



Modern Slavery Core Outcome Set

A longlist of outcomes

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This is a long list of outcomes and indicators of recovery for people with lived experience of modern slavery, developed as part of the Modern Slavery PEC research project, carried out by King's College London, Rights Lab at the University of Nottingham, Helen Bamber Foundation and the Survivor Alliance.

The long list has been co-developed with survivors through peer researchers, Survivor Research Advisory Board (which includes seven members), supplementary interviews with marginalised survivor groups (eight interviews), analysis of fully anonymised pre-existing interview transcripts with survivors of modern slavery (36 transcripts), and by inviting people with lived experience to two exploratory workshops, alongside practitioners, academics and policymakers, with a total of 80 attendees. It was supplemented by review of qualitative, quantitative, and grey literature.

The list is grouped into ten different outcome domains, to expand our understanding of what anti-trafficking interventions need to achieve. They include:

- consistency and stability
- recognition, understanding and awareness
- opportunities
- belonging and social support
- agency and purpose
- safety
- health and wellbeing
- rights, justice and dignity
- supportive services
- creating change.

In the next stage of the project, researchers are inviting experts by profession and experience to take part in an exercise to prioritise and finalise a core set of ten outcomes through an exercise based on the E-Delphi method, that service providers and policymakers should consider when evaluating and designing interventions. If you are interested in taking part in our project, please email us on mscos@kcl.ac.uk. You can also find out more about our work on our website www.mscos.co.uk.

Research team:

Dr Sian Oram and Sohail Jannesari, King's College London, Dr Emma Howarth, University of East London, Dr Nicola Wright, University of Nottingham, Prof Cornelius Katona and Rachel Witkin, Helen Bamber Foundation, Minh Dang and Bee Damara, Survivor Alliance.

Consistency and Stability	
Cherishing the everyday	This outcome is about a desire to reclaim routine and normalcy. It is to be able to enjoy everyday life free from the shadow of trafficking. This means being able to have a consistent family and romantic life; a regular, balanced schedule encompassing friends, education and employment; and feeling like you have the same basic life as everyone else.
Keeping busy	This outcome is about feeling better by keeping busy. It is about distracting or relaxing yourself through a variety of activities and relationships such as volunteering, cooking, going to the gym or spending time with friends and family. The goal is to have a break from difficult thoughts related to the trafficking experience.
Life skills	Life skills are the skills needed to participate in society and be independent. They cover a range of areas including budgeting, being able to drive, cleaning and using public transport. It also includes soft skills such as communication skills. Underlying everything are executive functioning skills (e.g. beginning and finishing a task, being able organising resources to be able to facilitate task completion) and occupational performance skills (e.g. concentration, problem solving, maintaining appearance).
Being financially responsible for self and others	This outcome describes the desire to be financially stable and independent. In the first instance, this means clearing debts and setting up financial infrastructure such as a bank account. For many people, it also means being able to support their family in their host country and abroad. This outcome is rooted in a battle against poverty but ends in being free of financial worries.
Housing stability and independence	This outcome is about maintaining stable housing and independence through the post-trafficking experience. When in temporary shelter accommodation, survivors generally feel that there are too many restrictions and that it is difficult to feel independent. It is important to support people's transition into housing independence by providing adequate time to move out, support finding accommodation and regular check-ins after a move. This outcome journey culminates with owning property.
Long-term, consistent support	This outcome emphasises how stability is partly ensured by the stability of support services. It is important that survivor support is long-term and available for as long as is desired. This recognises the flare ups and relapses survivors can experience throughout their life. This support should also be consistent, and enable survivors able to build a relationship and trust with caseworkers. Staff should also be supported so that they do not burn out and can provide the long-term consistent support needed.
Healthy lifestyle	A healthy lifestyle is exercise, diet and general physical health. Survivors should have the resources and skills to be able to cook healthy meals and take part in regular exercise.
Recognition, understanding and awareness	
Understanding of treatment	This outcome is about people's understanding of their health treatment, particularly mental health diagnoses. At the heart of this is mental health education for the public, services and survivors. Being able to ask and be given clear information about health issues is also important.

Respect and recognition from practitioners	Respect and recognition from practitioners is a vital outcome for survivors. Much of this centres on health practitioners taking their concerns seriously, carrying out meaningful assessments without judgement or discrimination. Survivors feel that transparency and honesty are key markers of respect. All practitioners should be aware of trafficking issues and the diversity of people's experience so that they can tailor their services.
Belief and respect from immigration officials, police, judges and services	Survivors need Government Officials to believe them during immigration interviews and not to deliberately give them false information. Belief and respect are also important when receiving services, and practitioners should display an unconditional support to survivors and keeping any scepticism to themselves. Belief and respect are needed in the legal system so that survivor stories are treated with seriousness and sensitivity. Finally, belief is needed from the police to be kind and sensitive first responders. A fundamental part of belief is a recognition of the pain and emotional suffering people are going through.
Knowledge of rights and entitlements	An understanding of immigration process is crucial for many survivors, particularly when people have precarious status and limited rights. For those with secure status, it is important to understand the welfare system and what services are available. There is a concomitant demand for accurate, timely, and clear information from those who worked with survivors and from official government services. Finally, it is important for those who interacted with survivors to have human trafficking knowledge to prevent against the denial of rights.
Resisting victimising stereotypes	This outcome is about how survivors can often be seen solely as victims, without the ability to solve their own problems or make a life for themselves. Survivors are clear that this stereotype has negative mental health implications and must be avoided. Being in the legal system is a critical barrier to rising out of victimising stereotypes because in the legal system, the victim framing is used to avoid criminalisation.
Less public judgment, more understanding	This outcome is about the limited public understanding of human trafficking. This means that survivors can be blamed for their experiences and that there is little everyday empathy for people. Public awareness campaigns around the issue are needed and anti-trafficking charities need to have a greater presence in the public sphere.
Opportunities	
Obtaining employment	This outcome describes survivors need to obtain employment and the tools required to do so. Survivors need an understanding of the host country job market, to obtain relevant work experience, and to feel capable of working. A key element of this outcome is employer understanding around human trafficking, being flexible with working arrangements and not discriminating against people because they lack understanding about people's permission to work or why their CV might be affected.
Career Progression	This outcome is about the ability of survivors to progress and have success in their jobs. Criminal convictions must be removed from all survivors and there needs to be adequate training offered to people so that they can develop in and through their careers.

Personal and family prosperity	Prosperity is an outcome both on the personal and family levels. It is associated primarily, but not exclusively, with financial prosperity. On the personal level, it means being debt free, having a regular income from sustainable paid employment, having the money to be able to travel and visit friends and being able to afford costs for life events such as a wedding. On the family level, it means being able to give your children a better life, pay for child care and ensure educational attainment for children.
Self-expression and opportunity through host country language	The ability to speak the host country language is essential for many survivors in terms of self-expression and social inclusion. This outcome can be facilitated by having a child who speaks English and being able to attend English language lessons at a college.
Obtaining meaningful qualifications	This outcome is about obtaining useful qualifications from a recognised institution, preferably a university. A key element of this outcome is being able to, and having the support to, complete a course. Meaningful qualifications are ones with a high grade and it is, therefore, useful to be in an educational environment surrounded by high achievers.
Access to education	Access to education means having money for transport to educational institutions, the legal permission to study (sometimes denied by immigration laws), the availability of free courses and colleges who do not discriminate based on race or trafficking experiences. Access to education also includes less formal elements, such as being able to learn and practice new skills such as sewing.
Belonging and social support	
Feeling comfortable in social environment	Feeling comfortable in the social environment means being familiar with the place you live and how you live. It means knowing places to go out to and making friends with those in the immediate social environment (e.g. colleagues). Being able to eat culturally appropriate food is an important way to find a sense of familiarity in new settings.
Healthy relationships	Healthy relationships concerned both romantic partners and friends. It is important that romantic relationships don't replicate the exploitative dynamics experienced in trafficking around dependency, abuse and negativity. Having healthy relationships also means having friends you are able to enjoy spending time with and who give you hope. Healthy relationships means having the confidence to meet and be open to new people, while maintaining control over who is trusted.
Having people to talk to	This outcome is about having someone compassionate and supportive to talk to. This could be a good friend, a partner or a social worker. It is about not being alone with difficult memories and feelings in post-trafficking life, and having someone to reach out to when times are tough.
Socialising	Socialising encompasses going out with friends and having charity organised activities to attend. It doesn't necessarily mean that more socialising is always wanted, rather it is important to have the choice and opportunity to socialise when desired. Socialising could be in the digital realm as well as face-to-face, and it is vital that survivors are able to use social media and have support to pay the internet.

Living in a good location	This outcome is about living in place that is close to support networks and amenities, and where people are friendly. A good location also means the option of invisibility if that is desired and not feeling like you stand out (diversity is often important here). This outcome also entails a sense of familiarity; people don't want to be constantly moved by the Government or services between accommodation as they want to get to know their area.
Being part of a community	This outcome describes being part of a community. This community could be a local one formed of neighbours, one formed around shared interests and hobbies, one centred on nationality, a survivor network, or even just family. It is important that survivors, who may have been excluded or marginalised from their communities pre-trafficking are able to re-enter society.
Agency and purpose	
Finding purpose in life and self-actualisation	This outcome is about a feeling of optimism and fulfilment. The idea of being able to have hope to dream and desire to live is crucial here, and also being able to tolerate good and bad days without fully losing this sense of hope. It is most importantly about self-actualisation- which is the ability to follow passions in life and living life to the fullest. This could include using talents, setting goals for self-improvement, and articulating personal goals and dreams.
Meaningful and creative activities	This outcome is about finding meaning and purpose, as well as a sense of peace and calm, through the use of creativity. This could include any type of engagement with the arts such as cooking, singing, painting etc. The use of creativity could be part of a meaningful career or for relaxation through pursuing a hobby, and could include both solo and group activities.
Self-sufficiency, control and independence	This outcome is about having free choice of actions, being in control of decisions that you make and able to confront arising problems. Feeling able to manage and control your own thoughts and feelings is also important for this outcome. An example of this could be anything from feeling able to make decisions regarding finances to freely entering sex work for personal gain. It is the opposite of feeling helpless and dependent.
Reclaiming the past	This outcome is about recovering what has been lost. This could include returning to past activities or fulfilling career plans that were interrupted or affected by trafficking, as well as remembering past learnings or skills, and even wanting to experience youth again. Making up for missed education can also play an important part in reclaiming the past.
Moving on and starting a new life	This outcome is about the ability to create plans for the future and embrace moving forward to build a new life. Being able to start afresh without letting the past interfere with the future (whilst still not forgetting what has happened) is important for survivors. This requires recovering physically, having the mental space necessary to plan for the future and to reclaiming a sense of personal identity.
Becoming an advocate for self and others	Becoming an advocate about gaining confidence to help others as well as yourself, and being able to contribute to areas such as research, volunteering and campaigning. This is also about having the confidence to advocate for yourself and fellow survivors, for example through speaking to social services and knowing you can fight for what you want. Empowering yourself and others is a key theme running through this outcome, e.g. through survivors supporting each other during police interviews or starting peer support groups.

Safety	
Preventing re-exploitation	This outcome is about appropriate protection from future exploitation. This includes improved protection from further exploitation by media and researchers, as well as ensuring survivor privacy. Survivors need to be well informed about their personal rights and how exploitation may occur in a variety of contexts. Survivors value feeling confident and able to advocate for and exercise their rights.
Safety from trafficker	This outcome is about immediate post-trafficking safety. This includes a safe rescue process e.g. avoiding the pick-up of cases at night, making female police escorts available for female cases. Sustained safety from traffickers is also critical and includes freedom from fear that exploiters will recapture survivors, find out where they are, or threaten them in some way. Ongoing safety can involve multiple aspects such as: having a landline to call emergency services in a safe house; living far from traffickers and their associates; and, the police being careful in the way they handle cases. This outcome would also include psychological safety from traffickers.
A safe mental health service and home environment	This outcomes is about survivors having safe spaces to engage in therapeutic work and to express themselves. Mental health services can become safer spaces in a number of ways, such as: using gender sensitive services, increasing alternatives to hospitalisation, and group therapy with other survivors. A safe home environment where survivors can talk freely and receive help means that there is place that therapy can happen, and a safe home environment also means that psychological treatment is not set back by home stressors.
Family safety and contact	This outcome is about healthy family relationships, safe families, and quality family life. This includes tackling stigma within families; spending quality time together as families; learning how to manage family conflict and reducing family violence; and, survivors being able to protect their children and being good parents.
Secure and protected housing	Housing should be seen as a place for survivors to call home where they feel safe and secure. Secure and protected housing includes having gender-sensitive accommodation, proper investigation of complaints within housing, and a trauma-informed staff that understands survivor needs. Most importantly, secure and protected housing means that exploitation and abuse does not continue in the safe house, shelter or other accommodation. This is a necessity for this outcome.
Health and wellbeing	
Celebrating and Thinking positively	Celebrating and thinking positively is about moving from surviving to thriving by transforming struggles into growth. This means embracing happy days and creating positive memories, spreading happiness to others and having a sense of optimism and hope.
Self-compassion, acceptance and self-worth	This outcome is about prioritising your mental health by building self-esteem, having self-love and cultivating inner strength. This involves not blaming yourself and not doing things just for others but also for yourself. It also involves acceptance which means letting go of the past and accepting that it cannot be changed, but also that a full recovery may or may not exist. Finally this also involves feeling less shame and guilt about your past and current situation (such as accommodation, employment).
Self-awareness and emotional expression	This outcomes is about truly understanding yourself and being able to express yourself by, for example, being able to speak to others freely or crying. Not bottling up experiences, confronting emotions and connecting with them – feeling anger or sadness as they arise. This also includes

	understanding your own strengths and limitations, thought-processes, and behaviours (harmful and helpful). Emotion regulation, being able to control and accept your own emotions without acting upon them in an unhealthy way, is also important for this outcome.
Processing trauma	Processing trauma means reaching a place where the memory of the trauma does not impact your body and emotions as strongly or feeling as if the memories do not have the same emotional quality they once had. This does not mean invalidating the past, but instead being able to speak about what happened if you choose to. Overcoming trauma and anxiety could include finding ways to distract yourself from memories/thoughts, learning mindfulness and deep breathing strategies, and having psychological resources to care for the self.
Spiritual well-being	This outcome is about spiritual well-being and finding balance in life through spirituality, including religious belief and finding purpose in spirituality or prayer. This outcome includes having transport and funding to access and participate in spiritual and religious activities.
Improved Vital functions	This outcome includes improved sleeping, being able to physically eat and move, having energy, and not being hospitalised for physical issues. A reduction of headaches is also crucial here.
Coping with mental health problems	This outcome is about being developing coping strategies for poor mental health (including flashbacks, paranoia, depression, and anxiety). Coping with poor mental health can help survivors to reduce and manage triggers, prevent breakdowns, reduce medications and hospitalisations, as well as changing potentially harmful behaviours.
Access to medical treatment	This outcome is about ensuring that all physical and mental health needs are met. This includes having access to medical and dental treatment, for example through transport funding to attend appointments and money for therapy. It also includes being registered to a GP and could include culturally appropriate support (e.g. acupuncture).
Timely and sustained psychological support	This outcome is about accessible and long-term psychological support that is available at the right time and when it is asked for. This includes access to transport to attend counselling, having more availability at mental health hospitals, shorter waiting lists for therapy, access to affordable specialised therapy or counselling, and access to long-term/ongoing counselling or addiction support.
Being able to seek support	Being able to seek support includes having the confidence to access services, and being able to reach out and talk honestly to a mental health support worker if needed.
Rights, justice and dignity	
No racism	Survivors should not being subjected to dehumanising or criminalising treatment by government institutions, social workers, first responders, and service providers. Institutional racism must be tackled in and by health care systems and institutions.
Fair treatment of survivors	This outcome is about fair treatment of survivors by institutions. Legal and law enforcement staff should have specialised training to support survivors and work on trafficking cases. Survivors need to be believed, respected, and to be informed about their rights. It is important for survivors to have access to legal aid, to be awarded fair compensation, and survivors must not to be intimidated, blamed or treated like a criminal by any institution.
Permission to work	This outcome is about having the legal right as well as choice to work or study. This includes having visas or legal documents permitting work and

	study, having no fees for work permit application forms, and also access to political rights. It also means that pressure does not exist where the individual feels forced to work when they are not able to or ready.
Family reunification	Family reunification includes being housed with family, opportunities to return to family whether abroad or locally. It includes support to return to your home town or country, or assistance in helping family members immigrate and join you.
Immigration status	This outcome is about having security through obtaining immigration status or the right to remain in your current location. Having a secure immigration status is important to ensure human rights and entitlements for survivors including, access to governmental financial support and health services. Survivors should not have to live with the fear of deportation.
Better immigration systems	This outcome is about survivors experiences of navigating immigration and state systems. This includes having clear and timely communications about immigration and support application processes, responsive communication channels to engage with government departments and authorities with delays in state support or asylum cases being explained, improving waiting times for an asylum decision, a less adversarial asylum interview process, and even automatically receiving immigration status for survivors.
Freedom of movement	Freedom of movement is about being able to travel freely within and between countries as well as being able to visit your own country safely. It's important for survivors to be free to leave the city they may be placed in by authorities or services and to be able to visit other places.
Dignity in living conditions	Dignity in living conditions includes having hygienic accommodation, having cooking and cleaning facilities, feeling respected in your home environment, having private personal space, and having the ability to decorate your environment. A lack of overcrowding, having enough peace and quiet to be able to sleep, and not worrying that you will be evicted from your home are all important for this outcome.
Charity accountability	Charity organisations need to be transparent and accountable, and that survivors feel heard and able to contribute to improvements in services. This includes having efficient complaints systems that survivors feel safe using, having information available on how and who to complain to when necessary, and that charity and service staff are held accountable for their actions.
Survival needs and state support	This is an outcome about having access to basic necessities such as food, clothing, sanitary provisions and shelter. It also includes accessing financial support from the government or charities for housing and services.
Compensation and prosecutions	This outcome describes the need for compensation and prosecutions following experience of human trafficking (if it is desired by survivors). Longer prison sentences for traffickers, better compensation payments, denying bail to perpetrators, and improving success rates in court could all be important for this outcome.
Access to quality legal representation	This outcome describes a need for survivors to have access specialist legal advice and to legal counsel with complex case knowledge specifically around the topic of modern slavery and human trafficking. Quality legal representation also includes having translation services in legal settings, legal aid funding that reflects the complexity of cases, and advocacy supporting all elements of cases (from compensation to survivor preparation for court). Funding for childcare to make attending the legal process possible is also crucial here.

Supportive services	
Compassionate, trauma-informed staff behaviour	This outcome describes the need for staff who work in a trauma-informed way. That means staff who show empathy not sympathy, who are trained and experienced in distressing cases and avoid retraumatising survivors. At a very basic level, this outcome is about staff treating survivors as human, listening to their stories and needs, and being a positive force in people's lives.
Staff that fight for your rights	This outcome is about having service staff that fight for survivor rights in an often adversarial Home Office environment where there is limited government support. It's vital to have staff who acknowledge the political context of their work and put pressure on the government when survivors aren't receiving adequate support.
Being able to trust support worker and other practitioners	Survivors need to be able to trust support workers, social workers and shelter staff. This means developing a rapport with people, communicating to survivors in their language and being honest. Inappropriate questions should be avoided and survivors should feel comfortable in the space in which they meet practitioners.
Quality, well-resourced support	This outcome describes the need for quality support services. Quality support services is where there is time to discuss issues, dedicated caseworkers survivors can build a relationship with, where staff do not feel overloaded, and where waiting lists are short. Quality services are tailored to the specific needs of survivors of human trafficking. Good charity services share information and work with other services to make certain that their work is complementary. To ensure quality, services should be robustly monitored.
Survivor choice in services	Survivors should have a choice in the type of services they receive and when they receive them. For instance, survivors should be able to receive services, especially mental health support, at a pace they are comfortable.
Inclusive and sensitive support	All services need to be as inclusive and sensitively delivered as possible. They must cater to a diverse range of people, including those who are LGBTQ+ and people from black and brown backgrounds, as well as being open to a range of religious beliefs. This means supporting people to engage with non-Christian practices, ensuring that there is gender-specific support and providing translation services where necessary.
Creating change	
Grappling with and tackling oppression	This outcome describes challenging oppression. This includes understanding oppression and its effects on people, reclaiming freedom, accessing legal rights, and building solidarity with others. It also means recognising yourself and your needs as a survivor. This could be through feeling able to speak out when something is wrong, such as disclosing trafficking without shame or fear, or speaking up about mental health issues.
Solidarity and being part of a movement	Solidarity means finding others who will stand with you to fight against oppression. This includes people who will advocate for a shared vision, such as LGBTQ+ rights or anti-slavery campaigns. Solidarity can be experienced in survivor-led groups, by finding allies, accessing advocacy, and by connecting with others around the world. These connections form part of a larger movement.

Amplifying survivor voices and creating change	This outcome is about the importance of survivors' voices being heard. Some people want to share their stories publicly and engage with the media. Others want to get involved in research or start charities. Survivors can be heard through activism and consultancy, which helps people speak to power. These strong voices can create change by challenging oppression, changing policy, and educating others.
Demanding new government policies	Survivors want to see changes in policies that affect them. This includes creating alternative routes to obtaining visas or immigration status, and well-funded services which respond to survivors' needs. The ability for survivors to influence government and organisations will help put these changes into action.
Recognition of activism	This outcome is about survivors being recognised for the work that they do. Survivors' roles as activists are more than just "speakers of trauma narratives". Awards, ceremonies and access to new leadership opportunities are some ways in which survivors can be recognised for their activism.
Survivor leadership	For survivors to become leaders, it is important that services treat them as partners and allies. This means including survivors not just in informing/advising services, but as staff members, mentors and in leadership positions where they can make a difference. This doesn't mean all survivors must become leaders - people should be encouraged to find their own purpose and strengths. Survivors that want to start their own groups should have access to funding. In policy making and service provision, it's important to have fair representation of races and classes.
Increased male involvement	This outcome is about men feeling able to be involved in community activities. It's important that men seek out social and emotional support, and that there are male survivor leaders who can support other men. It is also important for men to play an active role in activism and working towards gender equality.

**MODERN SLAVERY
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