

Trafficking and Exploitation Strategy review

Anti-Slavery Day Stakeholder Forum 18 October 2019

Event report

On 18 October 2019, the Scottish Government held a Stakeholder Forum as part of its review of the Trafficking and Exploitation Strategy, with a keynote speech from Ash Denham, Minister for Community Safety. As well as hearing updates on implementation and external perspectives on the victim support and enforcement side, attendees were asked to participate in four round-table discussion sessions, focussed on child trafficking and each of the three Action Areas in the Strategy. At each session, they were asked to consider three questions:

- What had been done well in implementing the Strategy?
- What more should have been done?
- How should the outcomes and approach in the Strategy change?

Some key learning points from the discussions are pulled out here, but the full discussion notes can be found in the annexes.

- Several areas were highlighted as areas where good progress had been made, but there remained more to do to build on this and increase consistency across the country. This included: raising public awareness, partnership working, information sharing, training, involving the voice of victims and survivors, embedding Slavery and Human Trafficking Statements.
- On training, in-person is better than e-learning, the third sector was highlighted particularly as needing training, and there were several calls for better training for those using the NRM process.
- An increased focus on longer term outcomes is needed, but this is challenging to achieve.
- On the outcomes in the Strategy, these need to be clear, dynamic and achievable, and could be improved in some instances, but there are risks to changing the goals at this stage when a lot of activity is just getting going
- Child trafficking could potentially be better integrated with the Action Areas in the Strategy
- Resources and capacity were raised in a number of contexts, particularly in the context of increasing referrals
- More work is needed on child criminal exploitation, including the practice sometimes called county lines, and as part of this links to the drugs strategy and a public health approach should be strengthened
- More focus on UK victims and internal trafficking is needed
- There should be work in schools and universities to build awareness and understanding
- More engagement could be undertaken with faith groups, homelessness support
- Access to and training for interpreters is a key issue, use of telephone interpreting is unhelpful, and training on how to work with interpreters would be helpful
- Psychological support is readily available to adult but not child victims

- There were calls for a stronger gendered approach to sexual exploitation and links to gender based violence and inequality – but also an acknowledgement that most victims identified are now adult males and more work could be needed in this area
- The experiences of victims in court was highlighted, with more support needed around giving evidence, and also better coordination and planning around the risks of victims being unable to give evidence. There was a call for more consideration of victimless prosecutions.
- There was scepticism that new offences had led to significantly more prosecutions, and calls for more work to embed and promote use of TEPOs and TEROs.
- There should be analysis and reporting on the implementation and impact of duty to notify
- More should be done to explore international links
- We should look to attack the economic drivers of trafficking and consider the demand that leads to it, including prostitution and cheap goods
- Public awareness activity would benefit from further use of specific case studies including locally relevant cases, and involving local authorities
- There is scope for closer involvement of COPFS, both in terms of joint work operationally, and involvement at these sorts of events.

More detail can be found in the Annexes:

- Programme
- Full discussion notes
- List of organisations in attendance

Programme

9:30	Registration, tea and coffee	
10:00	Welcome	Anna Donald, Scottish Government
10:10	Keynote address	Ash Denham MSP, Minister for Community Safety
10:20	Child trafficking: implementation update	Sandra Aitken, Scottish Government
10:40	Table discussions: Child trafficking	
11:10	Victim support perspective	Kirsty Thomson, JustRight Scotland
11:30	Local Authority Guidance	Councillor Kelly Parry, COSLA
11:40	Action Area 1: implementation update	Chris Murray, COSLA
11:50	Table discussions: Action Area 1	
12:20	Lunch	
13:20	Operational perspective	DS Graham Lee, Police Scotland
13:40	Action Area 2: implementation update	DSupt Filippo Capaldi, Police Scotland
14:00	Table discussions: Action Area 2	
14:30	Coffee break	
14:50	Action Area 3: implementation update	Peter Hope-Jones, Scottish Government
15:10	Table discussion: Action Area 3	
15:40	Closing remarks	Anna Donald, Scottish Government
16:00	Close	

Discussion group notes

Child Trafficking

What's been done well?

- Home Office seems to be making very quick decisions as to whether child has been trafficked
- Anchor support for mental health
- Recognition of trafficking as child abuse
- National guidance making clear child trafficking is child abuse – child protection procedures considered
- Development of partnership information portal (EPPIC renamed)
- Inter-agency approach to child trafficking – better awareness
- Use of well-established child protection procedures to tackle child trafficking
- Building memoranda of understanding with local authorities for accommodating under-18s (16-17) who are PVoTs
- Awareness of trafficking/exploitation improved amongst adults in Scotland
- Previous SG awareness raising campaign
- Buy-in from public services
- Scotland quickly caught up on NRM, stats, recording (having been slow off the mark previously)
- Co-located/embedded services – good intel sharing
- Raising awareness – professionals
- Assumption that unaccompanied minors are in fact children
- Links between child sexual exploitation and trafficking
- Guardianship (independent)
- Good public awareness raising campaigns
- Child Trafficking Guardian sounds very interesting
- NRM is working well for children
- NRM reform and moving away from separate interviews for asylum claims
- Media/comms message is reaching public – awareness raised
- Strategic partnership working
- Good quality research commissioned by Scottish Government
- Safeguarding / child protection procedures that are already in place
- Legal advice – specialist lawyers are available, e.g. claim development
- Ripple effects because of interaction with Guardianship Service improving practice in different areas e.g. social work, legal advice
- Proposed devolution of SCA decision-making to local authority level is very welcome
- Integrated services
- Home Office making decisions based on papers – not re-traumatising through interview, or interviewing outside Home Office in neutral environment
- Development of Guardianship Service, including ancillary services around Guardianship e.g. offending project – should be expanded
- Age assessments – boosted confidence among staff on whether to do one or not
- Age assessments – advice has improved things, as demonstrated by how infrequently they now happen

What should we have done more of?

- Consider how to address the variability of services across Scotland, especially in less populous areas
- Scottish Guardianship – ensure children all over Scotland are covered
- Guardians – more please
- County lines – develop responses to CCE
- Awareness raising with national public campaign
- Need for expertise training for staff on trafficking (not just local staff training staff)
- Need Guardians to have holistic overview of the child
- Local understanding needs of trafficked children – including training teachers and other support e.g. social workers
- Education – better local provision and appropriate for ESOL and culture
- Access to interpreters
- More links PF at an earlier stage
- Internal trafficking cases – UK to Scotland movement or within Scotland not being captured via NRM
- More practitioner support re awareness of use of NRM
- More focus on ‘county lines’ as a trafficking issue as opposed to a drugs issue
- Need to increase understanding of links between trafficking and child sexual and criminal exploitation
- Make clear young people under 18 are classed as children for human trafficking purposes
- Need to emphasise child protection not “trafficking”
- Need to do more to protect 16 and 17 year olds
- Age assessments still not fully trauma informed.
- More work on preventing young people being re-trafficked
- Border Force / airport logistics don’t lend itself to being trauma informed for trafficked children and young people – nobody there to advocate for the child or take them to a safe placement late at night
- Still low awareness amongst young people in Scotland
- More awareness/research around the experiences of 16/17 year olds - often perceived as ‘adults’ making choices e.g. young women being sexually exploited, but it is often framed as choice in public
- Awareness raising that trafficked children are often UK nationals i.e. county lines
- Increased support/capacity building/standardisation for interpreting services
- More accommodation
- General public awareness – would you know where to report it? Take ownership
- Making connections between child and adult protection
- Framework sounds like it is in place – are practitioners suitably aware?
- More education in schools on county lines and child criminal exploitation?
- Awareness raising and training for staff
- Work to change public perception of human trafficking
- Service availability beyond Glasgow and Edinburgh (legal, translation etc)

- Better distribution of available resources (how do we make sure that guidance and training reaches target group)
- Networking meetings allowing people to share expertise and resources
- Network and local and national partnerships
- No funding for local authorities for trafficked child in care
- Biometrics for all – we can only serve the victims better if we can readily identify them. We can then establish who what why where when etc
- Challenge any demand for child sex abuse – look at the networks perpetrators use? Identify them
- How does partnership working look on the ground with regards to delivery of services
- How can we engage with communities where trafficking is more prolific – think of ways to physically engage with the communities
- Identifying British children who have been trafficked.
- Statistics – capture geographical breakdown – put resource where it is needed most
- How does the partnership working compare geographically with regards to resources – not even spread
- Do more for people who are awaiting asylum decisions or educational decisions – temptation when given leave to remain is to return to what they know e.g. nail bars
- Problem when age-disputed children aren't in social work care and can't get e.g. Aberlour support until age dispute is resolved e.g. 16 year old living in Home Office provided accommodation
- Age disputes for children dispersed to Scotland from rUK – harder cases to deal with
- Guardianship should be resourced to work with all ages
- Mental health and recovery very contingent on long-term outcomes and prospects, but very difficult to judge
- Impact on children of trafficking – very young children, school age children – additional support needed
- Decision-making by Home Office – can take years, breeds instability which blocks recovery
- Still need big awareness-raising efforts – e.g. teachers, school pastoral care
- Disconnectedness between e.g. unaccompanied asylum-seeking children – trafficking – county lines – etc
- Need to think more about British children, and not just see victims as foreign nationals

Any changes to how child trafficking is covered in Strategy?

- Age assessments: disbelief/presumptions vs benefit of doubt; resource/local context considerations; children/young people becoming subject to adult processes and therefore unsafe; services being asked to support inappropriately
- More resources locally
- Within a few weeks usually to advise child has met criteria
- Input of faith groups (locally) to help support cultural needs
- Anchor – can't take children under 16 (expand service)

- Local authorities support for mental health – understanding child’s needs – i.e. using interpreters
- Specialist mental health for children – therapeutic
- Peer to peer education – victims can raise awareness
- More info on what’s available
- Better availability of peer mentoring
- Mental health support – increase resource
- How to make sure front-line staff are fully aware of their roles within the Strategy
- More focus on internal trafficking
- Focus on ‘county lines’ as a trafficking problem
- Telephone interviewing with interpreters should not happen – consideration to interpreter used should be given, e.g. a man with a young female
- Better integration with other action areas
- Capitalise more on UNCRC
- Possible national dispersal?
- Trauma informed practice – rolled out in all local authorities, public and third sectors
- Ensuring young people can access resources/funding
- Education for parents to identify signs of child criminal exploitation
- How do we solve resourcing problems?
- If child criminal exploitation is mainly linked to drugs, do we need to be more linked to drugs strategy and public health approach?
- Public sector staff need to be aware of so many things across crime, health, etc etc. How do frontline staff prioritise what to be aware of / alive to?
- Child Trafficking Strategy Group should be kept as it stands
- Awareness to challenge attitude towards child trafficking – in particular sexual exploitation
- Pull together resources operationally – we have several different law enforcement agencies with criminal powers to deal with trafficking. Bigger resource = outcomes
- How/where children are housed throughout process – many are placed in hostel-type accommodation
- Resource to risk – have to know what the risks are
- Why is children a Strategy group not and Action area? Are we sure children are also mainstreamed in action areas?
- CTSG actions – not really products of the groups. It’s everyone doing their own thing, not as a direct result of the group or its direction.
- Safe accommodation – as numbers increase, it’s more challenging, need more strategic forward looking, partnership approach
- Meaningful relationship and family-based accommodation – critical to recovery and resilience
- Disconnectedness: IRDs, police – especially around re-victimisation
- Longer-term outcomes very challenging. How to measure and assess resilience – lots more needed
- Third sector providers have lots of intelligence that would help police – but not approached. Quality of information police will get from kids will be very poor. We can help.

- Risk of re-victimisation – do we have robust common understanding and purpose: to support people through NRM or to build resilience to stop re-victimisation?
- Long-term outcomes e.g. for Vietnamese children. We could look at this population.
- Specialist services are very geared up for third country nationals – need to fit out for UK nationals
- UK national children – yes, we do child protection. But do we always pick up on the human trafficking dynamic?

Action Area 1

What's been done well?

- Availability of dedicated services: TARA, Anchor, Migrant Help, SGS
- GLAA – regular and positive communications, marketing materials being provided to recruitment sector along with training to assist interviewing potential victims
- ALP (along with Stronger Together alliance) providing information and support in spotting signs, referrals, assistance through webinars, roadshow events and training to recruiters (“Responsible recruiter” toolkit)
- Scottish Government have provided flexibility with an increase in funding
- Additional resources into training, raising awareness – although is it enough?
- COSLA's working group set up
- Increased NRM Referrals due to increased knowledge
- Early identification – police pick up person, social work ask questions to identify
- Social work present for interviews
- Multi-agency working works really well
- Stakeholder Forums
- Inclusion of the voices and consultation of survivors – they are the experts on their own experiences
- Police Scotland activities to raise awareness in communities
- Multi-agency approach
- Development of NHS and COSLA guidance sounds great
- Development of uniform approach with victim at centre

What should we have done more of?

- Children managed through LAC + CP process in my area not anything “special”
- Young people's right to access psychological assessment, trauma counselling?
- Child centred needs to be person-centred – how do we ensure this?
- As a third sector worker, I until now was not aware of services available (Anchor, TARA, JustRight). Unsure if my management structure are aware?
- Clear pathways for child and adult resources
- Increase awareness of victims about how to access help and support, e.g. info in A&E departments?
- Police/SWS/NHS potentially need more resources – certainly more time to consider the complexities and have time to re-visit initial statements. This should be good learning/opportunity to get more accurate information when victims feel safe and have their status
- More work on internal trafficking
- Better use of survivor expertise
- All services are under-resourced, especially in light of increase in victims
- TARA drop-in for sexual exploitation very useful – for broader exploitation a similar service should be offered
- Matching resources to outcome commitments – give first responders what they need to meet growing need

- Capacity does not support the increase in numbers
- Community representative to facilitate what support is available – doesn't have to be a survivor but someone who understands the community
- Geographical location of support services – survivors should be at least two hours away from recovery site as per good practice guidelines
- More research into the drivers into trafficking in Scotland, e.g. new regulations around financial support increasing poverty and driving back into trafficking
- If a joint approach was taken across the UK, it would reduce displacement – biometrics capture of minors, only brought to Scotland 1/10
- More targeted training
- First responders training regarding NRM – initial account being put on NRM, if as detailed as possible, helps with intelligence picture and interview planning
- Note – joint approach – take Scottish approach to victim support i.e. in Scotland: 26, in England and Wales: 21. Why difference?
- Could do more around prevention e.g. within homelessness services
- Training/education – 3rd sector. Wider benefits of NRM building evidence may still be able to deal with perpetrators even if not sufficiency of evidence.
- Increased capacity (£) for training
- Support pathways unclear and perhaps insufficient?
- Increased awareness of support available would increase capacity of organisations to make referrals
- More enforcement on public bodies to comply and act
- Training on how to work with interpreters – key to building relationship with victim
- Interpreters – need more and faster provision. Communication is key for their wellbeing and safety
- Police completing NRM too quickly
- Need better safer appropriate accommodation. Accommodation is scarce.
- Need to increase foster care placements.
- Police can initiate NRM but not complete – social work should have input too
- Online e-learning for foster carers for trafficked unaccompanied children
- Training for foster carers (trauma informed). This could increase foster care placements.
- Compensation criminal injuries
- Target questions for health workers and social work (measured like heat targets are). There are specific questions to be asking (and training to increase confidence in asking)
- Better training for first responders on completing an NRM
- SCA looks at all possible forms of exploitation not just those indicated on an NRM
- More embedded gendered analysis to guidance, training and the Strategy
- Awareness raising amongst potential victims of trafficking – empowerment and allowing them to recognise the signs and identify themselves as victims and get support
- More support and understanding for adult male victims/possible victims of trafficking

- Guidance and supporting local authorities to spot signs is reactive. What can be done proactively to reach individuals experiencing trafficking to inform them of their rights and services?
- Who can you seek further advice from? Not enough info available for practitioners
- E-learning can be isolating – you lose the richness of someone like TARA Training Officer. It's too complex a topic to be delivered via e-learning
- What capacity building is going along with the COSLA and NHS guidance? Needs a capacity building programme alongside it.
- NRM referrals are not frequent enough – smaller proportion than England
- Cultural shift of what is acceptable – cheap services and goods should ring alarm bells
- Better communication with the rest of the UK (including statutory and third sector services)
- Training for local authority staff run by LA staff who is involved in this line of work
- Making public more confident in reporting signs of human trafficking
- Education programmes for young people (child protection with education)
- More systematic and better long-term support for identified victims
- More materials to make public more vigilant on human trafficking
- More awareness raising amongst homelessness services (public and third sector)
- More public awareness of intra-UK and English-speaking trafficking
- Learning from lived experience of service users (good and bad)
- Public confidence should be built – if in doubt, report. Should that message be stronger?
- Role of National Insurance numbers – identification of those without by DWP?
- Multi-crime awareness – frontline workers looking for e.g. fraud should also be looking for human trafficking
- Improved knowledge of and links between funding avenues and guidance
- Better awareness of shared responsibilities e.g. adult support and protection
- Developing a Scottish approach/moving away from immigration
- Effective regional partnership working re development of support pathways
- Improve understanding of tailored support

Changes to outcomes in Strategy?

- National radio to play information messages in high risk country languages
- High level outcomes are fairly short term – support systems can finish shortly after formal processes end. Support should continue post conclusive grounds.
- Long term support needs to be a UK support – not left with LA to support
- Crisis accommodation and long term accommodation need to be reviewed. Referral pathways must be found.
- No changes to outcomes – too early and people still unaware etc
- More agencies should become first responders
- Consider a person's mental age as well as physical age. If a person's over 18 but with a mental age of 12 they can refuse to go into NRM
- Mandatory training on human trafficking and NRM for any authority/public body/NGO that is a first responder or may encounter PVoTs

- No appeal right against NRM decision
- Black hole for reporting – if you only have access to one call it has to be the one. Make it more obvious.
- Supported care placements made available for young people 18-21.
Understanding of vulnerable young adults
- Greater priority given to foster care and supported care placements for vulnerable young people under 18
- Add an outcome that reinforces the commitment to involving the voices of survivors – finding more ways of engaging survivors with the process of developing the Strategy
- Culture change to make human trafficking unacceptable by wider public
- Timelines – long-term support is vital
- Person-centred trauma-informed approach is key at early stages in police interview
- Work is ongoing on all these so should be kept as is for now
- Strategy should be more gendered and understand different types of exploitation
- Linkages with criminal justice process
- More proactive/dynamic actions
- More focus/integration of children's needs
- Better links with mainstream processes and services, e.g. health and housing
- Improving what we know about long term outcomes

Action Area 2

What's been done well?

- Intelligence sharing with partners and internationally
- Officers from other countries coming to Scotland
- Police Scotland response and commitment
- Good move for children to provide pre-recorded evidence
- Intelligence gathering
- Intelligence sharing between police and other law enforcement agencies – regional variation in this with some better than others, e.g. Highlands
- Meeting and working with other areas in the UK to identify trends, patterns etc
- Good amount of consultation with stakeholders
- Initial police treatment (Operation Southwark) – no pressure, gain trust
- Non-prosecution of trafficking victims
- International research
- Learning from experiences and improving practice
- Working in partnership
- Cultural sensitivity

What should we have done more of?

- Local Authorities in regard to new online NRM system – will need more guidance and make sure this is disseminated to all workers – especially front line staff
- Specialised police units
- More support for victims – evidence giving, court process
- More face-to-face training for the police, not just e-learning
- Academic partnerships – work with PhDs/postdocs to consult on analysing data and detecting trends
- Despite having 'better' legislation we are not getting better at prosecuting trafficking
- Guidance from Lord Advocate to Sheriffs about TEPOs and TEROs
- Better/more support for victims going through all the stages of criminal charge
- Addressing procedural issues of TEPOs and TEROs (such as trial collapsing because of victim not being able to testify as in described case study)
- Human trafficking is an economic crime done to make money, we need to get better at identifying the flow of money and tackle the enablers of these businesses – put burden on businesses to check the people they are doing business with aren't using illegal labour. Make it an offence to engage with a business that isn't complying
- Need to improve awareness and understanding of Procurators Fiscal re trafficking and exploitation and any immigration-related offences
- Look at other ways to get traffickers if unable to secure criminal convictions e.g. HMRC financial investigation (MATAC approach for trafficking and exploitation)
- Look at how banks can be used – e.g. Canadian approach
- More inter-agency interaction
- Training should be annual not one-off (like health and safety or FOI training is)
- Disseminating information to frontline workers

- Are the right organisations covered by duty to notify? (e.g. DWP)
- Police could have asked the Crown to consider vulnerable witness procedures
- More interface between Crown Office and staff involved to allow any additional vulnerabilities to be identified pre-trial
- More inter-agency training throughout all local authorities to ensure consistency
- Consideration of UK children and young people from UK involved in drug running/other forms of criminality but don't disclose it. We're not great at identifying this and they're potentially treated as criminals not victims
- Work internationally with other forces – necessary to gather proper data to gain insight into drivers
- International protection for threatened family members
- More international linkages and research to improve what we do
- More proactive engagement at all levels for victim-centred approach
- Need more investment and resource for National Human Trafficking Unit in Police Scotland
- Continued work on improving cultural understanding and non-generalisation
- Systematic intelligence inquiries and sharing with partners, e.g. ask partners their experience with trends like the increase in Vietnamese potential victims
- Outside/external assessments on data

Changes to outcomes in Strategy?

- Re duty to notify – what, if any, are the implications for individual staff if they do not recognise the indicators?
- Need all parties at forum sessions – keep everyone on the same page
- National database for all intelligence officers to access, even on a read-only basis
- Equal responses by law for foreign perpetrators – are foreign victims not being valued in the same way?
- Harsher convictions for trafficking/exploitation
- Consideration with case where trafficking offence gets dropped but there is an immigration angle to include Section 25 Immigration Act 1971 offence – lower threshold
- Balance between duty to notify and intelligence sharing or receipt of advice
- Need to be relevant post-Brexit
- More thought into duty to notify?
- Procurator Fiscal needs to give more feedback to social work and partners on the progress of a case
- More training of interpreters as e.g. disconnect between victims and interpreters
- Higher priority to Vulnerable Witnesses Act
- Useful to audit/know level of multi-agency intelligence sharing at a local level and where it's working well, what helps or hinders it working
- If duty to notify is introduced, ensure monitoring is in place to measure its impact – both positive and negative
- Acknowledge and develop strategy for child criminal exploitation

- Identification of potential victims during immigration enforcement operations to prevent detention, deportation or prosecution. Prioritise welfare over enforcement.
- The current Action Area 2 outcomes are working – how can we expand them?
- Outcomes to be wider
- More resources
- More work on victimless prosecution

Action Area 3

What's been done well?

- Media coverage and increasing public awareness
- Links with businesses and Bright Future programme
- Media and press coverage leading to raised awareness
- Good public awareness campaigns
- Involving people with lived experience in policy development and service delivery
- Human Trafficking and Slavery Statements coming from SG and large businesses
- Police training and awareness
- Initial marketing campaign reached millions, leading to some change in public attitudes
- Positive uptake on awareness raising from various services – the interest is there
- International (general) awareness on supply chains has been big
- Strategy is very easy to read
- Very positive that Action Area 3 exists in the first place
- Frontline services knowledgeable of indicators

What should we have done more of?

- Awareness raising in schools and universities, student accommodation. Link to victim impact and survivor voice
- Modern Slavery Act Statements are pointless unless they are tested
- Interpretation of a victim of trafficking – not just overseas nationals, not 'chained to a radiator'
- National minimum wage doesn't apply to illegal workers...
- Limit the length of the supply chain? In the UK there is no limit
- Shouldn't just be large businesses as many of them sit offshore and within the UK are split into entities who don't meet the threshold
- Need to challenge demand for sexual services
- Roll out tier three of the current points-based system, legalise all the low skill workers, leading to tax/NI contributions
- Attack the economic drivers – how do you strip out those drivers?
- Engage with ethnic and religious representative groups to build resilience
- Ask of the public (i.e. reporting) needs to be clearer
- More awareness raising
- Human trafficking material incorporated in educational curriculum
- Materials containing case studies (from public domain) used to help more people (general public) understand what human trafficking is
- Work to increase public awareness of human trafficking
- Raise public awareness of trafficking in other industries e.g. agriculture, tourism
- More work in schools re trafficking
- Public awareness campaigns need to be more specific to local areas – involve local authorities

- Share best practice happening in local areas around homelessness, good support, housing, local NHS services, the Anchor – so other areas can learn from it
- Challenge demand, e.g. prostitution, cheap goods
- Not enough about the links between sexual exploitation and gender-based violence and gender inequality. More public-facing activity around these links
- What about smaller businesses – what about statements around these?
- More local cases of victims of human trafficking, promoted in the local area
- Should be part of the wider prevention programme as part of Equally Safe
- Businesses of all kinds and industries need increased knowledge on human trafficking and exploitation occurring in their industries
- First responders role knowledge minimal
- In smaller cities and local authorities, people don't believe trafficking occurs
- Need more general awareness
- Promote further cooperation
- Need to look at drivers to commercial sexual exploitation
- More awareness needed on 'victimology' – i.e. it happens to Scottish people too
- For people who want to avoid exploitative businesses, there needs to be promotion on what to look for – Fairtrade is a good example
- Raising awareness at a local level through local media
- Educating young people, e.g. young girls using nail bars, children using takeaway shops, as a tool to allow them to make choices

Changes to outcomes in Strategy?

- The victims are not the issue – perpetrators?
- Middle one is too big to be practical?
- Work with smaller businesses to produce statements (e.g. with Business Gateway) – more support and encouragement for businesses to produce statements
- International NGO links with countries where most of the victims come from
- Sentencing – review of sentencing to discourage perpetrators (harsher sentencing needed)
- Use Crimestoppers youth programme 'Fearless' to create a bespoke campaign to raise awareness of human trafficking amongst young people 11-18 years
- Crimestoppers and 'Fearless' multi-language capacity and intelligence can be taken, campaigns be run in over 147 languages
- Firewalls (immigration)
- The word 'resilience' seems to put onus on victims or suggest some people possess it and other don't
- Explicit outcomes regarding drivers of vulnerability
- Fully implement the Hidden Lives, New Beginnings report recommendations
- Raise people's and businesses' awareness of their contribution – people don't realise

Unallocated points

- Awareness vs training – is awareness enough?
- Defence lawyers – need to raise awareness there
- Counterweight to the view of Glasgow as migration centre (be aware of dispersal)
- Lord Advocate's guidelines – are they being used? Criminal Justice Social Workers say no...
- "That reminds me of a case I had" – historic cases? E.g. in prison
- Local authorities need to take responsibility for helping adult victims of human trafficking – issue of capacity needs explored
- Immigration issues are key opportunity to re-engage with victims
- There's a reason the Hostile Environment chose to focus on banks, landlords and employers
- Places we don't actually consider 'frontline' – e.g. banks – better collaboration
- Victims – "I wish I'd known"
- Medium and long term issues are often easier to sort – but requires being a trusted interlocutor
- First responder training

Organisations in attendance:

- Aberlour
- Action for Children
- Amnesty
- BrightWork
- British Transport Police
- Community Justice
- COSLA
- CrimeStoppers
- Dundee City Council
- DWP
- East Lothian Council
- Edinburgh City Council
- Glasgow City Council
- HMRC
- Home Office
- Inverclyde Council
- Just Right Scotland
- NHS
- Police Scotland
- Red Cross
- Renfrewshire Council
- Salvation Army
- Say-Women
- SCIAF
- Scotland Excel
- Scottish Courts
- Scottish Fire and Rescue Service
- Scottish Refugee Council
- SCRA
- SCSN
- SEPA
- SOHTIS
- South Lanarkshire Council
- SSE
- Stirling Council
- Stirling University
- TARA
- The University of Edinburgh
- UN Scotland
- VASLAN
- Women's Support Project
- WRASAC