


Competencies, Training and Development Framework for Tackling Exploitation and Abuse

A good practice guidance framework for individuals, organisations and senior leaders to support their response to tackling exploitation and abuse.



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Written by West Midlands Violence Reduction Partnership, Office of the Police and Crime Commissioner and third sector partners across the West Midlands

Special thanks to members of the West Midlands Strategic Exploitation and Abuse Board for their ongoing support and contributions.

Foreword

The West Midlands Strategic Exploitation and Abuse boards

The West Midlands Victims Commissioner, Nicky Brennan and the West Midlands Violence Reduction Partnership Director, Clare Gollop are excited to introduce the first joint training and development framework for tackling Exploitation and Abuse for the West Midlands region.

The West Midlands is committed to adopting a partnership approach to ending exploitation and abuse. These are abhorrent crimes and as such; there is no place for them in society.

It is important to work together to reduce the social conditions which increase vulnerability to exploitation, but also to tackle harmful behaviour at the earliest possible opportunity.

It is essential that there is an effective and compassionate system of support to ensure that the needs of victims and survivors are met in order to aid long-term recovery and to prevent the risk of further harm and exploitation.

This framework has been created in partnership in order to improve the region's response to exploitation and abuse. This framework is widely accessible and aims to break down the barriers to preventing, identifying and responding to exploitation and abuse.

We are dedicated to protecting, listening and responding to communities in order to safeguard and support anyone affected. We will work together to tackle all forms of harm and vulnerability, including Modern Slavery, Human Trafficking, Sexual Assault and Abuse, Domestic Abuse and Exploitation.

Our aim is to ensure the region utilises trauma informed practices to respond to the lifelong impact that exploitation and abuse can cause. We pledge to positively impact the system wide change needed to address the inequalities and harm caused by exploitation and abuse by continuing to work collaboratively together.



Nicky Brennan
West Midlands Victims Commissioner



Clare Gollop
The West Midlands Violence Reduction Partnership Director

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Introduction

In 2019 a West Midlands definition for exploitation was co-produced and agreed:

'An individual or group takes advantage of an imbalance of power to coerce, control, manipulate or deceive a child, young person (under the age of 18), or adult and exploits them a) through violence or the threat of violence, and/or b) for the financial or other advantage of the perpetrator or facilitator and/or c) in exchange for something the victim needs or wants. The victim may have been exploited even if the activity appears consensual. Exploitation does not always involve physical contact, it can also occur through the use of technology.'*

*There is a recognition that using the word "exchange" is problematic due to its a lack of representation of grooming and this definition is under review.

The West Midlands Violence Reduction Partnership, together with the West Midlands Police and Crime Commissioner's Office, facilitate the regional strategic co-ordination and multi-agency response to exploitation and abuse. This work is facilitated through four boards:

- Criminal Exploitation and Missing Board
- Modern Slavery and Human Trafficking Board
- Domestic Abuse Board
- Sexual Assault and Abuse Board

These Boards provide a quarterly and end of year update report to the West Midlands Violence Reduction Partnership Strategic Board, Directors of Children and Adult Services Networks, Local Community Safety Partnerships and other related forums.

Responding to and tackling exploitation and abuse requires workforces to be confident and competent in recognising the many different typologies of exploitation and abuse. It's important to understand the similarities between the different typologies for both children and adults and recognise that victims may, at any one time, may be subject to multiple forms of harm.

Our approach to exploitation and abuse in the West Midlands is to recognise that exploitation is linked to wider forms of vulnerability and abuse and that in responding to and recognising these harms, professionals must be able to identify signs and indicators which give rise to professional curiosity and further exploration. Anybody can be at risk of or suffer harm from exploitation, no matter their family network, socio-economic background or neighbourhood. However, certain vulnerabilities can place them at greater risk. These can include growing up in poverty, poor living conditions, insecure immigration status, homelessness, learning difficulties, mental health, substance use, domestic abuse. Being out of school is an added risk factor for children and young people as is being home educated.

Organisations should have robust and extensive policies and procedures in place to promote the safeguarding of children and adults in need, as well as limit opportunities and hold to account those employees who would seek to exploit their position of trust.

Professionals and the wider workforce must be able to recognise, and by working together, disrupt multiple types of exploitation when they occur. Individuals who are at risk of suffering harm or are suffering harm from exploitation, require strengths-based, relationship-driven approaches. There are key moments when individual agencies have the opportunity to hear the victim's voice, this might include in a school environment where the individual feels safe; whilst in custody awaiting interview; during a return home interview or when being taken home after being found out of area; in a safe and well check; during casework appointments; or in a GP practice.

To create a whole system approach to tackling exploitation, we need to ensure that local communities, businesses and professionals in the community, voluntary and public sectors have a good understanding and knowledge of what it is; the signs to look out for; what to do when they see them; and how they can play their part in preventing and reducing the abuse. We need also to ensure that there is appropriate and safe support for victims, survivors, families, communities and professionals.

Purpose of the Framework

This is a good practice guidance framework for individuals, organisations and senior leaders to support their responses to tackling all age and all forms of exploitation and abuse, the framework will help demonstrate the knowledge and skills required.

This is not a prescriptive training catalogue and has been designed to align with the Skills for Care Training Frameworks:

Adults - Identification, Care and Support of Victims and Survivors of Modern Slavery and Human Trafficking.

Children- Training Framework for the Prevention, Identification, Support and Care of Child Victims and Survivors of Modern Slavery and Human Trafficking (bespaceaware.co.uk)

This framework can be integrated into organisational and partnership systems and training standards to ensure a consistent approach to knowledge and skills required by the workforce when working in the exploitation and abuse field.

The four main aims of the framework are:

- To highlight and recommend best practice to upskill the workforce when identifying and responding to exploitation and abuse.
- To establish tiered levels of training in line with competencies needed when identifying and responding to exploitation and abuse.
- For organisations to use as a guide to review their existing training arrangements for their workforce.
- For organisations to supplement their policies and procedures for Safer recruitment.

Contextual Safeguarding

Contextual safeguarding is a conceptual framework for understanding, assessing and reducing the risk of harm from outside the family home. Areas that harm could occur are: parks, open spaces, neighbourhoods, friends' houses, public transport, schools, online and night time economy etc. Parents and carers have little influence over these contexts and young people's experiences of extra-familial abuse can undermine parent-child relationships.

In response to, safeguarding partnerships need to engage with individuals and sectors who have influence over/within extra-familial contexts and recognise that assessment of, and intervention with, these spaces are a critical part of safeguarding practices. Contextual safeguarding therefore expands the objectives of child protection systems in recognition that children, young people and adults in need are vulnerable to abuse beyond their front doors.

Contextual safeguarding is applicable to a wide range of harms and risks where the prime cause of harm is outside of the family. These include but are not limited to:

- Exploitation – both sexual and criminal
- Sexual and Physical Assault – including forced and coerced internal concealment
- Online abuse
- Human trafficking
- Modern slavery
- Missing episodes
- Harm associated with gangs
- Radicalisation
- Public space harm
- Violence Against Women and Girls.

Child protection and adult safeguarding structures already routinely identify and respond to violence and abuse experienced by children, young people and adults in need within their family or home setting; however, these structures are yet to consistently engage with all social environments outside of the family home where children, young people and adults in need spend their time.

Local authorities and local safeguarding partnerships are increasingly recognising that the traditional child welfare lens and approach needs to change if they are going to effectively respond to extra familial risk, in particular where parents/carers and families are doing all that they can to keep their children safe.

Adult safeguarding systems have traditionally taken a more contextual approach; however, the introduction of the Care Act 2014 sometimes results in adults who are at risk of suffering harm and abuse from exploitation, or experiencing exploitation are not receiving the support that they might need. Those who use drugs and/or alcohol can be particularly vulnerable to home invasion, sometimes referred to as “cuckooing” (where their home is taken over by criminals for the purposes of dealing drugs or conducting other criminal activity). This can put them at risk of a number of exploitation and harm typologies, and can put their tenancy at risk which may give rise to longer term issues around housing and homelessness.

When a contextual safeguarding approach is adopted it requires practitioners to identify and respond to harm and vulnerabilities facing children, young people and adults in need, in a range of social environments and as such this requires a partnership response.

For further information the Contextual Safeguarding Network provides a range of information, advice and tools to support a local contextual safeguarding approach. See link below:

[Homepage \(csnetwork.org.uk\)](https://www.csnetwork.org.uk) Contextual Safeguarding Network

The importance of Cultural Competence

Cultural competency is the ability to understand, appreciate and interact with people from cultures or belief systems different from ones own.

Cultural competence should be embedded throughout organisations. Workforces should have the ability to understand, appreciate and interact with people from cultures or belief systems different to their own and be confident and competent in providing high quality and culturally appropriate care to all victims/survivors of exploitation and abuse. Organisations should promote continuous professional development, skills, training and knowledge with cultural competence underpinning all interventions and interactions. For example, a culturally competent service would honour religious practices of their workforce and service users by providing separate cooking facilities, prayer rooms etc. in recognition of a wide range of belief systems.

As an example of good practice Cambridgeshire and Peterborough Safeguarding Board cover Cultural Competence and dissect it into five essential elements that professionals and organisations must do in order to be culturally competent;

1. Value Diversity – Accepting and respecting differences. Diversity between cultures must be recognised, but also the diversity within them. Not assuming a common culture is shared between members of racial, linguistic and religious groups. Individuals may share nothing beyond similar physical appearance, language or spiritual beliefs.
2. Cultural self-assessment – Designed to enable exploration of individual cultural competence, considering skills, knowledge and awareness in a person's interactions with others. Through this staff are better able to see how their actions affect people from other cultures.
3. Consciousness of the dynamics of cultural interactions – Recognition that there are many factors that can affect cross-culture interactions, in particular the mistrust of the majority culture by historically oppressed groups.
4. Institutionalisation of cultural knowledge – The knowledge developed regarding culture and cultural dynamics must be integrated into every facet of an organisation.
5. Adapt to diversity – Organisations and professionals must adapt their activities, interventions and interactions to fit cultural norms using traditional values of cultures.

For more information on this please visit:

- Cultural Competence | Cambridgeshire and Peterborough Safeguarding Partnership Board
(safeguardingcambspeterborough.org.uk)

Underpinning Values

This framework is underpinned by the following values:

- Trauma informed practice that is person centred and recognises the individual, adopting a holistic approach to meeting their needs.
- Safeguarding is everyone's responsibility and it is key that all workforce/volunteers understand their responsibilities to identify and prevent/reduce risk of harm through exploitation and abuse by following the correct reporting pathways.
- Contextual Safeguarding as an approach to identifying and responding to extra-familial harm and valuing the views of parents/carers as safeguarding partners.
- First and foremost, all children and young people must be seen as victims and not as criminals, and that all available support and protection must be put into place to ensure that they are safeguarded.
- Awareness of the importance of on-going care and support needs to victims/survivors of exploitation and abuse.
- Promoting a multi-agency, whole systems approach to tackling exploitation and abuse with an in-depth understanding of the need to share information.
- Actively listening and promoting victims/survivors' voices throughout interventions and within organisations.
- Professionals taking responsibility for keeping their own learning and continuous professional development up to date.

How to use

The structure of the framework provides a comprehensive, but not exhaustive list of recommended competencies for professionals working with victims/survivors of exploitation and abuse.

The competencies are listed, together with suggested training courses, to achieve the competency set out in the tables. The framework does not include a prescriptive guide to specific training courses, as these are subject to change and specific to roles and responsibilities.

The competencies are divided into three priority categories which relate to the level of intervention and interaction the professionals would likely have with a victim/survivor of exploitation and/or abuse. These categories are defined below:

- Tier 1 (Universal)
- Tier 2 (Intermediate)
- Tier 3 (Specialist)

It is recommended that the whole workforce should complete Tier 1 training and where relevant in terms of specific roles, move on to complete additional tiered training. Workforces who are completing the competencies in Tier 3 should already be showing confidence and capability in the competencies listed in Tier 1 and 2.

The competencies are divided into categories: Exploitation and Missing, Modern Slavery and Human Trafficking, Sexual Assault and Abuse, and Domestic Abuse.

The competency listed for each category and tier indicates the minimum capability and training requirement for the professional. Due to the ever-changing landscape of vulnerabilities, this framework should be considered and informed by local knowledge, experience, intelligence and expertise.

Identification and Prioritisation

The identification and prioritisation of training and development needs in relation to exploitation within this framework is based on:

- The degree and nature of contact that practitioners / professionals have with members of the public including children, young people, families and adults in need.
- The whole workforce completing Tier 1 and Tier 2 and Tier 3 being completed additionally, as required depending on roles and responsibilities of individual/team.

Priority Tiers	Professional Role	Examples of Role
<p>Tier 1 – Universal</p> <p>The universal level of competency recommended for everyone in the workforce.</p>	<p>All workforce</p>	<p>Everyone employed at the organisation. Including stakeholders and volunteers.</p>
<p>Tier 2 - Intermediate</p> <p>The professional has some limited contact with adults in need, children and/or young people where exploitation has been identified as a concern but it is not their role to provide direct interventions.</p>	<p>These staff may have roles which bring them into contact with members of the public. They are not providing direct support to them, but they may be providing other services and will be required to refer to other appropriate support agencies.</p>	<p>First responders, Team co-ordinators, managers of residential homes, managers of services who work within exploitation, volunteers, Parent Teacher Associations, decision makers, housing officers, advice workers.</p> <p>This is not an exhaustive list.</p>
<p>Tier 3 - Specialist</p> <p>The professional has direct contact with adults in need, children and/or young people who have been identified as being at risk of suffering harm or are suffering harm from exploitation and/or abuse.</p>	<p>These staff will have roles which fit into one or more of the following descriptions: they work predominantly with the public including children, young people, families and adults in need; they have specialist safeguarding responsibilities; they may be operational managers for frontline staff; they may have senior management responsibility for services to the public. Some of these staff will work in organisations which are identified as First Responders.</p>	<p>Support workers, residential staff, youth workers, community workers, teachers, health workers, social workers, Youth Offending Team, clinicians, victim advocates, policing, statutory bodies.</p> <p>This is not an exhaustive list.</p>

Competency Framework

Tier 1—Universal			
Safeguarding is everyone's responsibility			
The universal level of competency recommended for everyone in the workforce.			
Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Understand the basics of the National Referral Mechanism <ul style="list-style-type: none"> • What the NRM is. • What a first responder is 	Understand the basics of the National Referral Mechanism <ul style="list-style-type: none"> • What the NRM is. • What a first responder is 	Understand the safeguarding requirements for disclosure and confidentiality.	Understand the safeguarding requirements for disclosure and confidentiality.
Spot indicators that a person is being groomed for the purpose of exploitation	Spot indicators that a person is being groomed for the purpose of exploitation	Spot indicators that a person is being groomed for the purpose of exploitation	Spot indicators that a person is being groomed for the purpose of exploitation
Know the contact details of the Designated Safeguarding lead within your organisation and how to report concerns	Know the contact details of the Designated Safeguarding lead within your organisation and how to report concerns	Know the contact details of the Designated Safeguarding lead within your organisation and how to report concerns	Know the contact details of the Designated Safeguarding lead within your organisation and how to report concerns
Understand the importance of a trauma informed approach	Understand the importance of a trauma informed approach	Understand the importance of a trauma informed approach	Understand the importance of a trauma informed approach
Communicate in a compassionate and clear manner not using victim-blaming language	Communicate in a compassionate and clear manner not using victim-blaming language	Communicate in a compassionate and clear manner not using victim-blaming language	Communicate in a compassionate and clear manner not using victim-blaming language
Know that victims/survivors are all different, they will all have different experiences, such as those relating to culture, trauma, protected characteristics and intersectionality	Know that victims/survivors are all different, they will all have different experiences, such as those relating to culture, trauma, protected characteristics and intersectionality	Know that victims/survivors are all different, they will all have different experiences, such as those relating to culture, trauma, protected characteristics and intersectionality	Know that victims/survivors are all different, they will all have different experiences, such as those relating to culture, trauma, protected characteristics and intersectionality
Understand and apply professional curiosity when interacting with the public	Understand and apply professional curiosity when interacting with the public	Understand and apply professional curiosity when interacting with the public	Understand and apply professional curiosity when interacting with the public
Be aware of the coercive and controlling actions used by abusers	Be aware of the coercive and controlling actions used by abusers	Be aware of the coercive and controlling actions used by abusers	Be aware of the coercive and controlling actions used by abusers
Understand that perpetrators are in positions of power and can appear to accompany people/support those who are victims/survivors	Understand that perpetrators are in positions of power and can appear to accompany people/support those who are victims/survivors	Understand that perpetrators are in positions of power and can appear to accompany people/support those who are victims/survivors	Understand that perpetrators are in positions of power and can appear to accompany people/support those who are victims/survivors
Know how to access support for yourself or others who need emotional support	Know how to access support for yourself or others who need emotional support	Know how to access support for yourself or others who need emotional support	Know how to access support for yourself or others who need emotional support
Understand your own role and the limits of own knowledge and competence, and know where to seek support	Understand your own role and the limits of own knowledge and competence, and know where to seek support	Understand your own role and the limits of own knowledge and competence, and know where to seek support	Understand your own role and the limits of own knowledge and competence, and know where to seek support
Understand the basics of GDPR	Understand the basics of GDPR	Understand the basics of GDPR	Understand the basics of GDPR

Competency Framework

Tier 2 – Intermediate

The professional has some limited contact with adults in need, children and/or young people where exploitation has been identified as a concern but it is not their role to provide direct interventions.

The intermediate level of recommended competencies for the workforce of organisations who may come into contact with victims of exploitation and abuse.

These are in addition to Tier 1 competencies

Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
To be confident and competent in all legislation and procedures in relation to exploitation and abuse	To be confident and competent in all legislation and procedures in relation to exploitation and abuse	To be confident and competent in all legislation and procedures in relation to exploitation and abuse	To be confident and competent in all legislation and procedures in relation to exploitation and abuse
Have information available on specialist exploitation support and statutory safeguarding partners to be able to refer the victim/survivor to for further risk and needs assessment and support.	Have information available on specialist exploitation support and statutory safeguarding partners to be able to refer the victim/survivor to for further risk and needs assessment and support.	Have information available on specialist exploitation support and statutory safeguarding partners to be able to refer the victim/survivor to for further risk and needs assessment and support.	Have information available on specialist exploitation support and statutory safeguarding partners to be able to refer the victim/survivor to for further risk and needs assessment and support.
Understand the need for consent to refer unless there are safeguarding concerns	Understand the need for consent to refer unless there are safeguarding concerns	Understand the need for consent to refer unless there are safeguarding concerns	Understand the need for consent to refer unless there are safeguarding concerns
<p>Understand the role and responsibility of the Single Competent Authority within the Nation Referral Mechanism including:</p> <ul style="list-style-type: none"> • Reconsiderations and challenging negative NRM decisions • Understanding the interplay between asylum and NRM decision making • Knowing where and when to seek legal advice for survivors on a range of issues • Knowing a survivor's Article 12 entitlements (in relation to securing accommodation) and how to advocate in circumstances where these are lacking. • Understanding the reasons, rights and restrictions of Discretionary Leave following a positive Conclusive Grounds decision. • Being able to assist a survivor during court proceedings and explain their rights to them. • Critically understanding the non-punishment principle, including the Section 45 defence in the Modern Slavery Act • Knowing the compensation options available to a survivor of trafficking. 	<p>Understand the role and responsibility of the Single Competent Authority within the Nation Referral Mechanism including:</p> <ul style="list-style-type: none"> • Reconsiderations and challenging negative NRM decisions • Understanding the interplay between asylum and NRM decision making • Knowing where and when to seek legal advice for survivors on a range of issues • Knowing a survivor's Article 12 entitlements (in relation to securing accommodation) and how to advocate in circumstances where these are lacking. • Understanding the reasons, rights and restrictions of Discretionary Leave following a positive Conclusive Grounds decision. • Being able to assist a survivor during court proceedings and explain their rights to them. • Critically understanding the non-punishment principle, including the Section 45 defence in the Modern Slavery Act • Knowing the compensation options available to a survivor of trafficking. 	<p>If domestic related complete a Domestic Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model and follow onward referrals as required.</p> <p>If non-domestic then pursue referrals to relevant safeguarding agencies/processes based on circumstances of case e.g. Child sexual exploitation risk assessment etc.</p>	<p>Complete a Domestic Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model and follow onward referrals as required.</p>

Competency Framework

Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Follow GDPR and ensure that the victim/survivor knows the reason for you taking, sharing or otherwise storing their information and their rights to this information.	Follow GDPR and ensure that the victim/survivor knows the reason for you taking, sharing or otherwise storing their information and their rights to this information.	Follow GDPR and ensure that the victim/survivor knows the reason for you taking, sharing or otherwise storing their information and their rights to this information.	Follow GDPR and ensure that the victim/survivor knows the reason for you taking, sharing or otherwise storing their information and their rights to this information.
Know when and where to refer victims/survivors for more 'specialist' support	Know when and where to refer victims/survivors for more 'specialist' support	Know when and where to refer victims/survivors for more 'specialist' support	Know when and where to refer victims/survivors for more 'specialist' support
Be aware of the impact of exploitation on a person's ability to trust, communicate and share information	Be aware of the impact of exploitation on a person's ability to trust, communicate and share information	Be aware of the impact of exploitation on a person's ability to trust, communicate and share information	Be aware of the impact of exploitation on a person's ability to trust, communicate and share information
Understand and identify barriers to disclosure and options to overcome them.	Understand and identify barriers to disclosure and options to overcome them.	Understand and identify barriers to disclosure and options to overcome them.	Understand and identify barriers to disclosure and options to overcome them.
Understand the importance of using regulated language and sign language interpreters and how to use interpreters appropriately.	Understand the importance of using regulated language and sign language interpreters and how to use interpreters appropriately.	Understand the importance of using regulated language and sign language interpreters and how to use interpreters appropriately.	Understand the importance of using regulated language and sign language interpreters and how to use interpreters appropriately.
Be aware of the potential impact of conscious and unconscious bias and stereotyping found amongst professionals and systems that can sometimes lead to some victims/survivors being treated more favourably than others	Be aware of the potential impact of conscious and unconscious bias and stereotyping found amongst professionals and systems that can sometimes lead to some victims/survivors being treated more favourably than others	Be aware of the potential impact of conscious and unconscious bias and stereotyping found amongst professionals and systems that can sometimes lead to some victims/survivors being treated more favourably than others	Be aware of the potential impact of conscious and unconscious bias and stereotyping found amongst professionals and systems that can sometimes lead to some victims/survivors being treated more favourably than others
Understand the importance of clear documentation and good recording being mindful that documents should be shared with victims/survivors and may form part of the evidence in a court or tribunal case.	Understand the importance of clear documentation and good recording being mindful that documents should be shared with victims/survivors and may form part of the evidence in a court or tribunal case.	Understand the importance of clear documentation and good recording being mindful that documents should be shared with victims/survivors and may form part of the evidence in a court or tribunal case.	Understand the importance of clear documentation and good recording being mindful that documents should be shared with victims/survivors and may form part of the evidence in a court or tribunal case.
Know the difference between immediate, short-term and long-term needs and how to respond	Know the difference between immediate, short-term and long-term needs and how to respond	Know the difference between immediate, short-term and long-term needs and how to respond	Know the difference between immediate, short-term and long-term needs and how to respond
To be aware of vulnerable people / groups that can both be push and pull factors to exploitation and abuse	To be aware of vulnerable people / groups that can both be push and pull factors to exploitation and abuse	To be aware of vulnerable people / groups that can both be push and pull factors to exploitation and abuse	To be aware of vulnerable people / groups that can both be push and pull factors to exploitation and abuse
To recognise and respond when there may be multiple forms of abuse interlinking	To recognise and respond when there may be multiple forms of abuse interlinking	To recognise and respond when there may be multiple forms of abuse interlinking	To recognise and respond when there may be multiple forms of abuse interlinking
Understand local housing law, benefit entitlements and employment rights for UK citizens, refugees and those with limited leave to remain	Understand local housing law, benefit entitlements and employment rights for UK citizens, refugees and those with limited leave to remain	Understand local housing law, benefit entitlements and employment rights for UK citizens, refugees and those with limited leave to remain. (Article 12 entitlements)	Understand local housing law, benefit entitlements and employment rights for UK citizens, refugees and those with limited leave to remain

Competency Framework

Tier 3 – Specialist

The professional has direct contact with adults in need, children and/or young people who have been identified as being at risk of suffering harm or are suffering harm from exploitation and/or abuse.

The professional is confident and competent in identifying when exploitation is a concern. They have the skills and knowledge to work with families, adults, children and/or young people who are at risk of or entrenched in exploitation. They are able to identify and implement appropriate support systems, services and plans using a multi- agency holistic approach which supports the victim/s and does not victim blame or dismiss concerns. The professional is confident and competent in working to minimise the threat, risk and harm of exploitation with any victims/survivors they work with. They are confident and capable in multi-agency working and referrals into the NRM if they are a first responder.

These are in addition to Tier 1 & Tier 2 competencies

Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Be able to assess support needs and design a support plan, taking in to consideration the thoughts, wishes and feelings of the individual and revisit these on every contact with the individual.	Be able to assess support needs and design a support plan, taking in to consideration the thoughts, wishes and feelings of the individual and revisit these on every contact with the individual.	Be able to assess support needs and design a support plan, taking in to consideration the thoughts, wishes and feelings of the individual and revisit these on every contact with the individual.	Be able to assess support needs and design a support plan, taking in to consideration the thoughts, wishes and feelings of the individual and revisit these on every contact with the individual.
Be able to demonstrate trauma informed practice when working with victims/survivors of all ages, at all stages of their support	Be able to demonstrate trauma informed practice when working with victims/survivors of all ages, at all stages of their support	Be able to demonstrate trauma informed practice when working with victims/survivors of all ages, at all stages of their support	Be able to demonstrate trauma informed practice when working with victims/survivors of all ages, at all stages of their support
To actively listen and understand the importance of victim/survivor voice	To actively listen and understand the importance of victim/survivor voice	To actively listen and understand the importance of victim/survivor voice	To actively listen and understand the importance of victim/survivor voice
To be confident and competent with options that victims/survivors have when receiving a negative NRM decision	To be confident and competent with options that victims/survivors have when receiving a negative NRM decision	If domestic related complete a Domestic Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model and follow onward referrals as required. If non-domestic then pursue referrals to relevant safeguarding agencies/processes based on circumstances of case e.g. Child sexual exploitation risk assessment etc.	Complete a Domestic Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model and follow onward referrals as required. Ensure DASH and MARAC trained to understand processes for completing relevant risk assessments.
Know when and how to refer to the local Prevent Team if radicalisation is suspected.	Know when and how to refer to the local Prevent Team if radicalisation is suspected.	Know when and how to refer to the local Prevent Team if radicalisation is suspected.	Know when and how to refer to the local Prevent Team if radicalisation is suspected.
Be able to understand the impact of trauma on an individual and how to respond appropriately to how this may surface both during the time of support but also throughout a victim/survivor's life course and how to advise them accordingly.	Be able to understand the impact of trauma on an individual and how to respond appropriately to how this may surface both during the time of support but also throughout a victim/survivor's life course and how to advise them accordingly.	Be able to understand the impact of trauma on an individual and how to respond appropriately to how this may surface both during the time of support but also throughout a victim/survivor's life course and how to advise them accordingly.	Be able to understand the impact of trauma on an individual and how to respond appropriately to how this may surface both during the time of support but also throughout a victim/survivor's life course and how to advise them accordingly.
To be knowledgeable and confident in local safeguarding referral processes and local safeguarding procedures	To be knowledgeable and confident in local safeguarding referral processes and local safeguarding procedures	To be knowledgeable and confident in local safeguarding referral processes and local safeguarding procedures	To be knowledgeable and confident in local safeguarding referral processes and local safeguarding procedures
Actively use reflective practice to identify gaps in knowledge and best practice and/or clinical supervision for appropriate roles.	Actively use reflective practice to identify gaps in knowledge and best practice and/or clinical supervision for appropriate roles.	Actively use reflective practice to identify gaps in knowledge and best practice and/or clinical supervision for appropriate roles.	Actively use reflective practice to identify gaps in knowledge and best practice and/or clinical supervision for appropriate roles.

Competency Framework

Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Be able to identify the signs of vicarious or secondary trauma in yourself and others and know how to respond	Be able to identify the signs of vicarious or secondary trauma in yourself and others and know how to respond	Be able to identify the signs of vicarious or secondary trauma in yourself and others and know how to respond	Be able to identify the signs of vicarious or secondary trauma in yourself and others and know how to respond
Ensure a comprehensive understanding of sexual assault and abuse across child, adult, intra and extra familial presentation including; coercive control, economic abuse, male victims, children as victim's, older people, LGBTQ+ relationships, and suicide	Understand the need for transparency within supply chains, ethical trading standards and the requirements around modern slavery statements within the Modern Slavery Act section 54	Ensure a comprehensive understanding of sexual assault and abuse across child, adult, intra and extra familial presentation including; coercive control, economic abuse, male victims, children as victim's, older people, LGBTQ+ relationships, and suicide	Ensure a comprehensive understanding of domestic abuse including; coercive control, economic abuse, male victims, children as victim's, older people, child to parent abuse, LGBTQ+ relationships, domestic abuse and suicide, DHR's, risk and assessment of risk and support offers. Also include awareness and understanding of other forms of domestic abuse including Stalking, Honour-based abuse, Forced Marriage and FGM.

Suggested training topics to meet Competencies

Reference point of training that should be completed for competency to be achieved.

We are aware across statutory organisations there will be a range of training provisions to support these learning outcomes and it will be down to each individual and organisation to determine and review training offers and to ensure that it covers the relevant knowledge, topics and experience recommended in this framework.

This is not an exhaustive list and should be regularly updated by workforces in whichever way they deem appropriate. Workforces are advised to regularly keep up to date with all training, and to be aware of emerging threat risk and harms as well as themes and ensure they are trained to a high level on all.

	Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Tier 1	<ul style="list-style-type: none"> • Safeguarding Level 1 • Contextual Safeguarding • Exploitation Awareness (Child and Adults) • Modern Slavery • Domestic Abuse • Sexual abuse and assault • Violence against women and girls • Sexual Exploitation • Criminal Exploitation • Radicalisation • Human Trafficking • Labour Exploitation • Financial Exploitation • Organ Harvesting • Trafficking • Gangs • Cultural Competence • Substance misuse • GDPR • Female Genital Mutilation • Honour Based Violence • Online Safety/ Harms 	<ul style="list-style-type: none"> • Safeguarding Level 1 • Contextual Safeguarding • Exploitation Awareness (Child and Adults) • Modern Slavery • Domestic Abuse • Sexual abuse and assault • Violence against women and girls • Sexual Exploitation • Criminal Exploitation • Radicalisation • Human Trafficking • Labour Exploitation • Financial Exploitation • Organ Harvesting • Trafficking • Gangs • Cultural Competence • Substance misuse • GDPR • Female Genital Mutilation • Honour Based Violence • Online Safety/ Harms 	<ul style="list-style-type: none"> • Safeguarding Level 1 • Contextual Safeguarding • Exploitation Awareness (Child and Adults) • Modern Slavery • Domestic Abuse • Sexual abuse and assault • Violence against women and girls • Sexual Exploitation • Criminal Exploitation • Radicalisation • Human Trafficking • Labour Exploitation • Financial Exploitation • Organ Harvesting • Trafficking • Gangs • Cultural Competence • Substance misuse • GDPR • Female Genital Mutilation • Honour Based Violence • Online Safety/ Harms 	<ul style="list-style-type: none"> • Safeguarding Level 1 • Contextual Safeguarding • Exploitation Awareness (Child and Adults) • Modern Slavery • Domestic Abuse • Sexual abuse and assault • Violence against women and girls • Sexual Exploitation • Criminal Exploitation • Radicalisation • Human Trafficking • Labour Exploitation • Financial Exploitation • Organ Harvesting • Trafficking • Gangs • Cultural Competence • Substance misuse • GDPR • FGM • Honour Based Violence • Online Safety/ Harms

	Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Tier 2	<ul style="list-style-type: none"> • Safeguarding Level 2 • Trauma informed • Adverse Childhood Experiences • Attachment theory • Substance Misuse • Wider awareness around vulnerability including mental health, homelessness, drug and alcohol, disabilities and children in care • Public Health Approach • Children's Safeguarding Board Local procedures training • Adults Safeguarding Board Local procedures training • Appropriate Language • Record Keeping 	<ul style="list-style-type: none"> • Safeguarding Level 2 • Trauma informed • Adverse Childhood Experiences • Attachment theory • Substance Misuse • Wider awareness around vulnerability including mental health, homelessness, drug and alcohol, disabilities and children in care • Public Health Approach • Children's Safeguarding Board Local procedures training • Adults Safeguarding Board Local procedures training • Appropriate Language • Record Keeping 	<ul style="list-style-type: none"> • Safeguarding Level 2 • DASH training • MARAC training • Coercive control training • Recognising harmful sexual behaviour training • Working with DA Perpetrators training • Trauma informed • Adverse Childhood Experiences • Attachment theory • Substance Misuse • Wider awareness around vulnerability including mental health, homelessness, drug and alcohol, disabilities and children in care • Public Health Approach • Children's Safeguarding Board Local procedures training • Adults Safeguarding Board Local procedures training • Appropriate Language • Record Keeping 	<ul style="list-style-type: none"> • Safeguarding Level 2 • DASH training • MARAC training • Coercive control training • Working with DA Perpetrators training • Trauma informed • Adverse Childhood Experiences • Attachment theory • Substance Misuse • Wider awareness around vulnerability including mental health, homelessness, drug and alcohol, disabilities and children in care • Public Health Approach • Children's Safeguarding Board Local procedures training • Adults Safeguarding Board Local procedures training • Appropriate Language • Record Keeping

Suggested training topics to meet Competencies

	Exploitation and Missing	Modern Slavery and Human Trafficking	Sexual Assault and Abuse	Domestic Abuse
Tier 3	<ul style="list-style-type: none"> • Safeguarding Level 3 • NRM advanced training • Counselling • Trauma informed practice • Appropriate Language • Resilience • Secondary Trauma • Emotional well-being • Reflective practice • S45 Defence • Recognising harmful sexual behaviour training • Honour-based abuse and forced marriage training • Specialism training relevant to post e.g. Supporting particular communities i.e. LGBTQ+, Elder Abuse, Children, Community based etc • Responding to emerging threats training e.g. Sexual exploitation within the dispersed Ukrainian population. • Counselling/Therapeutic interventions and how to support using pre-trial therapy • Anti-racist training - IMKAAN 	<ul style="list-style-type: none"> • Safeguarding Level 3 • NRM advanced training • Counselling • Trauma informed practice • Appropriate Language • Resilience • Secondary Trauma • Emotional well-being • Reflective practice • S45 Defence • Honour-based abuse and forced marriage training • Specialism training relevant to post e.g. Supporting particular communities i.e. LGBTQ+, Elder Abuse, Children, Community based etc • Responding to emerging threats training e.g. Sexual exploitation within the dispersed Ukrainian population. • Counselling/Therapeutic interventions and how to support using pre-trial therapy • Anti-racist training - IMKAAN 	<ul style="list-style-type: none"> • Safeguarding Level 3 • DASH training • MARAC training • Coercive control training • Recognising harmful sexual behaviour training • Working with DA Perpetrators training • Stalking awareness • Honour-based abuse and forced marriage training • Specialism training relevant to post e.g. Supporting particular communities i.e. LGBTQ+, Elder Abuse, Children, Community based etc • Responding to emerging threats training e.g. Sexual exploitation within the dispersed Ukrainian population. • Counselling/Therapeutic interventions and how to support using pre-trial therapy • Anti-racist training - IMKAAN 	<ul style="list-style-type: none"> • Safeguarding Level 3 • DASH training • MARAC training • Coercive control training • Working with DA Perpetrators training • Stalking awareness • Honour-based abuse and forced marriage training • FGM training • Sexual exploitation (contextual across child and adulthood) training • Specialism training relevant to post e.g. Supporting particular communities i.e. LGBTQ+, Elder Abuse, Children, Community based etc • Responding to emerging threats training e.g. Sexual exploitation within the dispersed Ukrainian population. • NRM advanced training • Counselling/Therapeutic interventions and how to support using pre-trial therapy • Trauma informed practice • Anti-racist training - IMKAAN • Appropriate Language • Resilience • Secondary Trauma • Emotional well-being • Reflective practice

Signposting to West Midlands existing training, services and resources

Area	Tier	Safeguarding Partnerships (Child and Adult)	Exploitation hubs
Walsall	1-3	Walsall Safeguarding Partnership	Walsall Child
Wolverhampton	1-3	Wolverhampton Safeguarding Together	Wolverhampton All Age
Sandwell	1-3	Sandwell Adults/Children's Safeguarding Partnership	Sandwell Child
Dudley	1-3	Dudley Safeguarding People Partnership https://www.dudleysafeandsound.org/help-hub	Dudley Child
Birmingham	1-3	Child – Birmingham Safeguarding Children Partnership Adult – Birmingham Safeguarding Adults Board	Birmingham Child
Solihull	1-3	Solihull Safeguarding Partnership	Solihull All Age
Coventry	1-3	Child – Coventry Safeguarding Children Partnership Adult – Coventry Adults Safeguarding Board	Coventry Child
Regional	1-3	West Midlands Region Safeguarding hub (Adult and Children's across West Midlands, Warwickshire, West Mercia and Staffordshire)	West Midlands Violence Reduction Partnership https://westmidlands-vrp.org/tackling-exploitation-abuse/resources-and-guidance/
Regional Resources			
Trauma informed Practice, West Midlands VRU			
Adverse Childhood Experiences, West Midlands VRU			
West Midlands Anti-Slavery Network training			
Anti-racist VAWG Practice - Imkaan			
MARAC/DASH training - WMP			
HBF Trauma Informed Code of Conduct 2nd Edition.pdf (helenbamber.org)			
Barnardo's Independent Child Trafficking Guardianship (ICTG) Service			