

People with lived experience of harmful traditional practices are often part of our lives without us knowing it. They are our colleagues and managers, as well as our customers and service users.

**Shaheen Hashmat**

Writer and campaigner against forced marriage

HONOUR ABUSE  
RESEARCH MATRIX



# HARMFUL TRADITIONAL PRACTICES

## Workplace Awareness

**Q.** What are harmful traditional practices (HTPs)?

**A.** There are 100s of HTPs including:

- Honour based abuse
- Forced marriage
- Female genital mutilation (FGM)

2018<sup>[1]</sup>

Potential cases of  
**FORCED MARRIAGE**

**1.8K**

**Up 47%**  
from 2017

**FGM Cases**

**1.9K**

In just 3 months<sup>[2]</sup>

HTPs are specific to a particular nation, religion, culture or sex. **WRONG.**



HTPs occur across **all** geographical regions, religions and cultures, and **all** sexes, sexual identities and genders.



### HOW YOU CAN HELP

- Download our guidance
- Learn the 'one chance rule'<sup>[3]</sup>
- Act on warning signs<sup>[4]</sup>
- Report your concerns



If you think you, a colleague, or a service user, may be a victim, or at risk of HTPs call **101 or 999 in an emergency.**

1. UK. Reports to Forced Marriage Unit  
2. England. Jan. – Mar. 2019 Reports to NHS  
3. The Right to Choose: Multi-agency statutory guidance for dealing with forced marriage  
4. <https://www.gov.uk/guidance/forced-marriage>

Harmful Traditional Practices in the Workplace:  
**GUIDANCE FOR BEST PRACTICE**

[www.uclan.ac.uk/HARM](http://www.uclan.ac.uk/HARM)



Download PDF