

# Guidance for supervisors

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Supervisors should ensure that incidents of modern slavery and human trafficking (MSHT) are thoroughly investigated and effectively managed by teams and individuals with the appropriate skills and experience, in accordance with the guidance contained in this APP. They should ensure that statutory obligations for safeguarding children and vulnerable adults at risk are complied with. Supervisors should refer to the [Conducting effective investigations guidelines](#) and [Effective supervision guidelines](#) when responding to a case of MSHT.

## Initial response

Supervisors should ensure that policing responders have access to and understand relevant force guidance, and know how to implement it to provide an effective response. They should ensure that staff are appropriately trained and know how to access additional support. Supervisors should make sure that officers and staff know how to access additional support for themselves and the victim where required.

## Investigation and safeguarding

Supervisors should only allocate MSHT investigations to PIP2 or higher accredited investigators. They should provide guidance and direction to investigators, including agreeing an [investigative strategy](#) and carrying out regular reviews of MSHT investigations with the investigation team. They should also proactively support an investigation – for example, through the following.

- Deploying [modern slavery victim liaison officers \(MSVLOs\)](#) or [victim navigators](#) if available to incidents where potential victims of MSHT are identified, or alternatively designating a single point of contact (SPOC) for the victim.
- Ensuring that a [victim strategy](#) is in place and in line with the requirements of the [Victims' Code](#). The strategy should consider ongoing safeguarding of the victim and allow documented supervisory oversight of all threats, harm and risks.
- Proactively supporting and building relationships with relevant partners to ensure they are in place before an MSHT investigation starting.

- Ensuring that sufficient in-force **victim reception centre** arrangements are in place for both pre-planned and spontaneous incidents, and that plans are in place with key strategic partners through the local resilience forum.
- Encouraging critical reflection among the team and partners to share learning from cases and raise concerns to senior leaders.

## Tags

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