to ensure they are receiving the necessary support and assistance. Let them know that you are available to help them navigate the process and access resources.

Each situation is unique, and it's important to handle disclosures with sensitivity and respect. Consult your university's policies and guidelines for specific procedures to follow in such cases, or check in with the designated safeguarding leads at your university.