



October 2018

# Human Trafficking and Exploitation Newsletter



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

## Anti-Slavery Day edition

Businesses in Scotland must be clear that they are not profiting from trafficking, either knowingly or unknowingly. Larger companies may not be directly employing trafficked people, but it is possible that through contractors, sub-contractors, or agencies supplying labour, they may be making use of trafficked labour. Under Section 54 of the Modern Slavery Act 2015, all businesses in the UK (including Scotland) with a turnover of £36 million or more have to make available on a public platform a Slavery and Human Trafficking Statement. This can include detail on policies, training and due diligence, as well as setting out structure and supply chains and highlighting where there is a risk of human trafficking taking place. While many businesses in Scotland are fulfilling this obligation, not all are. This special edition newsletter focuses on examples of good practice. If you would like your business to feature in a future edition, please email your contribution to: [human.trafficking@gov.scot](mailto:human.trafficking@gov.scot)

### Brightwork staff look out for red flags

Modern Slavery within labour supply chains is a well-documented area of vulnerability as it embraces flexible working and the use of temporary workers to meet with the peaks and troughs of seasonality demands on business. Tourism, Hospitality, Food and Drink production, Distribution and even Health and Social Care are all areas of Scotland's industry where this type of work is prevalent.

The employment levels in the Scottish labour market are at a record high which means that employers are finding it increasingly challenging to recruit at all levels.

While this high level of employment should be celebrated it is also one of the reasons that labour exploitation through modern slavery has been increasing and Brightwork has witnessed it first hand in recent years. To combat this they have, with the assistance of their parent company Staffline, put in a number of training measures for all their front line staff as well as upgraded their Customer Relationship Management System to minimise any chance of modern slavery within their candidate pool.

An example of using technology is the way they analyse the personal data that they have to hold on their temporary workers across Scotland. Brightwork clients must have their own bank account in their own name before their system will even allow them to register with them, so if there is a duplicate mobile or email address they simply cannot register either.

This is to ensure that there is no one person who is in control of another person with regards to their finances or their working arrangements. Previously Brightwork used to run these checks at the back office but that meant the worker could have been working for at least one week before they noticed those red flags.

Working with the police and border agencies Brightwork have updated their processes and can now identify possible victims before they start working.

Their front line staff are fully trained in spotting the signs of modern slavery in the interview process or if they are working at any of their customer's sites. Examples of warning signs include: workers being dropped off and picked up by the same person; one individual providing lunch for a group of workers; or even signs of physical abuse. All of these scenarios are visible red flags that Brightwork staff look for.

There have been a number of cases that have gone to trial across the UK that we have been able to support the local Police and the Gangmasters and Labour Abuse Authority with by collecting the evidence necessary.

## Multiplex takes steps against modern slavery

Multiplex Construction Europe is a global contractor in construction with a number of large projects in the UK. Multiplex takes the issue of modern slavery very seriously and has started taking steps to reduce the risk within its business and supply chains. In 2017, Multiplex joined the Stronger Together organisation as sponsor to help combat modern slavery. The Stronger Together organisation provides resources and training, which enable organisations to detect and eliminate modern slavery and provide remedy to victims.

Information developed by Stronger Together on the signs of Modern Slavery and how to get help, has been incorporated into the project inductions and displayed on notice boards on all of its construction sites. Due to the nature of the subject, and the people and organisations involved, some people can be hesitant about coming forward, so the training also provides information about where to seek confidential help and advice.

Multiplex also developed a “Tackling Modern Slavery” e-learning module and launched it via their learning management system. Its purpose is to raise awareness of the issue, teach their people about how to spot the signs, and give them clear guidelines about the action they can take if they do.



The module is compulsory for everyone at Multiplex.

Multiplex have also joined the Gangmasters and Labour Abuse Authority's Construction Protocol with the aim of working with stakeholders in the construction industry to share information and intelligence confidentially and help protect vulnerable workers. Multiplex is working with that forum to provide a standardised message through site inductions on how to tackle modern slavery across the construction industry.

Multiplex is also introducing other technological solutions to help their managers to identify illegal workers or potential victims of human trafficking.

For example they are:

- Currently trialling the use of an electronic identity checking system – the Passport Authentication Check (PpAK) – which uses an accredited scanner to check the validity of personal identity documents presented by personnel engaged on their sites. The PpAK system complies with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018 (UK).
- The software they use to log the details of new starters prior to induction can detect if there are multiple people staying at the same address. This allows Multiplex managers to investigate further or pass the information on to the relevant government body.

At Multiplex, they are committed to combatting all forms of modern slavery, human trafficking, and worker exploitation. Their e-learning training and use of new technologies are evidence of this commitment and mean they are better equipped than ever to face this challenge.



## Organised crime and counter terrorism unit

### Operation Development at ports

Operation Development was a multi-agency operation focusing on Human Trafficking at air and sea ports. The operation was conducted on a phased approach between 11th and 15th June 2018, involving partnership engagement and education, and small ports work and partner deployments to major air and sea ports. This operation has improved partnership working in the ports environment and has improved officers and staff knowledge around Modern Slavery and Human Trafficking.

### Work at airports

Police Scotland continue to carry out joint intelligence led and proactive work at airports, alongside Border Force and with partners within the airport, to target the sources of human trafficking, deterring and disrupting the criminals that are involved, and to provide safeguarding to the victims of human trafficking. This has included participating in national operations and a number of local operations and initiatives, utilising social media to spread awareness of the issue and safeguarding advice. This activity has also served to enhance the intelligence picture around human trafficking, ensuring that we have a greater understanding of the problem at a local and national level.

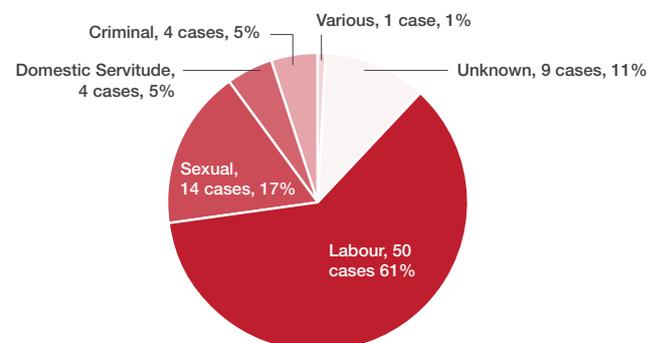


The Modern Slavery Helpline is an independent UK-wide helpline which is free and confidential. The helpline is open 24 hours a day, 7 days a week. Callers are able to report cases of modern slavery and also seek help, support or advice. The Helpline also receives reports of modern slavery by webforms and since July 2018, the Unseen App allows users to spot the signs of modern slavery and report it to the Helpline through the App.

Click on the link to get the latest themed report on modern slavery in Scotland  
<https://www.modernslaveryhelpline.org/uploads/20180613230226659.pdf>

**helpline number 08000 121 700**

### Types of Exploitation



This infographic is based on calls and online reports to the UK-wide Modern Slavery Helpline, relating to situations in Scotland, between October 2016 to March 2018.