

**From:** [REDACTED]  
**Sent:** 25 August 2017 11:29  
**To:** [REDACTED]  
**Subject:** FW: Trafficking and exploitation strategy - Write ups from victims' consultation events

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**From:** [REDACTED] [mailto:\[REDACTED\]@antislaverycommissioner.gsi.gov.uk](mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk)  
**Sent:** 13 February 2017 17:04  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Trafficking and exploitation strategy - Write ups from victims' consultation events

Hi [REDACTED]

Thanks for sharing this. I am looking forward to reading the papers with great interest.

A quick question, can I share these with our partners from Helen Bamber Foundation with whom I am developing NRM consultation with survivors?

I hope you had a safe journey home and have recovered over the weekend from a busy week in London. Let me know if you have any further questions from our discussions and meetings. Contact for [REDACTED] from the Helen Bamber Foundation is [REDACTED]

Best regards  
[REDACTED]

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

[REDACTED]  
[REDACTED]  
[\[REDACTED\]@antislaverycommissioner.gsi.gov.uk](mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk)

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89 Eccleston Square  
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SW1V 1PN



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Twitter: @UKAntiSlavery  
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**From:** [REDACTED] [@gov.scot](mailto:[REDACTED]@gov.scot) [mailto:[REDACTED]@gov.scot]  
**Sent:** 13 February 2017 12:59  
**To:** [REDACTED] [@antislaverycommissioner.gsi.gov.uk](mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk)  
**Cc:** [REDACTED]  
**Subject:** Trafficking and exploitation strategy - Write ups from victims' consultation events

Hi [REDACTED]

Many apologies – I thought that I had sent these documents to you ages ago! Hope they are still useful.

[REDACTED]

[REDACTED]  
Human Trafficking Team | GWR | St Andrew's House | Edinburgh | (013124)41439



\*\*\*\*\*

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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[REDACTED]  
[REDACTED]  
From: [REDACTED]  
Sent: 25 August 2017 11:28  
To: [REDACTED]  
Subject: FW: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

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From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 20 February 2017 12:01  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

[REDACTED]  
A power Point would be great, if possible, the Commissioner would be willing to show a couple of slides then

Best  
[REDACTED]

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T: [REDACTED]  
M: [REDACTED]  
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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
Sent: 20 February 2017 11:44  
To: [REDACTED]@antislaverycommissioner.gsi.gov.uk  
Cc: [REDACTED]@gov.scot, [REDACTED]@gov.scot  
Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

Thanks [REDACTED] and apologies for the delay in replying. I was off sick at the end of last week. Do you think we will need a PowerPoint or will the Commissioner just speak to the group?

---

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 15 February 2017 14:36  
To: Roberts A (Anncri's)

Cc: [REDACTED]

Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

Hi [REDACTED]

I have now spoken to the Commissioner. He'd be happy to give an up-date on his activity for about 10 minutes at the SOG meeting.

Best

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]

Sent: 14 February 2017 16:13

To: [REDACTED]@antislaverycommissioner.gsi.gov.uk>

Cc: [REDACTED]@gov.scot

Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

That's fine. We won't be issuing the agenda for a while yet.

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]

Sent: 14 February 2017 16:08

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

10 minutes is about right. I will get back to you confirmation once I have had a chance to discuss it with the Commissioner (which may not be today)!

Best

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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From [redacted]@gov.scot [mailto:[redacted]@gov.scot]

Sent: 14 February 2017 16:05

To: [redacted]@antislaverycommissioner.gsi.gov.uk>

Cc: [redacted]@gov.scot

Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

I haven't really thought about the details of the agenda, but I think it might need to be after the discussion on the Strategy. That should not take too long though.

( minutes for the Commissioner? Is that too short/long? Let me know what suits.

From [redacted] [mailto:[redacted]@antislaverycommissioner.gsi.gov.uk]

Sent: 14 February 2017 15:52

To: [redacted]

Cc: [redacted]

Subject: RE: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

Hi [redacted]

Good Idea. Let me check with the Commissioner first, but I don't see why not. Would it be at the outset of SOG meeting and for how long?

Best

[redacted]  
[redacted]  
[redacted] Tim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

[redacted]  
[redacted]  
[redacted]@antislaverycommissioner.gsi.gov.uk

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From [redacted]@gov.scot [mailto:[redacted]@gov.scot]

Sent: 14 February 2017 15:50

To: [redacted]@antislaverycommissioner.gsi.gov.uk>

Cc: [REDACTED] gov.scot

Subject: Trafficking and Exploitation Strategy - Strategic Oversight Group meeting - 2 March

Hi [REDACTED]

Do you think Mr Hyland would be willing to give a short update to the SOG meeting on 2 March, perhaps to cover the wider UK/international context and his role in that?

[REDACTED]  
Human Trafficking Team | GWR | St Andrew's House | Edinburgh | (013124)41439



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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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[REDACTED]  
[REDACTED]  
From: [REDACTED]  
Sent: 25 August 2017 11:27  
To: [REDACTED]  
Subject: FW: NRM consultation

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From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 27 February 2017 16:59  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: NRM consultation

Thank you for your prompt reply.

I am preparing a briefing for the Commissioner and he asked me whether we know what the cost of victim support contract with TARA and Migrant Help is? It is public knowledge for The Salvation Army in England and Wales, so the Commissioner was wondering whether this information exists for Scotland?

Best  
[REDACTED]

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

[REDACTED]  
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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
Sent: 27 February 2017 16:30  
To: [REDACTED]@antislaverycommissioner.gsi.gov.uk> [REDACTED]@gov.scot  
Cc: [REDACTED]@gov.scot  
Subject: RE: NRM consultation

[REDACTED]  
It is quite a busy agenda, so I don't think there would be time to show a video, but it would be helpful to mention that it exists!



From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 27 February 2017 16:10  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: NRM consultation

By the way, do you think it would be helpful to show a short raising awareness video at the SOG? Say the one NHSE produced?

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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Twitter: @UKAntiSlavery  
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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
Sent: 27 February 2017 16:04  
To: [REDACTED]@antislaverycommissioner.gsi.gov.uk  
Cc: [REDACTED]@gov.scot, [REDACTED]@gov.scot  
Subject: RE: NRM consultation

Thanks [REDACTED] very helpful.

[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot  
T: [REDACTED]  
M: [REDACTED]

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 27 February 2017 15:50  
To: [REDACTED]  
Subject: RE: NRM consultation

Hi [REDACTED]

We are looking at reporting the outcomes of the consultation meetings May-June time. It may not be in a form of a report, most likely another letter from the Commissioner to the Minister.

Hope this is helpful  
Best

Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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M: 07714 677149  
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From: [redacted]@gov.scot [mailto:[redacted]@gov.scot]

Sent: 27 February 2017 15:00

To: [redacted]@antislaverycommissioner.gsi.gov.uk>

Subject: NRM consultation

Hi [redacted]

Could you let me know the current timetable the IASC is working to with regard to his review of the NRM? In particular, when is he likely to report on the outcome of his consultation events?

Cheers,

[redacted]  
[redacted]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [redacted]@gov.scot

T. [redacted]  
M. [redacted]

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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**From:** [REDACTED]  
**Sent:** 25 August 2017 11:26  
**To:** [REDACTED]  
**Subject:** FW: NRM consultation

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**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 01 March 2017 17:49  
**To:** [REDACTED]  
**Subject:** RE: NRM consultation

Thanks!

Unfortunately not! It is only the Commissioner attending tomorrow, but I will see you next week on the 8<sup>th</sup>!

I just tried to call your office to speak to [REDACTED] about the briefing for the meeting with Lord Advocate! I am really sorry for not getting back sooner. Do you know whether she's already prepared and sent the briefing, or can I still catch her tomorrow morning?

Best

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

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**From:** [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
**Sent:** 01 March 2017 17:44  
**To:** [REDACTED]@antislaverycommissioner.gsi.gov.uk>  
**Subject:** RE: NRM consultation

Oops, yes good spot – the figures are for this FY - 2015/2016.

See you tomorrow.

[REDACTED]  
Head of Human Trafficking Team

Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

---

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]

Sent: 01 March 2017 17:31

To: [REDACTED]

Subject: RE: NRM consultation

Yes! Just a quick clarification on your figures, you said last FY – do you mean 2015/2016?

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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M. [REDACTED]

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Twitter: @UKAntiSlavery

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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]

Sent: 01 March 2017 17:13

To: J. [REDACTED]@antislaverycommissioner.gsi.gov.uk>

Subject: RE: NRM consultation

Thanks [REDACTED]

You're right that's a huge jump last year!

[REDACTED]

[REDACTED]

Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

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M. 07557848727

From: [redacted] [mailto:[redacted]@antislaverycommissioner.gsi.gov.uk]  
Sent: 01 March 2017 17:07  
To: [redacted]  
Cc: [redacted]  
Subject: RE: NRM consultation

Hi [redacted]

Thank you for the information below. This is very helpful.

This is info for the contract with TSA that is also publicly available. As you see, last year has seen a significant increase in funding.

Hope this is useful.

Best  
[redacted]

The Home Office and Ministry of Justice jointly fund the Adult Victims of Modern Slavery Care and Coordination Contract in England and Wales. Since July 2011, The Salvation Army has been delivering this service. The total Government funding over this period has been:

Year	Funding
2011-2012	
(July-June)	£2.3 million
2012-2013	
(Jul-Jun)	£3.8 million
2013-2014	
(July-June)	£3.9 million
2014-2015	
(July -March)	£4 million
2015-2016	
(April -March)	£9 million

[redacted]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

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From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]

Sent: 28 February 2017 08:16

To: [REDACTED]@antislaverycommissioner.gsi.gov.uk; [REDACTED]@gov.scot

Cc: [REDACTED]@gov.scot

Subject: RE: NRM consultation

Hi [REDACTED]

We don't favour the contract model in Scotland, we fund by way of grant to TARA and Migrant Help.

Tara received £317,000 last FY and MH received £405,000 to provide the service.

In addition we directly grant fund The Anchor project run by Greater Glasgow and Clyde Health Board to the sum of £70,000, Anchor provides specialist psychiatric assessment to victims referred in from TARA & MH.

We have used these figures publically so they're not a secret.

Out of interest how much does the contract with SA cost in England and Wales?

[REDACTED]  
[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]

Sent: 27 February 2017 16:59

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: NRM consultation

Thank you for your prompt reply.

I am preparing a briefing for the Commissioner and he asked me whether we know what the cost of victim support contract with TARA and Migrant Help is? It is public knowledge for The Salvation Army in England and Wales, so the Commissioner was wondering whether this information exists for Scotland?

Best  
[REDACTED]

[REDACTED]  
Victim Support and Partnerships Adviser  
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Cc: [REDACTED]@gov.scot  
Subject: RE: NRM consultation

Hi [REDACTED]

It is quite a busy agenda, so I don't think there would be time to show a video, but it would be helpful to mention that it exists!

[REDACTED]  
From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 27 February 2017 16:10  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: NRM consultation

BY the way, do you think it would be helpful to show a short raising awareness video at the SOG? Say the one NHSE produced?

[REDACTED]  
Victim Support and Partnerships Adviser  
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E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House  
89 Eccleston Square



London  
SW1V 1PN



Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)  
Twitter: @UKAntiSlavery  
IASC Strategic Plan 2015 - 17

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]

Sent: 27 February 2017 16:04

To: [REDACTED]@antislaverycommissioner.gsi.gov.uk>

Co: [REDACTED]@gov.scot, [REDACTED]@gov.scot

Subject: RE: NRM consultation

Thanks [REDACTED], very helpful.

[REDACTED]

[REDACTED]

Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

---

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]

Sent: 27 February 2017 15:50

To: [REDACTED]

Subject: RE: NRM consultation

Hi [REDACTED]

We are looking at reporting the outcomes of the consultation meetings May-June time. It may not be in a form of report, most likely another letter from the Commissioner to the Minister.

Hope this is helpful

Best

[REDACTED]

[REDACTED]

Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T. [REDACTED]

M. [REDACTED]

E. [REDACTED]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House  
89 Eccleston Square  
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SW1V 1PN



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Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)

Twitter: @UKAntiSlavery  
IASC Strategic Plan 2015 - 17

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
Sent: 27 February 2017 15:00  
To: [REDACTED]@antislaverycommissioner.gsi.gov.uk>  
Subject: NRM consultation

Hi [REDACTED]

Could you let me know the current timetable the IASC is working to with regard to his review of the NRM? In particular, when is he likely to report on the outcome of his consultation events?

Cheers,

[REDACTED]  
[REDACTED]  
Lead of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot  
T. [REDACTED]  
M. [REDACTED]

\*\*\*\*\*

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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadachd a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo le gun fhiosd', bu choir cur às dhan phost-d agus lethbhreac sam bith air an t-siostam agaibh, leig fios chun neach a sgaoil am post-d gun dàil.

Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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**TRAFFICKING AND EXPLOITATION STRATEGY**

**MEETING OF STRATEGIC OVERSIGHT GROUP**

**2 P.M. – 4 P.M, 2 MARCH 2017, ST ANDREW'S HOUSE, EDINBURGH**

**AGENDA**

**Introduction**

1. Welcome, introductions and apologies
2. Opening remarks from Cabinet Secretary for Justice

**Main business of meeting**

3. Approval of Trafficking and Exploitation Strategy for laying before Parliament

*(Draft Strategy issued by email 14 February 2017)*

**Overview of progress on matters relating to human trafficking in Scotland**

4. Lord Advocate
5. Police Scotland
6. Support for adult victims – [REDACTED], TARA and [REDACTED] Migrant Help
7. Child victims of trafficking - Donald Henderson, Deputy Director, Care and Protection, Scottish Government
8. Kevin Hyland, Independent Anti- Slavery Commissioner
9. Neil Rennie, Director of Justice, Scottish Government
10. Closing remarks

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 10 March 2017 12:55  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Human Trafficking and Exploitation - UK and International - Meeting between CSJ and IASC - 17 03 10

All,

Please find a read out of the meeting between the CSJ and IASC on Wednesday with thanks to Anna for filling in some of the blanks.

Willie, the CSJ mentioned a [REDACTED] as a contact for the International Justice offering that SG is working on, (see below) however we can't find any trace of her, are you aware of this programme and who might be the best contact?

#### NRM

IASC advised in his view that it is not presently fit for purpose, too remote from the people that it is making decisions about and not being used to its potential as a source of intelligence gathering. Advised that it could learn from the children's system of multi-agency case conferences for child protection cases and use a similar model for determining the care package for victims and their trafficking status.

CSJ acknowledged IASC concerns, and expressed a desire to consider a Scottish approach to the NRM, dependent of course on the outcome of the Pilot and the conclusions reached by the IASC after his consultation exercise.

No action required by HT Team as a result of the discussion. Issues to be considered in terms of response to NRM pilots, IASC recommendations and implementation of duty to notify.

#### (Awareness raising and Training)

IASC advised that as a consequence of his meeting with the Lord Advocate he is going to liaise with the Judicial Institute in terms of developing training with for the judiciary. He is also meeting with the Chair of the International Bar Association on developing that. CSJ advised that IASC should approach [REDACTED] of the JI on that point and that the JI is able to develop innovative on-line training packages for judges to use remotely.

HT team to make sure that IASC has contact details for [REDACTED] and keep in contact on these issues.

[REDACTED]

Vietnamese links

IASC raised the possibility of Scotland working closely with Vietnam in tackling trafficking from source, referencing discussions at the SOG last week on points raised by ACC Johnson about embedding Vietnamese officers.

CSJ was keen to explore this, subject to proper security checks.

IASC also raised the possibility of assisting the organisations assisting victims/preventing trafficking in Vietnam, particularly for boys and men, who make up the majority of victims but appear to have relatively poor support compared to that provided for female victims.

CSJ asked HT team to discuss this with International development colleagues

HT team mentioned that International Development Colleagues had discussed the possibility of a justice package in Malawi/Tanzania that would deal with trafficking, however there was no reason why we could not explore such a package for other places. CSJ advised HT Team that there was work on-going to provide an International Justice offering from SG and sharing our expertise and suggested a contact.

CSJ asked to be briefed on the IASC Vietnamese report once it had been issued by the IASC.

#### Fisheries

IASC advised on his contacts with Seafish and the RNLI and a perception that self-policing within the industry was having an impact. The Irish model was noted as being worthy of further consideration.

HT team to continue to discuss with Marine Scotland colleagues, particularly in light of the Cabinet Secretary for Rural Economy and Connectivity interest.

[REDACTED]

[REDACTED]

Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

[REDACTED]

---

From:

Sent:

[REDACTED]  
10 March 2017 13:40

To:

[REDACTED]  
[REDACTED]  
[REDACTED]  
Cowan WJ (Willie); [REDACTED]; [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]; Rennick NS (Neil); [REDACTED]  
[REDACTED]  
[REDACTED]

Subject:

Human Trafficking SIG - Note of Meeting - 6 March 2017

(  
Good Afternoon

Please find a draft note of the SIG meeting held on 6 March 2017 for consideration. If something has not been recorded accurately or has been omitted please let me know.



Human  
Trafficking\_Stra...

Regards

[REDACTED]  
[REDACTED] Human Trafficking Team | Criminal Justice Division | Scottish  
Government | GWR | St Andrew's House | Regent Road | Edinburgh | EH1 3DG |  
[REDACTED]

*Please note that I work alternate Mondays and remotely on a Friday; otherwise I am based in St Andrews House.*

## HUMAN TRAFFICKING STRATEGY IMPLEMENTATION GROUP NOTE OF MEETING 06 MARCH 2017

### Attendees:

Name	Organisation
[REDACTED]	Scottish Government
[REDACTED]	Scottish Government
[REDACTED]	Scottish Government
[REDACTED]	Scottish Government
[REDACTED]	Scottish Government
[REDACTED]	Police Scotland
[REDACTED]	Police Scotland
[REDACTED]	Child Trafficking Strategy Group
[REDACTED]	TARA
[REDACTED]	Migrant Help
[REDACTED]	COSLA

### Apologies:

Name	Organisation
[REDACTED]	NHS
[REDACTED]	COPFS
[REDACTED]	Aberlour
[REDACTED]	Gangmasters Licensing Authority
[REDACTED]	Gangmasters Licensing Authority
[REDACTED]	Scottish Government

### Welcome and Introduction

1. [REDACTED] welcomed the group and introduced herself as the new Head of Victims and Witnesses Unit. It was noted that [REDACTED] COPFS, would replace [REDACTED] this group going forward.

### SOG - Update and Feedback

2. SOG feedback on the strategy was overall positive including comments about the collaborative approach the government had adopted. The Cabinet Secretary for Justice iterated that although there is a statutory 3 year review target the strategy would be a living document under regular review. The Scottish Government will reflect on comments made by the SGS regarding section 4 and more generally how victims' voices can be reflected throughout the strategy.

### Next Steps

#### *Parliament*

3. The Scottish Government require to lay the strategy before Parliament by end May 2017. This will involve both formal and informal processes.



### *Launch and publication of strategy*

4. The Scottish Government would like to publically launch the strategy with the Cabinet Secretary for Justice and welcome any ideas for a launch event. Police Scotland advised that they are holding a day of action on 15 May 2017 concentrating on labour exploitation. Europol are also holding a week of action on labour exploitation.

### *Implementation structure*

5. It was proposed that the structure of SOG and SIG will remain moving forward with SOG maintaining their strategic overview and meeting annually. In terms of SIG it was proposed that their role would move from developing the strategy to an implementation and monitoring role with subgroups for each action area and children. Suggested chairs for the subgroups were COSLA for Action Area 1, Police Scotland for Action Area 2 and the Scottish Government for Action Area 3. Secretariat support would be provided by Scottish Government. Police Scotland were content to lead on Action Area 2 and referred to an existing group that could potentially incorporate this work into their existing responsibilities. COSLA would like further time to consider. Concerns about the future structure related to;

- Capacity and resource, including possible additional members
- Clarity around purpose of subgroups
- Ensure no duplication of work between groups and with other Strategies and Frameworks
- Should the Child Trafficking Strategy group remain as a separate entity?
- The Strategy is to be a national Strategy to be applied locally. How will this work and what implications does this have for capacity and resource?
- Learn from other strategies and groups and ensure that we link closely with other relevant ones.

6. It was agreed that a working day would be beneficial to obtain views on finalising and streamlining the delivery plan for the trafficking and exploitation strategy. This will include a discussion on how the subgroups might operate.

### **Updates from Members**

7. Updates from members are detailed at the Annex.

### **EQIA**

8. Opportunity to provide written comments on EQIA extended to 12 April 2017.

### **AOB**

9. Stakeholders are being asked about the impact of BREXIT on human trafficking in Scotland. The SG referred to *Scotland's Place in Europe* that was published in December 2016. The strategy reflects the position contained therein that it will be important to ensure continuing participation in law enforcement, criminal law

and civil law measures, including Europol and Eurojust, including with regard to human trafficking cases.

### **Date of Next Meeting**

10. The next SIG meeting will be on 19 April 2017.

### **Agreed Actions**

- Police Scotland to provide Scottish Government with Marine Scotland contacts participating in day of action
- Scottish Government to liaise as needed around update of section 4 of the Strategy
- Members to advise of any clashes/concerns with the public launch of strategy
- Scottish Government to identify suitable date for working day
- Scottish Government to reissue action plan from earlier in the process
- SIG members to think about who could be part of subgroups outwith core membership
- Scottish Government to confirm if CTSG has terms of reference
- Scottish Government to make links with licensing team and ensure the consultation on the guidance on the licensing of Sexual Entertainment Venues is shared with SIG.
- SIG members to provide written comments on EQIA by 12 April 2017.

## Members Updates

### Scottish Government

- TNS survey on public awareness of human trafficking launched on 1 March concluding on 26 March with results due in early April.
- Working with marketing colleagues on a publicity/awareness raising campaign. SG would like to obtain SIG views and victims' views on this if possible before going live.
- Making links across portfolio areas; procurement, fisheries, organ donation, construction and fair work.
- The IASC is holding an event in Edinburgh on 8 March and will meet the Cabinet Secretary for Justice following this.
- Officials have been invited to a meeting of the CPG on 8 March.
- [REDACTED] was seconded to the Home Office in early February which led to links being made with the DWP. [REDACTED] has since met and discussed access to benefits in Scotland. DWP expressed an interest in meeting with TARA and Migrant Help.
- An update on implementation of the Act was provided. It is SG intention to commence Part 4 on 30 May with delays to other sections explained.
- Children and Family officials advised that they were working with Aberlour and COSLA on a possible amendment to Section 4 with regard to the role of the ICTG. Any amendments would be circulated.
- Children and Family officials advised that whilst there was a pause on the start of the tendering process for the ICTG, the consultation on the role, responsibilities and functions of the ICTG could be pursued.

### Police Scotland

- Awareness raising presentation almost complete and once on a suitable format it will be shared for comments
- Recent successful operations and planned operation in May

### [REDACTED]

- Concerns around referrals from MS Helpline.
- Concerns around delay of section 11 and possible links this may have to section 12 and new guidance being published.
- Child Trafficking Strategy Sub Group agreed to meet in the autumn to look at published strategy.

### TARA

- An article on TARA's work had been published in the Evening Times
- TARA have seen a significant increase in referrals compared to this time last year, particularly in the numbers of Vietnamese and Albanian women.
- TARA had done a presentation to Police Scotland which had been well received.

### Migrant Help

- Seeing an increase in negative RG decisions
- Working with Police Scotland locally on training officers
- Accepted invitation to sit on MS Helpline Advisory Board
- Alongside NI DOJ providing training to prison officers on spotting the signs of trafficking – content to roll out to Scotland once feedback received
- Working with Police Scotland on day of action in May

#### **COSLA**

- Considering delivery of training to new elected members once the elections are over.
- Expressed interest in reviewing Sexual Entertainment Venues consultation and guidance

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 25 August 2017 11:26  
**To:** [REDACTED]  
**Subject:** FW: Thank you!  
**Attachments:** NRM StakeholderMeeting\_Scotland\_8March2017.pptx

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**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 09 March 2017 12:04  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Thank you!

Dear [REDACTED] and [REDACTED]

The Commissioner and I would like to thank you both for your help in organising the event yesterday!

We both thought that it went very well and we enjoyed the discussions. I have already mentioned to the Commissioner that we should do similar stakeholder meetings on a regular basis, and have suggested something in late autumn after publication of the Commissioner's annual report and a new strategy!

As promised, see attached the Commissioner's presentation from yesterday. I would be grateful if you could share it with all the attendees and please pass on our Thank you for their participation and contribution.

If anyone feels that would like to further contribute to the consultation in writing, please pass on my contact details and I'd be glad to hear from them.

Thanks again  
With best wishes

[REDACTED]  
[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House  
89 Eccleston Square  
London  
SW1V 1PN



Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)  
Twitter: @UKAntiSlavery  
IASC Strategic Plan 2015 - 17

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**From:** [REDACTED] [mailto:[REDACTED]@edinburgh.gcsx.gov.uk]  
**Sent:** 06 March 2017 09:26  
**To:** [REDACTED]@scotland.gsi.gov.uk, [REDACTED]@antislaverycommissioner.gsi.gov.uk  
**Subject:** [PROTECT] RE: Attendee list for Wednesday 8 March

Good Morning [REDACTED]

I have added [REDACTED] name to the list which I am now sending off to our Event's team to assist them prepare the welcome for your guests.

If there is anything else you need me to clarify before the event please do not hesitate to contact me.

Kind regards  
[REDACTED]

---

**From:** [REDACTED]@scotland.gsi.gov.uk [mailto:[REDACTED]@scotland.gsi.gov.uk]  
**Sent:** 03 March 2017 15:34  
**To:** [REDACTED]@antislaverycommissioner.gsi.gov.uk; [REDACTED]  
**Subject:** [DELIVERED THROUGH GSX] - RE: Attendee list for Wednesday 8 March

[REDACTED] Aberlour Childcare Trust and Scottish Guardianship Service to be added to the list.

---

**From:** [REDACTED]  
**Sent:** 03 March 2017 10:30  
**To:** [REDACTED]@edinburgh.gcsx.gov.uk  
**Subject:** Attendee list for Wednesday 8 March

Hi [REDACTED] and [REDACTED]

Here is the confirmed list for Wednesday's meeting. SG officials are only there as observers, so you can feel free to ask us to leave if there are too many people in the room.

Including SG officials there are 41 people on the list. This does not include any attendees from the Commissioner's office.

[REDACTED] < File: List for [REDACTED].docx >>

[REDACTED]  
Human Trafficking Team|GWR|St Andrew's House|Edinburgh|[REDACTED]  
<<OLE Object: Picture (Device Independent Bitmap) >>

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**@UKAntiSlavery**

# **INDEPENDENT ANTI-SLAVERY COMMISSIONER**

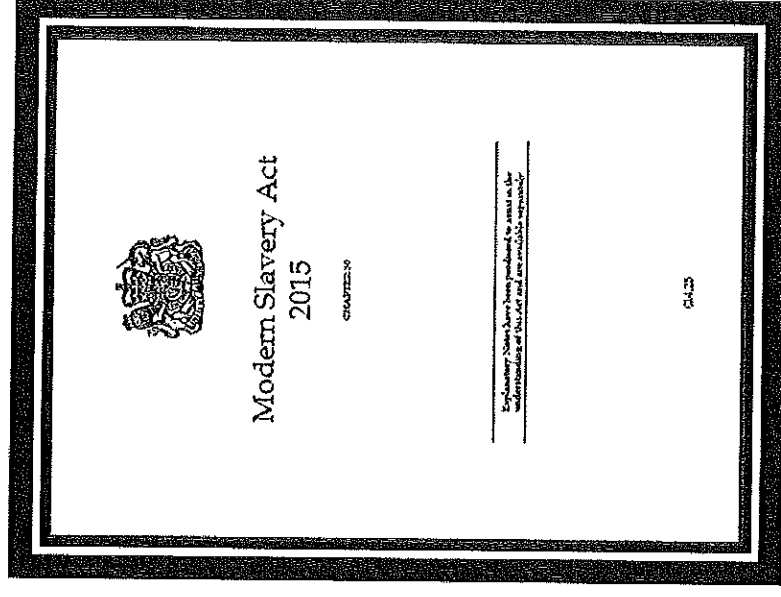
**NRM STAKEHOLDER MEETING  
EDINBURGH, 8 MARCH 2017**

**[www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)**

# Role of the Independent Anti-Slavery Commissioner

The role of the Commissioner, as laid out in Section 41 of the Modern Slavery Act 2015 is **to encourage good practice** in:

- *The prevention, detection, investigation and prosecution of slavery and Human Trafficking offences.*
- *The identification of victims of those offences.*







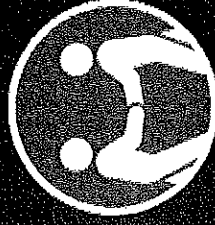
## Victim Identification & Care

To drive improved identification of victims of modern slavery and enhanced levels of immediate and sustained support for victims and survivors across the UK.



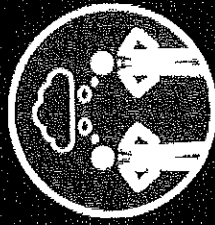
## Law Enforcement & Criminal Justice

To promote an improved law enforcement and criminal justice response across the UK, to support development and adoption of effective training and to increase awareness across relevant statutory agencies.



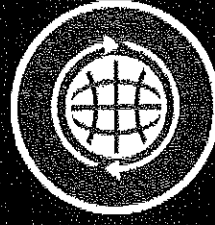
## Partnerships

To identify, promote and facilitate best practice in partnership working and to encourage improved data sharing and high quality research into key issues.



## Private Sector Engagement

To engage with the private sector to promote policies to ensure that supply chains are free from slavery and to encourage effectual transparency reporting.



## International Collaboration

To encourage effective and targeted international collaboration to combat modern slavery.

# Victim identification and care

- NRM Consultation focused on how to better identify and assist victims, and how to improve intelligence in order to disrupt criminal networks
- Mid-term and long term support for victims: Secured an inquiry into access to benefits for victims of modern slavery by House of Commons Work and Pensions Select Committee .
- Raising awareness amongst frontline staff: Videos developed with NHS England, local authorities and emergency services (available at <http://www.antislaverycommissioner.co.uk/resources/>)





## **Law Enforcement & Criminal Justice**

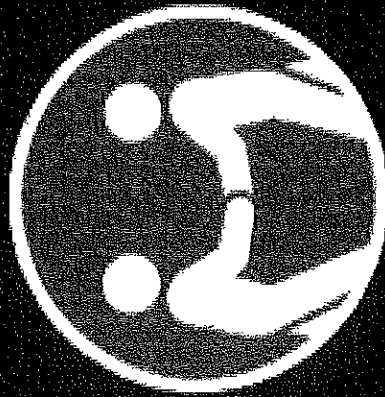
To promote an improved law enforcement and criminal justice response across the UK, to support development and adoption of effective training and to increase awareness across relevant statutory agencies.

# Unacceptable standards of crime recording for modern slavery crime

Number of modern slavery crimes recorded and potential victims referred into the NRM in England & Wales and Scotland in financial year 2015 / 2016

	England & Wales	Scotland
Potential victims referred into NRM by all first responders	3,146	154
Number of modern slavery crimes	884	4

When NRM referrals are not recorded as crimes, investigations are not launched and victims do not receive the justice and support that they both need and deserve



## Partnerships

To identify, promote and facilitate best practice in partnership working and to encourage improved data sharing and high quality research into key issues.

# MODERN SLAVERY WITHIN THE HOMELESSNESS SECTOR



Understanding and Responding to  
Modern Slavery within the Homelessness Sector

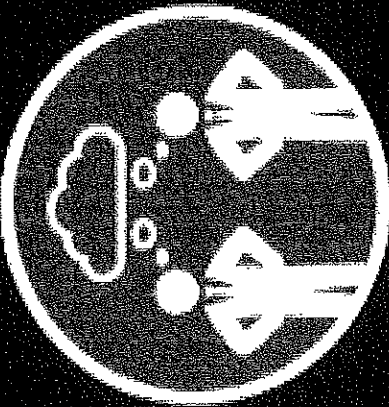


A report commissioned by the  
Independent Anti-Slavery Commissioner



January 2017

- Homeless people are at risk of being exploited when they are on the streets, but also that victims of modern slavery are at risk of becoming homeless if no long-term support is provided to them.
- Joining efforts by establishing partnerships across homelessness and Anti-Slavery organisations, local authorities, police and other relevant actors will result in a stronger and a more coordinated multi-agency response to modern slavery.

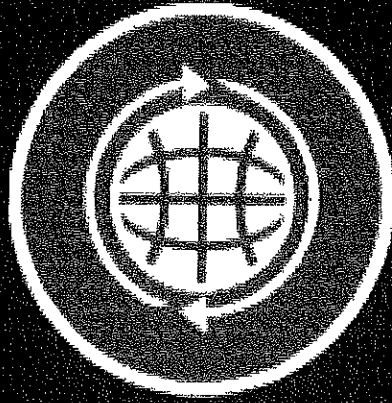


## Private Sector Engagement

To engage with the private sector to promote policies to ensure that supply chains are free from slavery and to encourage effectual transparency reporting.

# International Collaboration

To encourage effective and targeted international collaboration to combat modern slavery.





# Modern Slavery:

“The greatest human rights issue of our time”

Prime Minister, Theresa May MP

# National Referral Mechanism in brief

- National Referral Mechanism is a framework for identifying victims of human trafficking and ensuring they receive appropriate support
- Established in 2009, following ratification by the UK of the Council of Europe Convention on Action against Trafficking in Human Beings
- Considerable increase in the number of potential victims referred to the NRM for assistance: from 714 in 2010 to 3,266 in 2015
- Potential victims are entitled to a 'recovery and reflection period' of a minimum of 45 days period
- Referral can be made by a designated First Responder
- Decisions are made by Competent Authorities: NCA's Modern Slavery Human Trafficking Centre (EU/EEA nationals) and UK Visas and Immigration (Non-EU nationals)
- Two staged decision making process: "Reasonable Grounds" and "Conclusive Grounds"
- England and Wales - The Salvation Army provides assistance to adult victims
- Scotland - Tara and Migrant Help
- Northern Ireland - Women's Aid and Migrant Help
- Child Victims of Trafficking fall into the Local Authority care
- NRM Review carried out by the Home Office, November 2014
- NRM Pilot schemes in South West and West Yorkshire, August 2015 - March 2017

# NRM Scottish Perspective

- In 2015, 145 potential victims of trafficking were referred to the NRM in Scotland (4.4% of total UK referrals (3,266) and 30% increase from 2014)
- 49% (71) were female, 51% (74) were male
- 71% (103) – adult victims; 29% (42) were children
- January – September 2016 – 88 potential victims referred from Scotland (3% of total UK referrals (2798))
- Top countries of origin for Scotland are Vietnam, Nigeria, China, Albania, Eritrea, Latvia
- Most common types of exploitation are: sexual exploitation, domestic servitude and labour exploitation
- Human Trafficking and Exploitation (Scotland) Act places a legal duty on Ministers to provide support to potential victims in the NRM
- Scottish Government funds TARA and Migrant Help to provide services to adult potential victims of trafficking in Scotland
- Child victims of trafficking fall into Local Authority care

# NRM Consultation by the Commissioner

**NRM consultation is focused on how to better identify and assist victims, and how to improve our intelligence in order to disrupt criminal networks**

- The Commissioner sent a letter to the Minister for Vulnerability, Safeguarding and Countering Extremism, Sarah Newton MP with his views on the need for an improved NRM
- **Aim of the consultation** is to identify and discuss much needed solutions, rather than gaps
- Stakeholders to be consulted: The Salvation Army and its sub-contractors, the NCA, National Policing Lead, UKVI, Devolved Administrations, Regional Anti-Slavery partnerships, child trafficking expert organisations and NGOs providing support to victims of modern slavery beyond the NRM, and Survivors of modern slavery.
- Timescale: January - May 2017 – meetings; recommendations sent to the Minister in June 2017.

# Access to support

- What is the best way to ensure potential victim gives an informed consent to enter the NRM?
- Would providing immediate access to a temporary place of safety after being rescued help ensure informed consent?
- What existing good practice is out there helping potential victims access support?
- What needs to be put in place to help potential victims access support as soon as possible? What are the barriers to accessing support?
- Who should be able to make an initial referral? Is a “first responder” role a barrier to accessing support?

# Decision making process

- How can the current two stage decision making process be simplified?
- How to ensure the decision making process is non-discriminatory and is not affected by their nationality or immigration status?
- Is an expert multi-agency panel consisting of a wide range of professions and sitting in one place a possible solution? What are Pro-s and Con-s?
- If such a panel is convened, where should it sit?

# Move-on pathways and long-term support

- How to ensure a smooth move-on transition from safe accommodation to mainstream support services? What is needed to be put in place?
- What should a positive NRM decision mean?
- Would an individually tailored pathway developed by the expert multi-agency panel be a potential solution?
- If yes, what should it include? What are the minimum support services that should be available to victims after they leave the safe accommodation? (i.e. access to accommodation, recourse to public funds, health, English classes, education, employment, safe return)
- What do you think, from your practical experience, are successful outcomes for victim's integration? When and how should the support be seized?
- How should the case monitoring and assessment victim's well-being over time and the success of any support be performed? (i.e length of time someone is in care; the type of support that they receive; the judged effectiveness of that support)

# Data collection and Intelligence gathering

- How should NRM data collection be redesigned to capture information appropriate both for victim care and evidence led policing?
- Who should have a lead on NRM data collection and analysis?
- How to ensure a more robust intelligence picture across the UK?
- How do you see your role in helping to build a better evidence base on MS in the UK?



# Other relevant questions??

- Is the name – National Referral Mechanism – the best fit? What are Pro-s and Con-s for changing the name? What would possible alternatives be?
  - How to ensure professionalism and accountability in providing care and support to victims of modern slavery (care standards)? (Who should do that?)
  - Questions from the attendees ???
-

@UKAntiSlavery



# INDEPENDENT ANTI-SLAVERY COMMISSIONER

[www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 25 August 2017 10:47  
**To:** [REDACTED]  
**Subject:** FW: Human Trafficking - Judicial and legal Training

---

**From:** [REDACTED]  
**Sent:** 21 March 2017 16:45  
**To:** [REDACTED] @antislaverycommissioner.gsi.gov.uk)  
**Cc:** [REDACTED]  
**Subject:** Human Trafficking - Judicial and legal Training

[REDACTED]

I hope you're well, it was good to catch up with you albeit briefly when the Commissioner was in Edinburgh on 8<sup>th</sup> March.

You'll recall that the Cabinet Secretary for Justice asked me to ensure that the Commissioner was properly put in touch with the Judicial Institute in relation to the training that was made available for judges in Scotland. I've contacted the institute (who are separate from Government) and they have advised that the most appropriate way to do that would be by way of email to:

[judicialinstitute@scotcourts.gov.uk](mailto:judicialinstitute@scotcourts.gov.uk)

Operational responsibility for the delivery of training rests with the Director of the Judicial Institute; [REDACTED] and we would recommend that [REDACTED] directs his email accordingly. I also enclose the web page for the institute which will provide background information.

<http://www.scotland-judiciary.org.uk/59/0/Judicial-Training>

[REDACTED] also mentioned the work he was doing in relation to training for the legal profession. We have contacts with a group within the Faculty of Advocates  
<http://www.advocates.org.uk/>

"Advocates" are the Scottish equivalent of Barristers. The "Tumbling Lassie" Committee <http://www.tumblinglassie.com/> are a group of Advocates who campaign against trafficking and we in Government are starting to build a relationship with them in terms of their work: ("Tumbling Lassie" refers to the Scottish court case of Reid v Scot of Harden in 1687 which confirmed that slavery was not legal in Scottish law). The main contact we have for that group is: [REDACTED]@amadvocates.co.uk

I'm sure [REDACTED] will be happy to discuss what could be done in this area with regard to the wider profession and he's happy for his details to be passed on here.

[REDACTED]

[REDACTED]

Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House

Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 25 August 2017 10:46  
**To:** [REDACTED]  
**Subject:** FW: Anti-Slavery Day 2017 - IASC event

---

**From:** [REDACTED]  
**Sent:** 22 March 2017 14:57  
**To:** [REDACTED] (Independent Anti-Slavery Commissioner)  
**Cc:** [REDACTED]  
**Subject:** RE: Anti-Slavery Day 2017 - IASC event

Hi [REDACTED]

(Thanks for getting in touch, we'd be very interested in the Commissioner coming to Scotland as part of his report and plan launch. Would it be an event similar to that held for the NRM a fortnight ago with key stakeholders and the opportunity to discuss perhaps more generally how we tackle trafficking and exploitation?)

We haven't yet turned our mind to anti-slavery day events this year, but would be keen to do so in conjunction with the Commissioner; we will bear this in mind as we turn to this over the next few months.

[REDACTED]

[REDACTED]

Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]

M. [REDACTED]

---

**From:** [REDACTED] (Independent Anti-Slavery Commissioner) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 22 March 2017 10:49  
**To:** [REDACTED]  
**Subject:** Anti-Slavery Day 2017 - IASC event

Dear [REDACTED]

I hope you are well.

I am the Communications Office for the Independent Anti-Slavery Commissioner, [REDACTED] also lead on the Commissioner's events to mark Anti-Slavery Day and the launch of his annual report.

In October this year, the Commissioner will launch not only an annual report but also his next strategic plan. As such, he is keen to travel to Scotland and have an event exclusively for Scottish stakeholders. Is this something that you would be interested in?

Do you have any plans for Anti-Slavery Day this year? Perhaps we could combine this and have the Commissioner join, or would you be interested in organising a side-event alongside this? Very happy to discuss further and consider any other ideas.

I look forward to hearing from you.

Best wishes,

[Redacted]

[Redacted]

Communications Officer  
Office of the Independent Anti-Slavery Commissioner

T: [Redacted]

M: [Redacted]

E: [Redacted]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House  
89 Eccleston Square  
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Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)

Twitter: @UKAntiSlavery

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[REDACTED]  

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**From:** [REDACTED]  
**Sent:** 25 August 2017 10:46  
**To:** [REDACTED]  
**Subject:** FW: Human Trafficking in Scotland - Input from Co-op

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**From:** [REDACTED]  
**Sent:** 10 April 2017 13:22  
**To:** [REDACTED]  
**Subject:** RE: Human Trafficking in Scotland - Input from Co-op

No problem, and thanks for putting them in touch – have a good one!

[REDACTED]  

---

**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 10 April 2017 13:13  
**To:** [REDACTED]  
**Subject:** RE: Human Trafficking in Scotland - Input from Co-op

Thanks, [REDACTED]

[REDACTED] great and they are doing some amazing things to fight modern slavery. I am glad you are keen and able to support them whilst they are exploring new landscape in Scotland.

Have a wonderful day  
[REDACTED]

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

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Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)  
Twitter: @UKAntiSlavery  
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**From:** [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
**Sent:** 10 April 2017 12:57  
**To:** [REDACTED]@coop.co.uk; [REDACTED]<Tatiana.Jardan@antislaverycommissioner.gsi.gov.uk>  
**Cc:** [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot;  
[REDACTED]@gov.scot; [REDACTED]@gov.scot  
**Subject:** Human Trafficking in Scotland - Input from Co-op

[REDACTED] thanks for the introduction as well!

[REDACTED]  
thanks for this, I'd be really keen to pursue this with you to find out where and how Bright Future could help victims in their recovery.

In Scotland we focus victim care through 2 NGOs; TARA – helping all adult female victims of commercial sexual exploitation and *Migrant Help* – helping all other adult victims (male or female). The NGOs provide care themselves but also act as a single hub and point of contact in helping victims access support from elsewhere e.g employment opportunities. I'd be hopeful then that we could get the key players working together quickly here, particularly given your success in working closely with City Hearts in Liverpool, who seem to perform the same job as TARA/MH do here. I'd also like to get the Government's Fair Work Employability and Skills Directorate involved here too, to give insight into the wider landscape here and any existing relationships or supports Government can provide here.

On publicity, this is something we'd also be keen to discuss. We are currently designing a campaign to launch in June and would be keen to ensure that our messaging as developed for that campaign would read across to your efforts in store later in the year. It might be useful to explore whether there are any gaps in your campaign year to assist us when we launch in June, although I realise that might be a little late in the day to arrange.

Our next stakeholder meeting (Strategy Implementation Group) is taking place on 19<sup>th</sup> April in Edinburgh 2-4pm, we'd be happy for you to take forward a 20 minute section to discuss your work and plans and to meet the key stakeholders.

I'm keen to discuss all the above, I'm at my desk all day tomorrow from 11 onwards and can talk you through the landscape here and hear more about 'Bright Future'.

[REDACTED]  
[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]  
M. [REDACTED]

---

From: [REDACTED] [mailto:[REDACTED]@coop.co.uk]

Sent: 06 April 2017 11:52

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Introduction

[REDACTED] Thanks for the introduction.

[REDACTED] would be great to have an initial conversation when you're back from AL but in the meantime I thought you would find the attached briefing about Bright Future helpful. Also, as Tatiana mentioned we have plans to do some comms to customers in Scotland in October (potentially using a variety of in-store channels – till screens, in-



store radio, till receipts etc) so it would be good to understand how we ensure consistency of message with existing Scottish Government comms.

I'm not in on Monday but perhaps we could catch up on Tuesday 11<sup>th</sup>?

Best wishes

From: [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
Sent: 06 April 2017 11:20  
To: [REDACTED]@gov.scot; [REDACTED]@coop.co.uk  
Cc: [REDACTED]@gov.scot  
Subject: Introduction

Dear [REDACTED]

I hope this message finds you well.

I would like to introduce you to [REDACTED] from the Co-op who is leading on modern slavery and human trafficking activity developed by the company, which is truly outstanding and is supported by the Commissioner.

Last month the Co-op in partnership with the City Hearts, one of the charities providing safe house support to victims in England, launched "Bright Future" Initiative which provides 4 week work placements for victims of trafficking with a guaranteed non-competitive interview at the end, which is already seeing first fruitful results. Allison is now exploring opportunities of expanding this initiative in Scotland, and I have provided her with contacts of TARA and Migrant Help.

In addition to that, the Co-op are planning a big raising awareness campaign for its customers in October, and would like to include their stores in Scotland as well. I gave Alison an insight about the different terminology we are using, differences in legislation, etc. To ensure that the campaign messages are appropriate and specially tailored for the public in Scotland, Allison would like to arrange a meeting with key stakeholders in Scotland, and I suggested you are the best people to start conversations with.

[REDACTED] is Head of Human Trafficking Team in the Scottish Government Justice Directorate. He is the best person to talk to about all aspects of work you are planning to do on human trafficking in Scotland. The Scottish Government convenes a Stakeholder Engagement Group bringing together partners from both statutory and non-statutory organisations working in the field of anti-trafficking.

Over to you two...

Happy to help in the future if needed

Best wishes

[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner

T: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House

89 Eccleston Square  
London  
SW1V 1PN



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[REDACTED]  

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**From:** [REDACTED]  
**Sent:** 25 August 2017 10:43  
**To:** [REDACTED]  
**Subject:** FW: Changes in SG Human Trafficking Team

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**From:** [REDACTED]  
**Sent:** 07 June 2017 14:08  
**To:** [REDACTED]  
**Subject:** RE: Changes in SG Human Trafficking Team

Cheers [REDACTED] I really appreciate that!

Best of luck as well in the future, its great what you and the team the Commissioner has manages  
to achieve and I'll definitely keep up to date on developments!

Best wishes,

[REDACTED]  
[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]  
M. [REDACTED]

---

**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 07 June 2017 13:41  
**To:** [REDACTED]  
**Subject:** RE: Changes in SG Human Trafficking Team

Dear [REDACTED]

Such a pity to hear you are going! It's been a great pleasure working with you and your team! You and your team  
have achieved a lot in this short period of time, and this is a good sign of great leadership.

I wish you all the best in your future endeavours!

With best wishes,

[REDACTED]  
[REDACTED]  
Victim Support and Partnerships Adviser  
Office of the Independent Anti-Slavery Commissioner  
[REDACTED]

M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

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SW1V 1PN



Web: [www.antislaverycommissioner.co.uk](http://www.antislaverycommissioner.co.uk)  
Twitter: @UKAntiSlavery  
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From: [REDACTED]@gov.scot [mailto:Nicholas.Duffy@gov.scot]

Sent: 05 June 2017 17:39

To: [REDACTED]@glasgow.gsx.gov.uk; [REDACTED]@gla.gsi.gov.uk; [REDACTED]@aberlour.org.uk;  
[REDACTED]@nhs.net; [REDACTED]@gla.gsi.gov.uk; [REDACTED]@migranthelpuk.org;  
[REDACTED]@undeecity.gcsx.gov.uk; [REDACTED]@cosla.gov.uk; [REDACTED]@gla.gsi.gov.uk;  
[REDACTED]@gov.scot; [REDACTED]@cosla.gov.uk; [REDACTED]@sw.glasgow.gov.uk;  
[REDACTED]@scotland.pnn.police.uk; [REDACTED]@antislaverycommissioner.gsi.gov.uk>;  
[REDACTED]@gov.scot; [REDACTED]@copfs.gsi.gov.uk; [REDACTED]@edinburgh.gcsx.gov.uk  
Cc: [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@gov.scot  
Subject: Changes in SG Human Trafficking Team

Dear All,

Just a note to let you know that I will be moving on from the Scottish Government's Human Trafficking team at the end of this week (9<sup>th</sup> June). I'm taking up a new post as Deputy Solicitor to the Public Inquiry into the Edinburgh Tram Project.

Given how important this project is, my replacement has already been identified and will be [REDACTED]. [REDACTED] we hope that he will be in post in due course during the summer. However, from 12<sup>th</sup> June, could you copy in [REDACTED] in my place in emails.

I'd also like to say 'thanks' to you for your support and help over the last year as we worked towards producing the Trafficking and Exploitation Strategy. You've been very positive and welcoming and it's been great to work alongside you. The strategy is a really great document, it reflects the really strong and supportive relationship that's been built here and I'm really proud of what we all managed to produce.

Best Wishes,

[REDACTED]  
[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 30 May 2017 17:03  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Trafficking and exploitation Strategy - published 30 May 2017 - thank you

[illegible]

[REDACTED]  
Subject: Trafficking and exploitation Strategy - published 30 May 2017 - thank you

Dear all

You will already have been sent the link to the Strategy, which was laid before Parliament this morning.

<http://www.gov.scot/Publications/2017/05/6059>

I just wanted to say thank you on behalf of the team here for all your help and input in getting us to this point. We are looking forward to continuing to work with you as we implement the Strategy.

Best wishes

[REDACTED]  
[REDACTED]  
Human Trafficking Team | GWR | St Andrew's House | Edinburgh | [REDACTED]

\*\*\*\*\*

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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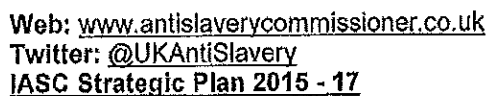
**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsl.gov.uk]  
**Sent:** 07 June 2017 13:41  
**To:** [REDACTED]  
**Subject:** RE: Changes In SG Human Trafficking Team

Such a pity to hear you are going! It's been a great pleasure working with you and your team! You and your team have achieved a lot in this short period of time, and this is a good sign of great leadership.

With best wishes,

T: [REDACTED]  
M: [REDACTED]  
E: [REDACTED]@antislaverycommissioner.gsi.gov.uk

5th Floor, Globe House  
89 Eccleston Square  
London  
SW1V 1PN



**Subject: Changes In SG Human Trafficking Team**

Just a note to let you know that I will be moving on from the Scottish Government's Human Trafficking team at the end of this week (9<sup>th</sup> June). I'm taking up a new post as Deputy Solicitor to the Public Inquiry into the Edinburgh Tram Project.

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Best Wishes,

[REDACTED]  
[REDACTED]  
Head of Human Trafficking Team  
Victims and Witnesses Unit  
Scottish Government Justice Directorate  
GWR, Saint Andrew's House  
Edinburgh EH1 3DG

Email: [REDACTED]@gov.scot

T. [REDACTED]  
M. [REDACTED]

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Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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