



# Support for Trafficked People Program (STPP): Additional Referral Pathway

## Feedback for applicants

The Department of Social Services (the department) has provided the following general feedback for applicants of the Support for Trafficked People Program (STPP): Additional Referral Pathway grant opportunity.

Assessment of applications was in accordance with the procedure detailed in the Grant Opportunity Guidelines (guidelines) and outlined in the selection process below.

## Overview

The application submission period opened on 29 November 2023 and closed on 1 February 2024. The grant opportunity received 10 applications for consideration.

The STPP was established in 2004 and is Australia's dedicated support mechanism assisting victim-survivors of human trafficking, slavery and slavery-like practices in the Australian community who meet the eligibility criteria. These serious forms of exploitation, also known as modern slavery crimes, include slavery, forced labour, forced marriage, servitude, deceptive recruiting, debt bondage, trafficking in persons, child trafficking and organ trafficking.

The STPP is administered by the department and is delivered nationally by the Australian Red Cross (STPP Service Provider). The program supports the [National Action Plan to Combat Modern Slavery 2020-25<sup>1</sup>](#) (National Action Plan) and aligns with the [National Plan to End Violence against Women and Children 2022-2032<sup>2</sup>](#) (National Plan).

A key focus of the STPP is to ensure victim-survivors have an opportunity to recover from their experience and develop options for life after they leave the program. Victim-survivors are eligible for the STPP regardless of gender, age, nationality, type of valid visa they hold, purpose for which they were trafficked or their willingness or ability to assist with the criminal justice process. To be eligible for the STPP victim-survivors must be Australian citizens or hold a valid visa.

The Additional Referral Pathway grant opportunity will provide \$2 million (GST exclusive) to the Additional Referral Pathway Service Provider and will run from 2023-24 to 2025-26 under the *2023-24 Women's Safety measure – Social Services Portfolio*.

The Additional Referral Pathway Service Provider will provide eligible victim-survivors of human trafficking, slavery and slavery-like practices in the Australian community with an assessment and referral pathway to access the STPP for support without having to initially engage with law enforcement. The fundamentals of the STPP remain unchanged, including the eligibility criteria.

The Additional Referral Pathway Service Provider will work collaboratively with the department, STPP Service Provider (currently Australian Red Cross), Australian Federal Police (AFP), Attorney-General's Department (AGD), Australian Border Force (ABF), Department of Home Affairs (Home Affairs), Department of Foreign Affairs and Trade (DFAT), other member agencies of the Australian Government's Interdepartmental Committee on Human Trafficking and Slavery Operational Working Group (OWG), state and territory law enforcement, Child Protection agencies,

<sup>1</sup> <https://www.homeaffairs.gov.au/criminal-justice/files/nap-combat-modern-slavery-2020-25.pdf>

<sup>2</sup> <https://www.dss.gov.au/ending-violence>



the civil society sector with an interest in modern slavery, including members of the National Roundtable on Human Trafficking, and other key stakeholders to ensure victim-survivors of human trafficking, slavery and slavery-like practices have an opportunity to access the STPP if eligible.

## Selection Process

The Community Grants Hub undertook initial screening of applications to determine organisation eligibility and compliance against the requirements outlined in the guidelines. This information was provided to the department's grant opportunity delegate for final decisions on whether an application met the eligibility and compliance criteria.

The department assessed and considered eligible and compliant applications through an Open Competitive grant process. The Selection Advisory Panel (panel) established by the department, comprised of subject matter experts who assessed applications and provided advice to inform the funding recommendations made to the Financial Delegate.

When assessing applications, the panel took into consideration several factors including the inclusion/exclusion of late applications, the volume of applications received, meeting the identified requirements outlined in the guidelines and the available funding envelope.

The panel's consideration of assessed applications was based on:

- compliance with the guidelines
- suitability against the eligibility criteria in the guidelines
- how well the applications met each assessment criterion
- the extent applications compared against other applications
- the proposed framework and model, including ability to provide assessment across Australia, indicative breakdown of funding for the grant activity and other template/form attachments
- whether it provided value with relevant money, and
- identified risks and the proposed mitigation strategies for the department and the Commonwealth.

## Selection Results

There was strong interest in the grant opportunity and applications were of a high standard. The preferred applicant demonstrated their ability to meet the grant requirements outlined in the guidelines based on the strength of their responses to the assessment criterion.

The Community Grants Hub notified applicants of the outcome in writing, where their applications did not meet the requirements outlined in the guidelines or were deemed to be unsuccessful following review from the panel.

This feedback is provided to assist grant applicants to understand what comprised a strong application and the content of quality responses to the assessment criterion.



## Criterion 1

### Ability to identify indicators of human trafficking, slavery and slavery-like practices

Applicants demonstrated an understanding and/or expertise of human trafficking, slavery and slavery-like practices would contribute to the operation of the Additional Referral Pathway.

When addressing the criterion strong applicants demonstrated:

- understanding and/or expertise in modern slavery, including relevant legislation, international standards, and good practice.
- understanding and/or expertise in identifying and assessing legal, physical and psychological indicators of human trafficking, slavery and slavery-like practices outlined in divisions 270 and 271 of the [Criminal Code Act 1995](#)<sup>3</sup>.
- understanding of the whole-of-government approach to tackling modern slavery in Australia, including the criminal justice process, principles and priorities of the [National Action Plan to Combat Modern Slavery 2020-25](#)<sup>4</sup> and trends and emerging issues.
- understanding and/or expertise in working with people who have experienced complex trauma, including those from culturally and linguistically diverse (CALD) backgrounds.
- understanding and/or expertise in working with children and young people, including the Australian child protection legislation, mandatory reporting obligations and the [Commonwealth Child Safe Framework](#)<sup>5</sup>.

#### Strong applications:

- clearly demonstrated an understanding of the modern slavery sector, including the extent to which the applicant had knowledge of issues affecting the sector, such as causes, reasons and emerging trends, the cultural context and need for a trauma-informed and holistic response.
- clearly demonstrated the length of time and the extent to which the applicant had been engaged in identifying, assessing and supporting victim-survivors within existing cohorts, including information about issues experienced by different cohorts and robust evidence of their knowledge (for example, anecdotal, reports and templates) of legal, physical and psychological indicators.
- clearly demonstrated a high level of engagement within the modern slavery sector, including the extent to which the applicant has been actively participating in Australia's broader modern slavery response, and engagement with community-based organisations, businesses, unions, education and health services. They provided examples such as awareness raising activities, advocating for victim-survivors, and contribution and submissions to policy development.

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<sup>3</sup> <https://www.legislation.gov.au/C2004A04868/latest/text>

<sup>4</sup> <https://www.ag.gov.au/crime/publications/national-action-plan-combat-modern-slavery-2020-25>

<sup>5</sup> <https://www.childsafety.gov.au/resources/commonwealth-child-safe-framework-policy-document>



## Criterion 2

### Provide a description of the proposed framework and model to deliver the activity

Applicants described how their proposed framework and model would identify and assess indicators of human trafficking, slavery, and slavery-like practices in Australia, including the risks and appropriate mitigation strategies.

When addressing the criterion, strong applicants:

- described how they would engage with vulnerable people in a trauma-informed, consensual, and sensitive manner, incorporating best practice principles.
- described processes which would be used to determine people's eligibility for the STPP, including how they would seek consent, undertake risk assessment, assess indicators of human trafficking, slavery and slavery-like practices, avoid fraudulent claims, and empower victim-survivors.
- described processes and contingency plans which was used when a person was determined 'ineligible' to access the STPP.
- provided performance indicators which would have been used to compare pre and post impacts when delivering the activity.

### Strong applications:

- clearly demonstrated current examples of high quality and culturally competent services, tools, or procedures the applicant has developed and/or used to assess indicators of modern slavery and engage with vulnerable people, including risk assessment, consent procedures, and examples of previous outcomes of these capabilities (for example, anecdotal, statistics, reports and templates).
- clearly described the extent of the applicant's knowledge and engagement within modern slavery and broader Australian support services enabling them to provide the 'ineligible' cohort with different pathways for support.
- clearly described experience with monitoring and evaluation frameworks able to measure the impacts on victim-survivors the applicant has engaged with, including whether positive wellbeing indicators have been improved across safety, health, housing and other areas.
- clearly demonstrated an advanced understanding of the STPP and proposed a framework that complements the existing support provided and that did not go beyond the scope of the grant opportunity guidelines.



### Criterion 3

#### Describe how your organisation has the expertise and capacity to deliver the activity

Organisations demonstrated their expertise, capability and capacity to successfully undertake the activity on schedule and achieve value for money.

When addressing the criterion strong applicants:

- provided an overview of their organisation, including systems, governance structures, geographical coverage and dispute resolution policies.
- described the relevant experience and qualifications of staff who would deliver the activity, including how the organisation would ensure staff would continue to be appropriately skilled and supported.
- outlined processes to meet legal requirements for confidentiality and privacy, consistent with the [Privacy Act 1988<sup>6</sup>](#) and the [Australian Privacy Principles<sup>7</sup>](#), how they would identify key risks and mitigation strategies to deliver the activity.
- demonstrated how their organisation's governance arrangements, expertise and capability that was described would support successful implementation and delivery of the activity.
- explained how they would successfully manage the activity on time and within budget.

#### Strong applications:

- clearly demonstrated the capability of the applicant and current structures that are in place to accommodate the activity, including established governance arrangements and examples of how the organisation engages with modern slavery cohorts throughout Australia, including regional or rural locations, and opportunities for face-to-face, online and telephone access.
- clearly demonstrated details of the experience, qualifications and responsibilities of the applicant, partners (and potential partners) and key staff (including those responsible for delivering the activity) and how they will be trained and supported.
- clearly described appropriate educational qualifications and experience with modern slavery matters of existing staff who would be delivering the activity.

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<sup>6</sup> <https://www.legislation.gov.au/C2004A03712/latest/text>

<sup>7</sup> <https://www.oaic.gov.au/privacy/australian-privacy-principles>



## Criterion 4

### **Describe the connections your organisation has with victim-survivor stakeholder groups**

Organisations demonstrated their connections and their work with victim-survivor, community, sector and other stakeholder groups.

When addressing the criterion, strong applicants:

- described how organisations and individuals, including hard-to-reach groups, would be able to engage with their organisation if they wish to do so.
- described how they would work collaboratively with relevant stakeholders, including law enforcement when appropriate and other government agencies and state and territory governments, to deliver the activity.
- described how their organisation would leverage existing relationships and build networks and partnerships within the community and across the sector to deliver the activity.

Strong applications:

- clearly demonstrated current examples of extensive relationships and well-developed networks across the modern slavery sector, including engagement strategies that can continue to be leveraged to deliver the activity.
- clearly demonstrated examples of collaborative work with the department, STPP Service Provider (currently Australian Red Cross), Australian Federal Police (AFP), state and territory law enforcement and Child Protection agencies, the civil society and other key stakeholders that ensured victim-survivors had an opportunity to access the support they needed.

## Individual feedback

Individual feedback can be provided for this grant opportunity. To request individual feedback please follow the instructions as set out in section 9.1 of the guidelines.