

# Children

- Also included in the above but also specific considerations
- Not just about children 'from abroad'
- Become looked after children – not about a separate system
- National Guidance for Child Protection (2014)
- Inter Agency Guidance for Child Trafficking 2013

# **What is happening at a national level – Action Area 1?**

- Support for victims
- Lord Advocate's Instructions
- Work with the Independent Anti-Slavery Commissioner
- Awareness raising campaign

# What else?

- Development of training packages
- Referral pathways
- Continuing to engage with victims
- Continuing to improve the support offered to victims

# **What is happening at a national level – Action Area 2?**

- Specialist Police Scotland Human Trafficking Unit
- Specialist prosecutors
- New orders – TEPOs and TEROs

# What else?

- Duty to notify
- Use of other powers to disrupt?
- Working with UK, European and other partners

# **What is happening at a national level – Action Area 3?**

- Tackling inequality
- Awareness raising
- Making it easy for the public to report
- Making the links with other SG policies
- Highlighting risks and obligations to the business community

# What else?

- Research on how trafficking affects Scotland
- Guidance for businesses
- Working with others in source/transit countries
- Engaging with communities assessed as being at risk

# **What is happening at a national level – Children?**

- Part of Child Protection Improvement Programme
- Inter Agency Guidance for Child Trafficking – 2013
- Child Protection – Improvement Programme
- Child Sexual Exploitation National Action Plan
- Independent Child Trafficking Guardians
- Age assessment guidance



# What else?

- Engaging with local CPCs
- Police Scotland – Intelligence sharing toolkit
- Consultation on ICTG
- Research on routes to arrival
- Protocols, structures and guidance

# Human Trafficking Film

- <https://www.youtube.com/watch?v=LLqOKwRAgkY>

# And finally...

- What more can I personally be doing?
- How can we as an organisation help to implement the Strategy?
- What help and/or input would we need?
  - From whom?

Please direct comments or questions to:  
[Human.trafficking@gov.scot](mailto:Human.trafficking@gov.scot)



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Riaghaltas na h-Alba  
gov.scot

# Thank you!



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# TARA Service

## Hiding in plain sight - Human Trafficking



### Women and Commercial Sexual Exploitation



Supporting Victims of Gender Based Violence

# Hidden in Plain Sight – Human Trafficking

The TARA Service

[www.communitysafetyglasgow.org](http://www.communitysafetyglasgow.org)  
 [Facebook](#)  [Twitter](#)



Improving Community Safety

Reducing Offending and Antisocial Behaviour



Reducing Environmental Impact

Supporting Victims of Gender Based Violence

## The TARA Service

- CSG, through TARA, provides a specialist service to women over 18yrs where there are concerns they have been trafficked into and/or around the UK and commercially sexually exploited
- First Responder for the National Referral Mechanism (NRM)
- Support – 24/7, Scotland wide, safe accommodation, mobile phone, emergency clothing pack and toiletries, risk assessment and care planning, advocacy and access to mainstream services (legal advice, healthcare, counselling)
- Psychology Service
- Police liaison and advocacy

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 [Facebook](#)  [Twitter](#)

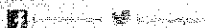
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## Smuggling vs. Trafficking



- **Trafficking** - a form of modern day slavery in which persons, most often women and girls, are forced, threatened, coerced or deceived for the purposes of sexual exploitation, labour exploitation and domestic servitude
- **Smuggling** - the procurement, in order to obtain, directly or indirectly, a financial or other material benefit, of the illegal entry of a person into a State of which the person is not a national or a permanent resident (consent between client and agent)
- **Trafficking** - crime against a person
- **Smuggling** - crime against the state

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## Types of Exploitation



- **Commercial sexual exploitation** - prostitution, pornography, lap dancing
- **Labour exploitation** - agriculture, fishing, catering, hospitality, care homes, construction, nail bars
- **Domestic servitude** - childcare, cleaning
- **Criminal** - petty crime, benefit fraud, cannabis cultivation

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## Global Statistics



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- Human trafficking remains a low risk, high profit crime against the person – a global profit from the sale and exploitation of people estimated to be \$31.6 Billion (I.L.O./Cornell University)
- £5.3 billion per year is generated by prostitution in the UK (Office for National Statistics, 2009)
- EU - Euro Stat 2014 - 2010-2012 – 30,146 VoTs, 80% VoTs women and girls, 69% of all VoTs sexually exploited. (2012 10,998 VoTs)

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## Human Trafficking – COE Convention



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- a. Trafficking in human beings" shall mean the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, **of the abuse of power or of a position of vulnerability** or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs;
- b. The **consent of a victim** of "trafficking in human beings" to the intended exploitation set forth in subparagraph (a) of this article **shall be irrelevant** where any of the means set forth in subparagraph (a) have been used;

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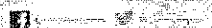
## Human Trafficking – COE Convention



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- c. The recruitment, transportation, transfer, harbouring or receipt of a child for the purpose of exploitation shall be considered "trafficking in human beings" even if this does not involve any of the means set forth in subparagraph (a) of this article;
- d. "Child" shall mean any person under eighteen years of age;
- e. "Victim" shall mean any natural person who is subject to trafficking in human beings as defined in this article.

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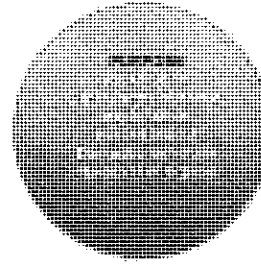
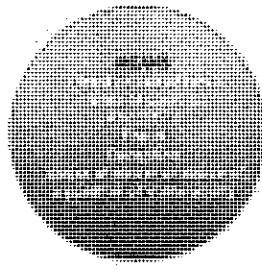
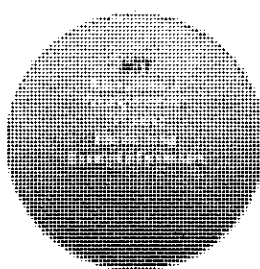


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## Human Trafficking – 3 Key Elements



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## Global Statistics



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- Trafficking women and children for sexual exploitation is the fastest growing criminal enterprise in the world. This, despite the fact international law and the laws of 134 countries criminalize sex trafficking
- At least 20.9 million adults and children are bought and sold worldwide into commercial sexual servitude, forced labour and bonded labour
- About 2 million children are exploited every year in the global commercial sex trade

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## Global Statistics



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- Almost 6 in 10 identified trafficking survivors were trafficked for sexual exploitation
- Women and girls make up 98% of victims of trafficking for sexual exploitation

[http://www.equalitynow.org/sites/default/files/Global\\_Sex%20Trafficking\\_EN\\_v3.pdf](http://www.equalitynow.org/sites/default/files/Global_Sex%20Trafficking_EN_v3.pdf)

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## Changing Legislative Context



### UK

- Scotland – Human Trafficking Bill
- England and Wales - Modern Slavery Bill
- Northern Ireland – HT and Exploitation Bill

### EU

- Council of Europe Convention
- EU Directive 2011/36/EU

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## Legislation



**Human Trafficking and Exploitation (Scotland) Bill** introduced in the Scottish Parliament on 11 December 2014 in order to consolidate and strengthen the existing criminal law against human trafficking and enhance the status of and support for victims by creating a single offence of human trafficking for all types of exploitation (adults and children)

- Stand alone offence
- Victims rights to protection and support
- Penalty increased from 14 years to life imprisonment
- Duty on public bodies to provide anonymised data re potential VoT to Police Scotland

<http://www.scottish.parliament.uk/parliamentarybusiness/Bills/84356.aspx>

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## National Referral Mechanism (NRM)



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The Council of Europe Convention on Action against Trafficking in Human Beings (the Trafficking Convention) is a set of duties and obligations that countries in Europe should follow to help stop human trafficking and to protect victims of human trafficking in Europe.

The National Referral Mechanism (NRM) is a framework set up by the UK Government to identify victims of human trafficking so that victims can be assisted and protected under the rules and standards set out in the Trafficking Convention.

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## UK NRM Stats 2014



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- 2,340 potential VoT referred in to the NRM in 2014 (34% increase on 2013) Only 1 out of 4 victims come to the attention of authorities
- Potential VoT from 96 countries
- Most common exploitation – sexual
- (National Crime Agency – National Referral Mechanism Statistics, End of Year Summary 2014, UKHTC)
- The Chief Scientific Officer for the UK Government – Estimates 13,000 individuals held in slavery like conditions

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## Scotland NRM Stats 2014



### Country of Origin and 2013 - 2014 % change

#### Adult Referrals –

female, male, all types of exploitation

1. Nigeria 0%
2. Poland +267%
3. China +29%
4. Vietnam -42%
5. Romania +40%
6. Albania 0%
7. Sudan N/A
8. Eritrea N/A
9. India N/A
10. Kenya +50%
11. Slovakia -33%

### Referrals

- 111 referrals of potential VoT in Scotland (12% increase on 2013)
- 62 females (56%) and 49 males (44%)
- 86 (77%) adult exploitation (all types)
- 25 (23%) exploitation as a minor (all types)

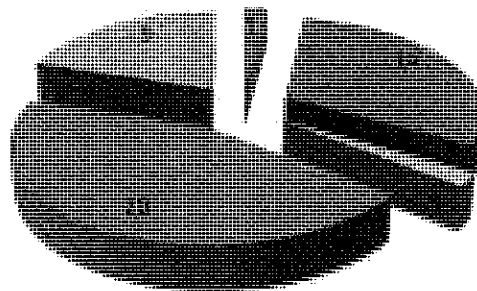
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## Scottish Exploitation Types 2014



- Domestic Servitude
- Labour Exploitation
- Multiple Exploitation
- Sexual Exploitation
- Criminal Exploitation

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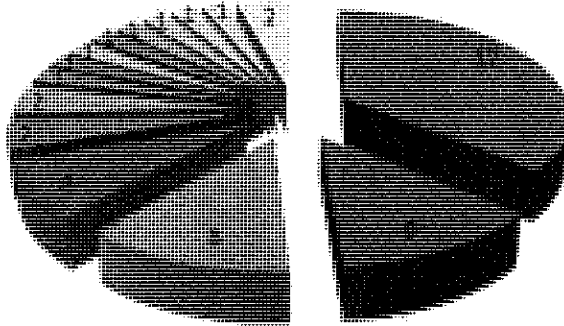


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## TARA Nationality Stats 2014

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- Nigeria
- China
- Vietnam
- Albania
- Somalia
- Gambia
- Liberia
- Uganda
- Lithuania
- Slovakia

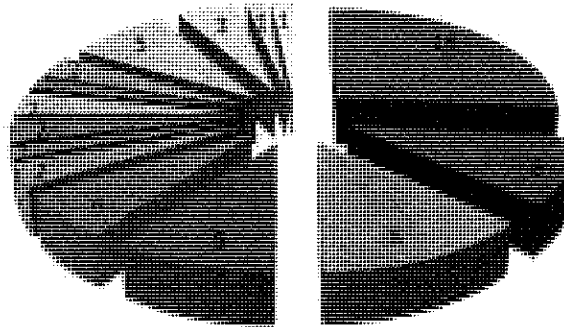
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## TARA Referrals by Agency 2014

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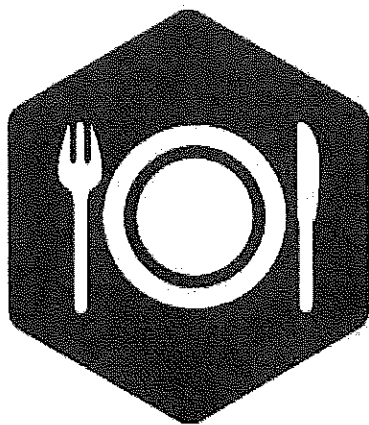
- Police
- SWS
- UKVI
- Solicitor
- SRC
- LSA
- Rape Crisis
- UKHTC
- Red Cross
- ASSIST

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## Lunch Break



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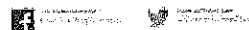


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## What causes Human Trafficking?



[www.communitysafetyglasgow.org](http://www.communitysafetyglasgow.org)



Improving Community Safety

Reducing Offending and Antiracial Education

Reducing Environmental Inequality

Supporting Victims of Gender Based Violence

Supporting Victims of Gender Based Violence

Email: [commsafetycustomersupport@glasgow.gov.uk](mailto:commsafetycustomersupport@glasgow.gov.uk)

## Causes of 'Sex Trafficking'



### **Demand:**

Purchasers

High profit – low risk

### **Prevention:**

Criminalise buying sex

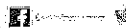
Nordic model

The Netherlands

### **'Does Legalised Prostitution Increase Human Trafficking?'**

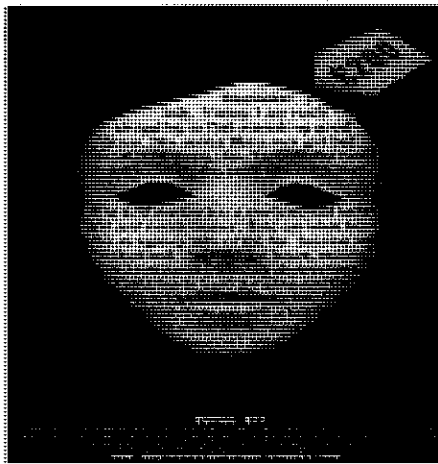
(Seo-Young Cho, Axel Dreher, Eric Neumayer, 2012)

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## Demand – The Invisible Men



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## MTV Exit Video



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## Women's Vulnerabilities



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- Civil war
- Childhood/domestic abuse/sexual abuse
- Traumatic event
- Family separation
- Trafficked as a child
- Prostitution
- Poverty
- Unemployment
- Inequality
- Desire for a better life

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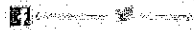
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## Women's Experiences



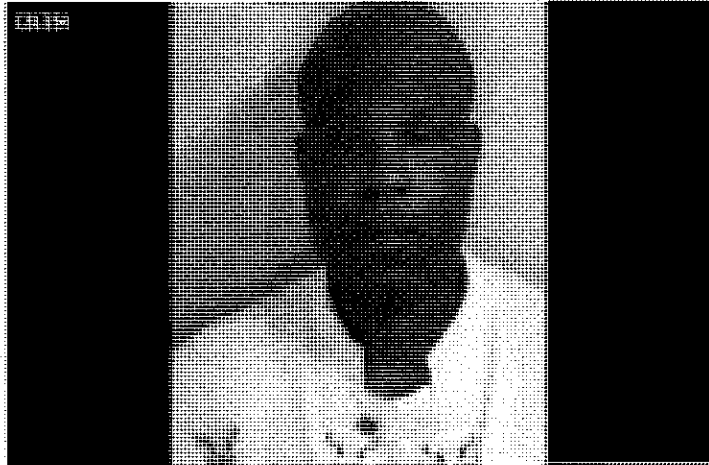
- Abducted
- Befriended/groomed
- Recruited
- Tortured, raped, assaulted
- Threatened, blackmailed
- Isolated, disorientated by frequent movement
- Debt bonded
- Ritual oath
- Pornography

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## Ritual Oaths Video



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## General Indicators of Trafficking



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- No or limited freedom of movement
- No or false documents, illegal entry to UK (agent), concerns regarding immigration status
- Distrustful of authorities, fearful, anxious
- Poor living/working conditions
- No or poor wages, money deducted for food or rent
- Debt bonded
- Vulnerable in home country

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## General Indicators of Trafficking



Working in partnership with the Police, Fire and Ambulance

- No knowledge of addresses, boss's details
- No or limited family or social contact
- Physical injuries/signs of psychological trauma (PTSD)
- No access no medical care/unknown to services
- Threats to individual/family members
- Placed in a dependency situation

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## Indicators of Sexual Exploitation



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- Distress/lack of trust/reluctance to disclose
- Signs of physical and sexual assault
- Request for sexual health check
- Signs of Juju (Voodoo) witchcraft oath
- Substance misuse
- Lack of personal belongings and clothing
- Sleeping on exploitation premises/moved between locations
- Controlled movement via mobile phone
- Abduction, assault, rape, forced into prostitution, view/used in pornography
- Advertises for sexual services from particular ethnic group
- Limited payment, money collected by boss/partner/boyfriend
- Tattoos/marks

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## Locations



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- Saunas/brothels
- Private residence
- Short term/holiday lets
- Outcalls
- Lap dancing clubs

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## Case Study - Natasha



- Identification
- Crisis support needs
- Small group discussion
- Feedback and general discussion

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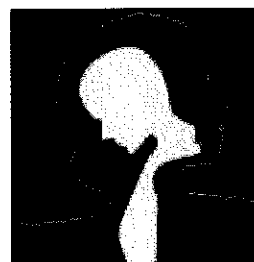
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## Impact on Women



### **Stolen Smiles:** a summary report on the physical and psychological health consequences of women and adolescents trafficked in Europe



(Cathy Zimmermann, Mazedra Hossain, Kate Yun, Brenda Roche, Linda Morison and Charlotte Watts  
@ The London School of Hygiene & Tropical Medicine)

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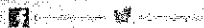
## Impact on Women 1



### Physical Health Symptoms

- Fatigue, weight loss
- Neurological symptoms – headaches, memory difficulty, dizzy spells
- Gastrointestinal symptoms
- Cardiovascular symptoms – chest/heart pain, palpitations, short of breath
- Musculoskeletal symptoms – back pain, dental problems
- Eyes – pain/migraine, vision problems
- Ears, colds, flu and sinus infection
- Skin problems

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## Impact on Women 2



### Sexual and Reproductive Health Symptoms

- Pain
- STD
- HIV
- Concerned about fertility
- Termination of pregnancy

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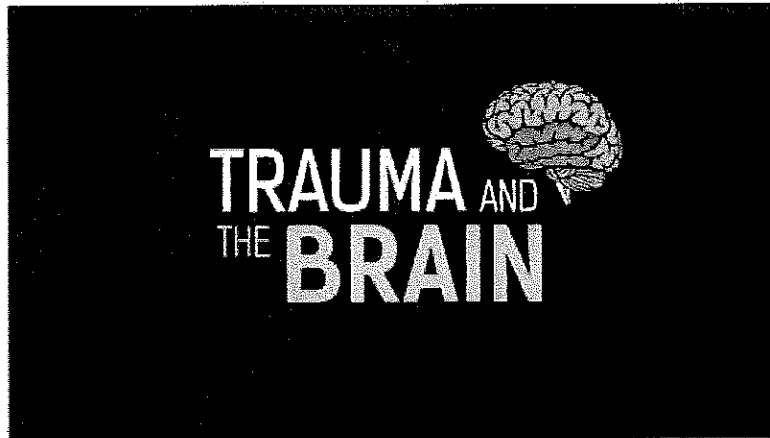


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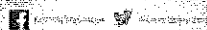
## Trauma and Brain - Video



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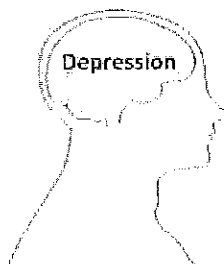
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## Impact on Women 3

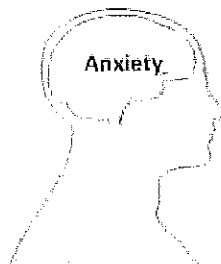


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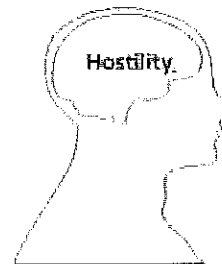
### Mental Health Symptoms



No interest in things  
Hopeless about future  
Worthlessness feelings  
Loneliness  
Sadness  
Suicidal thoughts

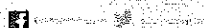


Fearful  
Tense  
Terror/panic spells  
Restlessness  
Scared suddenly without reason  
Nervousness



Urges to beat/injure/hurt someone  
Urges to break/smash things  
Frequent arguments  
Annoyed/irritated easily  
Temper outbursts

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## Impact on Women 4



### Post Traumatic Stress Disorder (PTSD)

**Re-experiencing traumatic events:** recurrent thoughts/memories, recurrent nightmares, emotional/physical reaction when reminded

**Psychological arousal:** feeling jumpy/easily startled, trouble sleeping, difficulty concentrating, feeling irritable/outbursts of anger

**Avoiding and numbing:** unable to imagine the future, feeling detached/withdrawn, unable to feel emotion, inability to remember parts of traumatic event

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## Common Challenges



- Women's previous experiences with police forces and/or being charged with a related offence
- Not identifying as trafficked or exploited
- Use of Interpreters
- Limited information
- Timescales
- Credibility
- NRM
- Lack of 'objective' evidence
- Women understanding our CJ system and processes
- Organisational responsibilities
- Witness Protection and Protection of their families

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## Outcomes for Women



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### Victim or Survivor?

- Escape sexual exploitation and/or exit prostitution
- Begin to feel safe
- Seek justice
- Attend college
- Access employment
- Care for their children
- Safely return to their families (if appropriate)
- Build a better life
- Feel better – psychologically and physically

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## Scottish Support Services



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### Funded by the Scottish Government

- TARA Service
- Migrant Help

### MARAC Partners

- Migrant Help
- Social Work Services
- Police
- Accommodation Providers
- NHS

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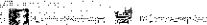
## Useful Contacts



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- The TARA Service – 0141 276 7724
- Migrant Help – 0141 212 8550
- National Human Trafficking Unit (Police Scotland)
- UK Human Trafficking Centre – 0844 778 2406
- Crime Stoppers – 0800 555 111
- Scottish Guardianship Project – 0141 445 8659
- Scottish Women's Rights Centre – 08088 010 789
- Rape Crisis Scotland – 0141 331 4180
- Citizens Advice – 0808 800 9060
- Scottish Women's Aid – 0131 226 6606
- Social Work Services Scotland - 0131 281 0853

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Community Safety Gateway: [www.communitysafetyglasgow.co.uk](http://www.communitysafetyglasgow.co.uk)

## Quotations



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**"Women like us together...sisters.. there are things don't need to explain that you can talk about"**

**"It has really changed my life and gave confidence in myself"**

**"If you saw me then and now, there's a big difference.  
Positive impact"**

**"Trafficking is not just on TV or in books it happens to real women. It hurts you to your soul"**

NOT PROTECTIVELY MARKED



Community Safety Gateway: [www.communitysafetyglasgow.co.uk](http://www.communitysafetyglasgow.co.uk)

## TARA Video



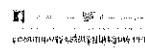
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# TARA

Traffic Accident Analysis & Talking About it

Turning tears to laughter



NOT PROTECTIVELY MARKED



Community Safety Glasgow [www.communitysafetyglasgow.org](http://www.communitysafetyglasgow.org)

## Questions?



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### PRIDE People. Respect. Integrity. Diversity. Excellence



PRIDE



PEOPLE

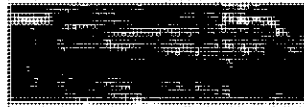


RESPECT

NOT PROTECTIVELY MARKED



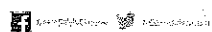
INTEGRITY



DIVERSITY



EXCELLENCE



Community Safety Glasgow [www.communitysafetyglasgow.org](http://www.communitysafetyglasgow.org)

Supporting Victims of Gender Based Violence

Email: [commsafetycustomersupport@glasgow.gov.uk](mailto:commsafetycustomersupport@glasgow.gov.uk)



## European context and the need for harmonised indicators

Responding to requests from the European Council's Hague Programme on strengthening freedom, security and justice in the EU, the European Commission adopted a decision to set up an expert group on the policy needs for data on crime and criminal justice [2006/581/EC].

The mandate of this group includes assisting the Commission in implementing the EU Action Plan for 2006-2010 [COM(2006)437]. The mandate of this group includes assisting the Commission in: (i) establishing cooperation between Member States and others in the implementation of the EU strategy to measure crime and criminal justice; (ii) identifying the policy needs for data on crime and criminal justice; and (iii) identifying the needs for – and/or developing – common indicators and tools designed to measure crime and criminal justice.

In accordance with its powers to create separate sub-groups, the expert group decided in April 2007 to call for an expert sub-group on "trafficking in human beings". The objective of this sub-group was to "develop harmonised definitions and associated indicators that will facilitate greater comparability of data across EU member states on the crime area under consideration".

In follow up to the sub-group's recommendations, a joint European Commission-ILO project was established to implement the Delphi methodology to reach consensus among European experts on what indicators should be used to characterize the various elements of the definition of trafficking for data collection purposes.

A European consensus on operational indicators and their appropriate combination is necessary for harmonizing both qualitative and quantitative research. For qualitative research, better indicators will provide guidance to researchers and practitioners on the evidence that should be gathered when interviewing possible victims.

They will also guide labour inspectors when they attempt to find out whether a specific worker should be considered a victim of trafficking (whether or not the case has been prosecuted as such). With regard to quantitative estimates, these indicators can guide national statistical offices in their attempts to produce national estimates, particularly in countries of origin when interviewing a representative sample of returned migrants.



### The Delphi Methodology

The methodology used to reach consensus on the indicators of human trafficking is called the Delphi method. This method was developed in the 1950s and has since been widely used in the social, medical and political sciences.

The objective of the Delphi methodology is to produce a result based on consensus from a wide group of experts. In the present context, this involved two successive electronic surveys of experts in the fight against human trafficking: a first survey in April 2008 to collect indicators from the expert group; and a second one in July 2008 to establish a rating of the indicators. Experts were selected from the 27 EU Member States from police, government, academic and research institutes, NGOs, international organisations, labour inspectorates, trade unions and judiciaries.



## The sets of indicators

The result of the surveys consists of **four sets of operational indicators** for adult and child victims of trafficking for labour and sexual exploitation. Each set is a structured list of indicators relevant to the following dimensions of the trafficking definition:

**Deceptive recruitment** (or deception during recruitment, transfer and transportation): 10 indicators

**Coercive recruitment** (or coercion during recruitment, transfer and transportation): 10 indicators

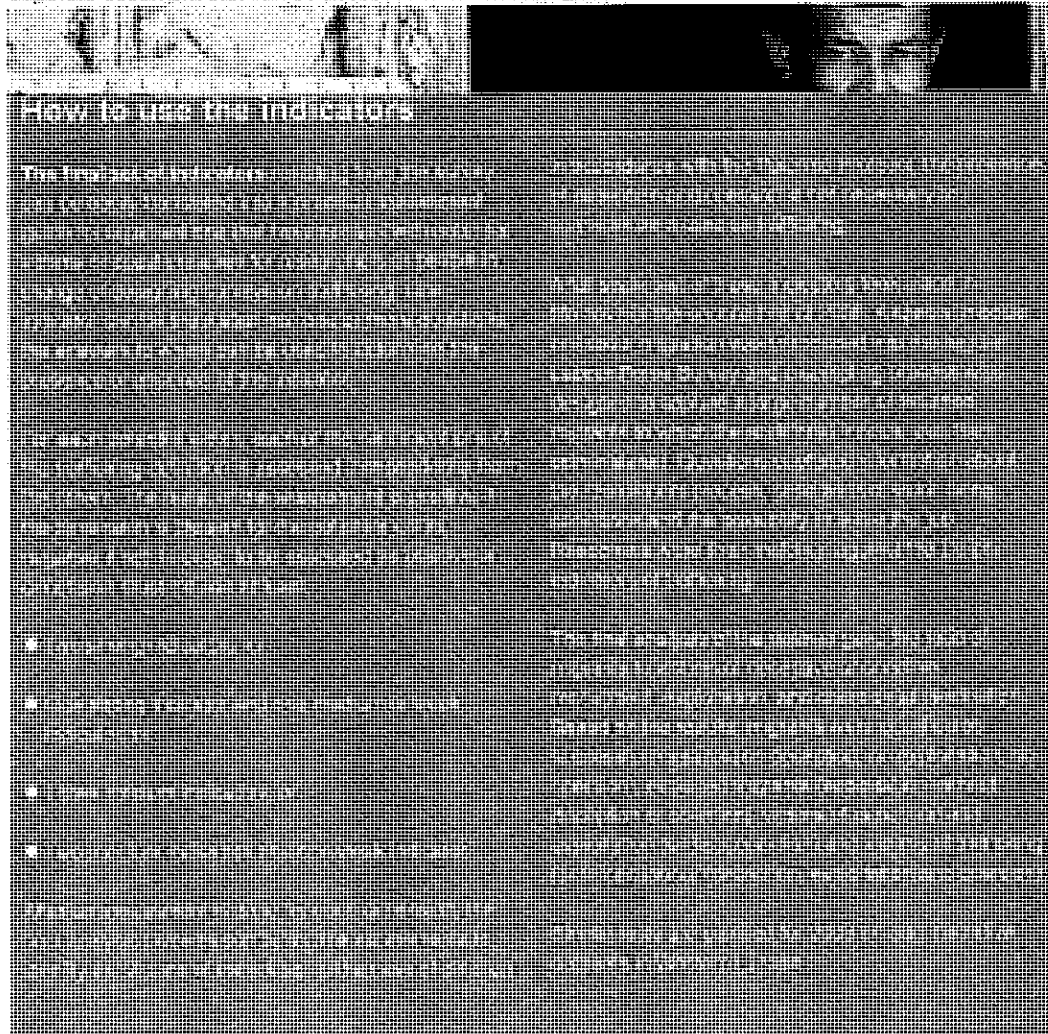
**Recruitment by abuse of vulnerability**: 16 indicators

**Exploitative conditions of work**: 9 indicators

**Coercion at destination**: 15 indicators

**Abuse of vulnerability at destination**: 7 indicators

Within each set, each indicator is qualified as either **strong**, **medium** or **weak**. However, a single indicator can be strong for children and at the same time be medium for adults, or strong for sex exploitation and weak for labour exploitation. The definitions of all 67 indicators are presented in a separate document that can be accessed at [www.io.org/forcedlabour](http://www.io.org/forcedlabour).



## Indicators of trafficking of adults for labour exploitation

### INDICATORS OF DECEPTIVE RECRUITMENT

#### Strong Indicator

Deceived about the nature of the job, location or employer

#### Medium Indicators

Deceived about conditions of work

Deceived about content or legality of work contract

Deceived about family reunification

Deceived about housing and living conditions

Deceived about legal documentation or obtaining legal migration status

Deceived about travel and recruitment conditions

Deceived about wages/earnings

Deceived through promises of marriage or adoption

#### Weak Indicator

Deceived about access to education opportunities

Difficulties in the past

Difficulty to organise the travel

### INDICATORS OF EXPLOITATION

#### Strong Indicator

Excessive working days or hours

#### Medium Indicators

Bad living conditions

Hazardous work

Low or no salary

No respect of labour laws or contract signed

No social protection (contract, social insurance, etc.)

Very bad working conditions

Wage manipulation

#### Weak Indicators

No access to education

### INDICATORS OF COERCIVE RECRUITMENT

#### Strong Indicator

Violence on victims

#### Medium Indicators

Abduction, forced marriage, forced adoption or selling of victim

Confiscation of documents

Debt bondage

Isolation, confinement or surveillance

Threat of denunciation to authorities

Threats of violence against victim

Threats to inform family, community or public

Violence on family (threats or effective)

Withholding of money

### INDICATORS OF COERCION AT DESTINATION

#### Strong Indicators

Confiscation of documents

Debt bondage

Isolation, confinement or surveillance

Violence on victims

#### Medium Indicators

Forced into illicit/criminal activities

Forced tasks or clients

Forced to act against peers

Forced to lie to authorities, family, etc.

Threat of denunciation to authorities

Threat to impose even worse working conditions

Threats of violence against victim

Under strong influence

Violence on family (threats or effective)

Withholding of wages

#### Weak Indicator

Threats to inform family, community or public

### INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY

#### Medium Indicators

Abuse of difficult family situation

Abuse of illegal status

Abuse of lack of education (language)

Abuse of lack of information

Control of exploiters

Economic reasons

False information about law, attitude of authorities

False information about successful migration

Family situation

Personal situation

Psychological and emotional dependency

Relationship with authorities/legal status

#### Weak Indicators

Abuse of cultural/religious beliefs

General context

### INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION

#### Medium Indicators

Dependency on exploiters

Difficulty to live in an unknown area

Economic reasons

Family situation

Relationship with authorities/legal status

#### Weak Indicators

Difficulties in the past

Personal characteristics



## Indicators of trafficking of adults for sexual exploitation

### INDICATORS OF DECEPTIVE RECRUITMENT

#### Strong Indicator

Deceived about the nature of the job or location

#### Medium Indicators

Deceived about conditions of prostitution

Deceived about content or legality of work contract

Deceived about family reunification

Deceived about housing and living conditions

Deceived about legal documentation or obtaining legal migration status

Deceived about travel and recruitment conditions

Deceived about wages/earnings

Deceived through promises of marriage or adoption

#### Weak Indicator

Deceived about access to education opportunities

Personal situation

Psychological and emotional dependency

Relationship with authorities/legal status

#### Weak Indicator

Abuse of cultural/religious beliefs

### INDICATORS OF EXPLOITATION

#### Medium Indicators

Bad living conditions

Excessive working days or hours

Hazardous work

Low or no salary

No respect of labour laws or contract signed

No social protection (contract, social insurance, etc.)

Very bad working conditions

Wage manipulation

### INDICATORS OF COERCIVE RECRUITMENT

#### Strong Indicators

Abduction, forced marriage, forced adoption or selling of victim

Debt bondage

Threats of violence against victim

Violence on victims

#### Medium Indicators

Confiscation of documents

Isolation, confinement or surveillance

Threat of denunciation to authorities

Threats to inform family, community or public

Violence on family (threats or effective)

Withholding of money

### INDICATORS OF COERCION AT DESTINATION

#### Strong Indicators

Confiscation of documents

Debt bondage

Forced tasks or clients

Isolation, confinement or surveillance

Threats of violence against victim

Violence on victims

#### Medium Indicators

Forced into illicit/criminal activities

Forced to act against peers

Forced to lie to authorities, family, etc.

Threat of denunciation to authorities

Threat to impose even worse working conditions

Threats to inform family, community or public

Under strong influence

Violence on family (threats or effective)

Withholding of wages

### INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY

#### Medium Indicators

Abuse of difficult family situation

Abuse of illegal status

Abuse of lack of education (language)

Abuse of lack of information

Control of exploiters

Difficulties in the past

Difficulty to organise the travel

Economic reasons

False information about law, attitude of authorities

False information about successful migration

Family situation

General context

### Indicators of abuse of vulnerability at destination

#### Medium Indicators

Dependency on exploiters

Difficulty to live in an unknown area

Economic reasons

Family situation

Personal characteristics

Relationship with authorities/legal status

#### Weak Indicator

Difficulties in the past



## Indicators of trafficking of children for labour exploitation

*The Palermo Protocol specifically states that, in the case of children under 18, there is no need to prove "the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability" in order to establish the crime of trafficking. Nevertheless, it was decided to retain indicators of deception, coercion and abuse of vulnerability in order to analyse trafficking in children with harmonised tools within Europe*

### INDICATORS OF DECEPTIVE RECRUITMENT

#### Strong Indicator

Deceived about access to education opportunities  
Deceived about the nature of the job, location or employer

#### Medium Indicators

Deceived about conditions of work  
Deceived about content or legality of work contract  
Deceived about family reunification  
Deceived about housing and living conditions  
Deceived about legal documentation or obtaining legal migration status  
Deceived about travel and recruitment conditions  
Deceived about wages/earnings  
Deceived through promises of marriage or adoption

### INDICATORS OF COERCIVE RECRUITMENT

#### Strong Indicators

Abduction, forced marriage, forced adoption or selling of victim

Debt bondage

Threats of violence against victim

Violence on victims

#### Medium Indicators

Confiscation of documents  
Isolation, confinement or surveillance  
Threat of denunciation to authorities  
Threats to inform family, community or public  
Violence on family (threats or effective)  
Withholding of money

### INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY

#### Medium Indicators

Abuse of cultural/religious beliefs  
Abuse of difficult family situation  
Abuse of illegal status  
Abuse of lack of education (language)  
Abuse of lack of information  
Control of exploiters  
Difficulties in the past  
Difficulty to organise the travel  
Economic reasons  
False information about successful migration  
Family situation  
General context

Personal situation

Psychological and emotional dependency

Relationship with authorities/legal status

### INDICATORS OF EXPLOITATION

#### Strong Indicators

Excessive working days or hours

#### Medium Indicators

Bad living conditions  
Hazardous work  
Low or no salary  
No access to education  
No respect of labour laws or contract signed  
Very bad working conditions  
Wage manipulation

### INDICATORS OF COERCION AT DESTINATION

#### Strong Indicators

Confiscation of documents  
Debt bondage  
Forced into illicit/criminal activities  
Forced tasks or clients  
Isolation, confinement or surveillance  
Threats of violence against victim  
Under strong influence  
Violence on victims

#### Medium Indicators

Forced to act against peers  
Forced to lie to authorities, family, etc.  
Threat of denunciation to authorities  
Threat to impose even worse working conditions  
Threats to inform family, community or public  
Violence on family (threats or effective)  
Withholding of wages

### INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION

#### Medium Indicators

Dependency on exploiters  
Difficulties in the past  
Difficulty to live in an unknown area  
Economic reasons  
Family situation  
Personal characteristics  
Relationship with authorities/legal status

## Indicators of trafficking of children for sexual exploitation

Exploitation is inherent to the situation of children under 18 used or offered for prostitution or pornography and there is no need for indicators to prove it. The indicators of additional exploitation below are given to characterize other elements of exploitation children may suffer. In addition, the Palermo Protocol specifically states that, in the case of children, there is no need to prove "the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability" in order to establish the crime of trafficking. Nevertheless, it was decided to retain indicators of deception, coercion and abuse of vulnerability in order to analyse trafficking in children with harmonised tools within Europe.

### INDICATORS OF DECEPTIVE RECRUITMENT

#### Strong Indicator

Deceived about the nature of the job or location

#### Medium Indicators

Deceived about access to education opportunities

Deceived about conditions of prostitution

Deceived about content or legality of work contract

Deceived about family reunification

Deceived about housing and living conditions

Deceived about legal documentation or obtaining legal migration status

Deceived about travel and recruitment conditions

Deceived about wages/earnings

Deceived through promises of marriage or adoption

### INDICATORS OF COERCIVE RECRUITMENT

#### Strong Indicators

Abduction, forced marriage, forced adoption or selling of victim

Debt bondage

Isolation, confinement or surveillance

Threats of violence against victim

Violence on victims

#### Medium Indicators

Confiscation of documents

Threat of denunciation to authorities

Threats to inform family, community or public

Violence on family (threats or effective)

Withholding of money

### INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY

#### Medium Indicators

Abuse of cultural/religious beliefs

Abuse of difficult family situation

Abuse of illegal status

Abuse of lack of education (language)

Abuse of lack of information

Control of exploiters

Difficulties in the past

Difficulty to organise the travel

Economic reasons

False information about law, attitude of authorities

False information about successful migration

Family situation

General context

Personal situation

Psychological and emotional dependency

Relationship with authorities/legal status

### INDICATORS OF ADDITIONAL EXPLOITATION

#### Strong Indicator

Hazardous work

#### Medium Indicators

Bad living conditions

Excessive working days or hours

Low or no salary

No social protection (contract, social insurance, etc.)

Very bad working conditions

Wage manipulation

### INDICATORS OF COERCION AT DESTINATION

#### Strong Indicators

Confiscation of documents

Debt bondage

Forced into illicit/criminal activities

Forced tasks or clients

Isolation, confinement or surveillance

Threats of violence against victim

Under strong influence

Violence on victims

#### Medium Indicators

Forced to act against peers

Forced to lie to authorities, family, etc.

Threat of denunciation to authorities

Threat to impose even worse working conditions

Threats to inform family, community or public

Violence on family (threats or effective)

Withholding of wages

### INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION

#### Strong Indicator

Dependency on exploiters

#### Medium Indicators

Difficulties in the past

Difficulty to live in an unknown area

Economic reasons

Family situation

Personal characteristics

Relationship with authorities/legal status



## ILO Special Action Programme to Combat Forced Labour

The ILO established the Special Action Programme to Combat Forced Labour (SAP-FL) in 2001 to spearhead ILO activities against forced labour, including human trafficking. It is a broad-based programme working in close co-operation with governments, employers and workers, civil society and other international organisations.

SAP-FL aims to address all aspects of forced labour, and it has successfully:

- raised global awareness and understanding of modern forced labour;
- assisted governments in developing and implementing new laws, policies and action plans;
- developed and disseminated guidance and training materials on key aspects of forced labour and trafficking; and
- implemented innovative programmes which combine policy development, capacity building and direct support for both prevention of forced labour and identification and rehabilitation of its victims.

## Contact

### ILO Special Action Programme to Combat Forced Labour

Email: [forcedlabour@ilo.org](mailto:forcedlabour@ilo.org)

Fax: +41 22 799 6561

Website: [www.ilo.org/forcedlabour](http://www.ilo.org/forcedlabour)

## Key ILO Publications

- A global alliance against forced labour, ILO, Geneva, 2005.
- Eradication of forced labour: General survey concerning the Forced Labour Convention (No. 29), and the Abolition of Forced Labour Convention (No. 105), ILO, Geneva, 2007.
- ILO action against trafficking in human beings, ILO, Geneva, 2008.
- Human trafficking and forced labour exploitation: Guidance for legislation and law enforcement, ILO, Geneva, 2005.



# TARA Service

Trafficking for Commercial Sexual Exploitation  
Group Exercise 1 -



Working in partnership for a safer Glasgow

## Identification

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### Natasha

Natasha is 18 years old and speaks with a heavy accent. After a 'disturbance' at a local hotel requiring Police Scotland to attend, there are concerns that Natasha has been involved in prostitution. Natasha has been taken to the police station to be interviewed. At first Natasha was very scared but she has now become very angry at being in a police station and is demanding to be released. The police have asked your organisation to meet with them and Natasha to offer further assistance.

Police Scotland have advised that they are waiting for the Home Office (UKBA) to arrange their checks and that they have serious concerns that Natasha has been trafficked. However, they are struggling to get Natasha to cooperate and she is denying being trafficked.

Natasha has told them that she enjoys her "job" and her boyfriend, Dimitri, looks after her money. Natasha has advised that she is Italian and that Dimitri has her passport. Police Scotland report that her mobile phone is constantly ringing and receiving text messages, varying from expressing concern to implied 'threats'. When asked, Natasha says they are from her "worried" boyfriend, Dimitri.

Police Scotland have asked you to meet with her to offer reassurance and to try to encourage her to accept assistance.

Natasha has visible bruising on one of her cheeks and what appears to be old and new cigarette burns on her arm. She is playing with her false fingernails and keeps pulling her sleeves to cover a tattoo. When you meet with Natasha she presents as tearful and angry. She has told you she has a headache and stomach pains. The noise of a door slamming startled and frightened her. Natasha has refused your first offer of help telling you that no-one can help her.

**What are your immediate concerns?**

**What information do you need to know?**

**What information do you think Natasha needs to know?**

**What help can you offer Natasha?**

**How will you encourage Natasha to accept your help?**

# TARA Service

Trafficking for Commercial Sexual Exploitation  
Group Exercise 2 -



Working in partnership for a safer Glasgow

## Crisis Support Needs

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### Natasha

When Natasha was 18 years old she wanted to leave Albania and come to the UK to study. Unfortunately, her family who lived in a rural part of the country could not afford for her to continue studying and Natasha found a job in a small local café.

One day one of her mother's friends told her that she knew people who were living in London and needed someone to help with their first baby. Natasha was very interested – this was a way she could practise her English, live in the UK and send money home to provide medical care for her Grandmother. Natasha spoke to the family in London over the telephone and they arranged for her flights and to collect her at the airport. Natasha was very excited.

When she arrived at the airport Natasha was collected by a man called Alex and taken to a flat somewhere in London. There was a heavily pregnant woman there but as soon as Natasha arrived she disappeared. At this point Natasha began to feel uneasy. Alex raped Natasha and told her she was now a prostitute. Alex clearly knew all about Natasha's family and threatened to tell her Grandmother that she was a prostitute. Natasha was then made to prostitute seven days a week. She had to give all her money to Alex who called her on a mobile phone which he made her carry when she wasn't with him.

After 3 months Alex sold her to Dimitri for £3,000. Dimitri told Natasha that he refused to pay more than that for her as she was now his girlfriend and he respected her. They then drove up to Glasgow where he had some friends and in order for them to set up a home. Dimitri said she needed to remain as a prostitute so they could get a place of their own (he had used up his money when he bought her) and save up for their future together. Natasha didn't feel as if she had a choice and agreed. Dimitri would drop Natasha off and collect her from brothels or hotels across Scotland. She was not allowed to socialise on her own and if she did go out without him he would be very angry and hit her. Once he beat her so badly she couldn't leave the house for weeks. He didn't have a job but all of the money she made was paid into his bank account and all of the household bills and their tenancy agreement was in her name. He bought a car, with her money, but in his name.

# TARA Service

Trafficking for Commercial Sexual Exploitation  
Group Exercise 2 -



Working in partnership for a safer Glasgow

## Crisis Support Needs

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### Continued

One evening the police responded to a disturbance in a local hotel. Natasha was very scared and told them that she was ok in order to protect Dimitri and her Grandmother. The police referred her to your team. Natasha has now told you and Police Scotland what actually happened. Natasha wishes to return home to her family as soon as possible but is very worried that 'they' will find her and appears terrified of Dimitri who is not yet in Police custody.

**What are Natasha's immediate needs?**

**Do you have a duty to inform any other agencies? Who and why?**

**What difficulties can you anticipate if Natasha remains in the UK?**

**Can you identify the risks (emotional and practical) of returning to Albania for Natasha?**

**What support can your organisations offer Natasha whilst waiting for TARA to follow up?**

# TARA Service

Trafficking for Commercial Sexual Exploitation  
Training Pack



Working in partnership for a safer Glasgow

## Common reactions among women who have been trafficked

COMMON REACTIONS	HOW REACTIONS MAY APPEAR	SUPPORTIVE RESPONSES
<b>Fear, insecurity, anxiety</b>	<ul style="list-style-type: none"> <li>• Reluctance to meet people, go outside or be alone</li> <li>• Trembling, shaking, heart racing</li> <li>• Difficulty sleeping and nightmares</li> <li>• Difficulty sitting still, concentrating</li> </ul>	<ul style="list-style-type: none"> <li>• Implement and describe security measures</li> <li>• Assure confidentiality</li> <li>• Escort to outside appointments, when possible</li> </ul>
<b>Mistrust of others</b>	<ul style="list-style-type: none"> <li>• Wariness of law enforcement, of offers of assistance</li> <li>• Reluctance to disclose information; Giving false information</li> <li>• Difficulty with social interactions</li> </ul>	<ul style="list-style-type: none"> <li>• Be patient and persistent in developing rapport</li> <li>• Offer to provide practical assistance and moral support</li> <li>• Regularly inquire about her needs and well-being</li> </ul>
<b>Isolation, loneliness</b>	<ul style="list-style-type: none"> <li>• Sadness, depression</li> <li>• Disengagement from others and activities, lethargy</li> <li>• Seemingly self-absorbed or self-centred</li> <li>• Belief no one can understand</li> </ul>	<ul style="list-style-type: none"> <li>• Offer phone contact with family, friends, etc</li> <li>• Reassure she won't be abandoned after meeting, if true</li> <li>• Provide emergency contact for officer(s) she knows</li> </ul>
<b>Dependence, subservience, defensiveness, powerlessness</b>	<ul style="list-style-type: none"> <li>• Reluctance to make decisions</li> <li>• Desire to please, easily influenced</li> <li>• Inability to assert self or personal preferences</li> <li>• Complaining</li> <li>• Refusal or reluctance to accept assistance, advice</li> </ul>	<ul style="list-style-type: none"> <li>• Reassure her of her abilities</li> <li>• Not fostering dependence by assuming all responsibility, giving small tasks</li> <li>• Encourage her suggestions when, how to be assisted</li> <li>• Give information, explain slowly</li> </ul>

## Common reactions among women who have been trafficked

COMMON REACTIONS	HOW REACTIONS MAY APPEAR	SUPPORTIVE RESPONSES
<b>Mistrust of self, low self esteem</b>	<ul style="list-style-type: none"> <li>• Passivity</li> <li>• Difficulty making decisions or trusting one's decisions</li> <li>• Difficulty imagining future</li> <li>• Hyper-sensitive to people, events</li> </ul>	<ul style="list-style-type: none"> <li>• Reaffirm that she did nothing wrong, that she was a victim of a common crime</li> <li>• Praise for survival, for courage</li> <li>• Praise for memory and information given</li> </ul>
<b>Self-blame, guilt, shame</b>	<ul style="list-style-type: none"> <li>• Difficulty making eye contact</li> <li>• Difficulty expressing self</li> <li>• Difficulty disclosing details of events and feelings</li> </ul>	<ul style="list-style-type: none"> <li>• Reassure she is not at fault</li> <li>• Remind that trafficking is a crime that victimizes many</li> <li>• Remind of her courage under extreme conditions</li> </ul>
<b>Hostility, irritability</b>	<ul style="list-style-type: none"> <li>• Hostility or aggression towards others, even support persons</li> <li>• Self-inflicted physical harm</li> <li>• Sabotaging her own situation</li> <li>• Seemingly uncooperative or ungrateful responses</li> </ul>	<ul style="list-style-type: none"> <li>• Be patient and calm</li> <li>• Do not react with anger, or show frustration</li> <li>• Commiserate with her anger (e.g., "I can imagine that you must feel angry about what they did")</li> </ul>
<b>Memory lapses, dissociation, inconsistency</b>	<ul style="list-style-type: none"> <li>• Inability to recall details or entire passages of events</li> <li>• Altering accounts of past events</li> <li>• Seeming unwilling to respond or to answer questions</li> </ul>	<ul style="list-style-type: none"> <li>• Do not judge or condemn</li> <li>• Do not pressure or harass</li> <li>• Understand the importance of "forgetting" for some people</li> </ul>



# TARA Service

Trafficking for Commercial Sexual Exploitation  
Training Pack



Working in partnership for a safer Glasgow

## Additional Reading

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'When Prostitution Becomes Work' - Mary Sullivan

[http://action.web.ca/home/catw/attach/Sullivan\\_proof\\_01.pdf](http://action.web.ca/home/catw/attach/Sullivan_proof_01.pdf)

'Hiding in Plain Sight' – Prof Donna M. Hughes

[http://www.uri.edu/artsci/wms/hughes/hiding\\_in\\_plain\\_sight.pdf](http://www.uri.edu/artsci/wms/hughes/hiding_in_plain_sight.pdf)

"The Links Between Prostitution and Sex Trafficking: A Briefing Handbook"

<http://action.web.ca/home/catw/attach/handbook.pdf>

'Stolen Smiles' – Dr Cathy Zimmerman

<http://www.lshtm.ac.uk/php/ghd/docs/stolensmiles.pdf>

"W.H.O. Ethical and Safety Recommendations for Interviewing Trafficked women"

<http://www.who.int/gender/documents/en/final%20recommendations%2023%20oct.pdf>

'Inquiry into Human Trafficking in Scotland' – Equality and Human Rights Commission Scotland

<http://www.equalityhumanrights.com/scotland/human-rights-in-scotland/inquiry-into-human-trafficking-in-scotland/>

'Wrong Kind of Victim?' - Anti Trafficking Monitoring Group

[http://www.antislavery.org/includes/documents/cm\\_docs/2010/a/1\\_atmg\\_report\\_for\\_web.pdf](http://www.antislavery.org/includes/documents/cm_docs/2010/a/1_atmg_report_for_web.pdf)

First Annual Report of the Inter Departmental Ministerial Group on Human Trafficking

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/118116/human-trafficking-report.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118116/human-trafficking-report.pdf)

Group of Experts on Action Against Trafficking in Human Beings – Council of Europe – Report concerning the implementation of the Council of Europe Convention on Action Against Trafficking in Human Beings by the UK

[http://ec.europa.eu/anti-trafficking/download.action;jsessionid=gzYqRMcKJNWh9Tx9Thjv69Cs9mmWpwLvgX38LkPQFG51ssv11Th3!1062222535?nodePath=%2FPublications%2FGRETA\\_Report+United+Kingdom+2012\\_en.pdf&fileName=GRETA\\_Report+United+Kingdom+2012\\_en.pdf](http://ec.europa.eu/anti-trafficking/download.action;jsessionid=gzYqRMcKJNWh9Tx9Thjv69Cs9mmWpwLvgX38LkPQFG51ssv11Th3!1062222535?nodePath=%2FPublications%2FGRETA_Report+United+Kingdom+2012_en.pdf&fileName=GRETA_Report+United+Kingdom+2012_en.pdf)

Best Practice to Address the Demand Side of Sex Trafficking

[http://www.uri.edu/artsci/wms/hughes/demand\\_sex\\_trafficking.pdf](http://www.uri.edu/artsci/wms/hughes/demand_sex_trafficking.pdf)



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# TARA Service

Trafficking for Commercial Sexual Exploitation  
Training Pack



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## Notes

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Working in partnership for a safer Glasgow



Eastgate, 727 London Road, Glasgow G40 3AQ.  
Tel: 0141 276 7400 Email: [commsafetycustomersupport@glasgow.gov.uk](mailto:commsafetycustomersupport@glasgow.gov.uk)



SCOTTISH POLICE  
AUTHORITY

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## **TRAFFICKING AND EXPLOITATION STRATEGY – ACTION AREA 1**

**MEETING ON 6 DECEMBER 2017, SCOTTISH GOVERNMENT OFFICES, ATLANTIC QUAY, GLASGOW**

### **AGENDA**

- 1. Welcome and introductions**
- 2. Awareness raising pack – agreeing the basics – (emails sent on 20 November 2017)**
- 3. Update on progress with Police Scotland training disc**
- 4. Other matters arising from the note of the meeting on 20 September 2017**
  - Awareness raising and comms - general
  - Processes and pathways
  - Streamlining interview processes
- 5. Progress template for submission to SIG**
- 6. AOB**
- 7. Date of next meeting**

# Trafficking and Exploitation Strategy – AA1 Meeting

Note of Meeting on 6 December 2017

## Present:

[REDACTED] SG Human Trafficking Team Lead  
[REDACTED] SG Human Trafficking Team  
[REDACTED] SG Human Trafficking Team, minutes  
[REDACTED], Migrant Help  
[REDACTED] TARA  
[REDACTED] Police Scotland  
[REDACTED], The Anchor  
[REDACTED] Just Right Scotland  
[REDACTED] NHS Scotland

## Apologies:

[REDACTED] COSLA, Chair  
[REDACTED] ANCHOR  
[REDACTED], CTSG  
[REDACTED], SG  
[REDACTED]  
[REDACTED] Community Safety Network

## 1. Welcome and introductions

[REDACTED] was attending on behalf of [REDACTED] from the Anchor [REDACTED] indicated that [REDACTED] thought the Child Trafficking Strategy Group had been amalgamated into the AA1 group.

**Action: SG to clarify with [REDACTED] and CTSG**

[REDACTED] indicated this would be her last meeting as she was leaving the Human Trafficking team. The group thanked her for her valuable contribution.

## 2. Awareness Raising Pack – agreeing the basics

The group discussed preparing a presentation and other resources which clearly presents key information for use at events and training days, and for publication on the SG website.

## Points made:

- The presentation should be designed so that it can be tailored meet the needs of different audiences.
- Indicators – a case study to tell the story and in the narrative highlight the indicators. This will bring the learning alive.



- Have a bank of resources / links available at the end of the presentations e.g. videos which can be very helpful
- Important to have clarity around the new exploitation offence
- Highlight that Human Trafficking is happening in Scotland.
- Include basic understanding of the legislation (the act).
- Incorporate a message about labour exploitation.
- Include financial sector fraud.
- Consider separate messaging around wider strategic awareness vs frontline operational audiences
- NRM is complex but could be summarised in a sentence to say that help is out there and there is a process in place that victims can access.
- A simple map could show the process and the terminology could be explained in plain English.
- Update it with NRM statistics including country breakdown
- Informed consent is crucial – clear message that if you have concerns or aren't sure, you can talk to TARA or Migrant Help for advice and guidance
- Impact – include slides that show the trauma suffered by victims and common behaviours displayed as a result.
- At the end of the presentation add the services in Scotland that give further advice.
- Also make a longer full day session available

It was noted that inconsistent messages are being conveyed by voluntary groups and as a result the Police are receiving complaints from housing authorities.

The Home Office competent authority guidance has a table about common myths around trafficking.

It was decided that the causes of Human Trafficking shouldn't be in the presentation as they are too complex, but it could make reference to the global problem and that people who are in a vulnerable situation are targets of exploitation. This could then link to trafficking in Scotland.

Once a presentation incorporating the above ideas has been designed by SG and agreed at the next AA1 session, [REDACTED] will share it on SG Intranet pages and as a resource to be shared.

### **3. Update on progress with Police Scotland training disc**

██████████ advised that the work has been produced and now needs branded and costs worked out.

### **4. Other matters arising from the note of the meeting on 20 September 2017**

#### Awareness raising and Comms

Positive impact from campaign; click through and hits – details were on the document that was passed around.

Modern Slavery helpline: The statistics show that and the initial large increase in calls and web referrals tailed off quickly after the end of the campaign – it will need sustained effort to maintain momentum. Statistics from the Scottish landing page have yet to be reported to SG, but the digital ads linked directly to that landing page.

The NCA Adant project will continue next year. A trafficking trial at Glasgow Court and a Sham Marriage trial are both being held which media will pick up on. This will in turn generate interest and public awareness. The group felt that this would be a good opportunity to capture attention and maintain the momentum after the marketing campaign.

SG is looking to identify funds for a future marketing campaign. All organisations will contact their press officers to maximise the impact of a joined up comms plan.

██████████ noted that Police Scotland are already feeding into the Home Office version. The link for the Human Trafficking presentation could be made available on other Justice related campaigns.

Action: set up joint comms planning meeting

#### Process and Pathways

██████████ raised the CPC questionnaire which had had a positive response, and asked whether we could adapt this to get more information about adult protection networks..

The group discussed the challenges of engaging with adult protection services - there are no statutory duties on LA's to provide support unless they meet stringent criteria but they have little capacity and resource.

Basic question: "If you come across a victim of HT would you know what you do"  
The recording systems in local authorities aren't able to record Human Trafficking data and therefore there is no way to capture it.

Rather than focussing on adult protection, it would be better to take a broader view of vulnerable groups accessing servicing. Link into those discussions with Cosla to get Human Trafficking figures.

#### Streamlining Interview Processes

The group considered the streamlining of the interview processes and agreed that all agencies want answers and it would be ideal if information could be shared rather than repeating interviews.

██████ advised that a group was established 18 months ago to look at the interviewing process of victims, by different agencies, but had stopped because of the evidence and procedure review. Work is now underway on Joint Investigative interviewing which is focused on children. Until the review is over, nothing can go forward.

There has also been a pilot of using video recording at interviews of victims of rape, but there are cost implications.

██████ stated that there are things that could be taken forward in the meantime – TARA can sit in on interviews, with a joint statement taken with a TARA worker there, and this be shared in advance of any Police Interview.

Police Scotland Human Trafficking Unit are undergoing a capacity and capability review and are looking at using dedicated trained people to undertake Human Trafficking interviews on video.

## **5. Mechanism for reporting into SIG**

The group looked at project management documents that chairs will have ownership of, which will feed information from the action area groups, into SIG. These include the action plan, progress report and risk register.

It was suggested that the Progress Report should include:

- Taking forward training for 1st responders for when NRM reforms.
- The definition of the difference between trafficking and exploitation.
- Police Scotland capacity capability for AA2 aspect.
- Law Society requires further engagement
- Awareness raising presentation, pack and training disc.
- Joined up comms / press teams
- Adult Protection needs wider criteria

## **6. AOB**

UN House Conference – Human Trafficking - is on 23 March

Tumbling Lassie seminar and operetta in April

## **7. Date of next meeting 22 March 2018 - venue tbc.**

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 04 July 2018 14:42  
**To:** [REDACTED]  
**Subject:** FW: Catch up IASC office/ Scot Gov Human Trafficking Team

[REDACTED]  
Human Trafficking Team Leader  
The Scottish Government  
[REDACTED]

---

**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 07 December 2017 15:54  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Catch up IASC office/ Scot Gov Human Trafficking Team

Hi [REDACTED]

Just to let you know that I will be coming up to Glasgow to attend the Strategy Implementation Group meeting next week on 13<sup>th</sup> December, and look forward to meeting you all there. With that in mind, I wanted to ask if you still wanted to have a catch-up call later today? We are happy to but I don't want to take up your time if there will be significant duplication in the meeting next week.

I believe that [REDACTED] previously mentioned that we are working with the Local Government Association to produce a guide for local councils, which will be published in a few weeks' time, and that we are interested in exploring whether a similar piece could be developed in Scotland. I have arranged a meeting with [REDACTED] from COSLA to discuss opportunities following the SIG meeting.

Please let me know whether you would like to go ahead with our call later or are happy to postpone.

Many thanks,  
[REDACTED]

[REDACTED]  
**Protection and Partnerships Lead**  
Office of the Independent Anti-Slavery Commissioner

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

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London  
SW1V 1PN

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

-----Original Appointment-----

**From:** IASC

**Sent:** 23 November 2017 15:44

**To:** [REDACTED]@gov.scot; [REDACTED]@gov.scot

**Cc:** [REDACTED]@gov.scot'

**Subject:** Catch up IASC office/ Scot Gov Human Trafficking Team

**When:** 07 December 2017 16:00-17:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

**Where:** Conference call

Hi [REDACTED],

I'm hoping this time is suitable for a call with [REDACTED] and I. [REDACTED] mentioned over email that you were on leave until the 5<sup>th</sup> and your calendar on 7<sup>th</sup> December was relatively clear. I'm copying in [REDACTED], in case she also wanted to join the call.

Best wishes,

[REDACTED]  
[REDACTED]  
**Protection and Partnerships Lead**  
Office of the Independent Anti-Slavery Commissioner

**T:** [REDACTED]  
**M:** [REDACTED]  
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**IASC Strategic Plan 2015 - 17**

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**From:**

**Sent:**

**To:**

12 December 2017 15:20

@btinternet.com;

(ASC);

(NHS HEALTH SCOTLAND);

@migranthelpuk.org;

GLA);

@sw.glasgow.gov.uk;

**Subject:**

SIG - 13 December 2017 - addition meeting papers

Dear all,

Please find additional papers for SIG tomorrow.

Kindest regards

Note of last meeting:



Human  
trafficking and e...

AA progress updates:



Human

Trafficking - Str...



Human

Trafficking - Str...



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Trafficking - Str...

AA action plans:



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Trafficking - stra...

Programme overview with comms plan:



Human  
Trafficking - Str...

| Human Trafficking Team | Criminal Justice Division | Scottish Government | GWR | St  
Andrew's House | Regent Road | Edinburgh | EH1 3DG | email: @gov.scot | t:+44

**TRAFFICKING AND EXPLOITATION STRATEGY IMPLEMENTATION GROUP**

**MEETING ON 13 DECEMBER 2017, 10 A.M.**

**SCOTTISH GOVERNMENT OFFICES, ATLANTIC QUAY, GLASGOW**

**AGENDA**

1. Welcome and introductions
2. Progress templates - chairs of Action Area Groups and Child Trafficking Strategy Group
3. Action plan
4. Risk register
5. Communications
6. Stakeholder Forum – 9 February 2018
7. Note of previous meeting – any outstanding actions not covered by above
8. Date of next meeting

**Trafficking and Exploitation Strategy: Progress Report  
ACTION AREA 1**

**Date of report** 6 DECEMBER 2017

Outcome	Key activity / progress
People who encounter victims understand signs, know what to do and have access to specialist advice and support	<p><b>In train</b></p> <ul style="list-style-type: none"> <li>• SG led publicity campaign</li> <li>• Development of training disc by Police Scotland</li> <li>• Development of awareness raising pack</li> <li>• Initial plans for regional learning events</li> </ul> <p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Links with other relevant services – adult support and protection; child protection; gender based violence</li> <li>• Guidance/suggestion that trafficking and exploitation fits best within public protection pathways and processes</li> <li>• Training for First Responders (but depends on where NRM reforms go) – including new exploitation offense</li> </ul>
Coherent person/child centred support process that enables victims to recover and build resilience	<p><b>In train</b></p> <ul style="list-style-type: none"> <li>• Development of proposals by TARA and Migrant Help</li> <li>• Psychological trauma support from the Anchor service</li> <li>• Engagement with Bright Futures (Migrant Help)</li> <li>• Regulations on 90 days and support for s.4 victims being taken forward in spring 2018</li> <li>• Engaging with NRM review to ensure Scottish interests are reflected</li> <li>• Work by TARA and Migrant Help to support victims who return home</li> </ul> <p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Keep in touch with work on Joint Investigative Interviews to identify any transferable principles for adults</li> <li>• TARA and Migrant Help taking active role in making victims aware and supporting them to claim compensation where appropriate.</li> </ul>
Victims are aware of support and trust it enough to ask for help	<p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Awareness raising to local authorities/NHS Boards as to Scotland wide remit of TARA/MH/Anchor</li> <li>• Create effective communication channels so that victims know where to find help and support. Reflect victims' views.</li> </ul>



#### Risks and issues

- Loss of momentum following publicity campaign
- Awareness raising materials are not sufficiently publicised
- Little uptake or interest in awareness raising materials
- Expansion to 90 days and to include victims of slavery etc could lead to service being overwhelmed
- Lack of influence over how NRM develops and the implications for Scotland

#### Next steps

- Further work on awareness raising pack
- Publication of training DVD
- Joined-up comms meeting

**Trafficking and Exploitation Strategy: Progress Report**  
**ACTION AREA 2**

**Date of report**      5<sup>th</sup> December 2017

Outcome	Key activity / progress
Public bodies and others carry out duty to notify obligations	<ul style="list-style-type: none"> <li>• <b>In train</b></li> <li>• Police Scotland Internet portal has been created and is subject of testing</li> <li>• Agreement with City of Edinburgh Council to test the system in live time</li> <li>• Training programme developed to be produced and distributed</li>   <li>• <b>To be taken forward</b></li> <li>• Develop further bodies to test system</li> <li>• Police Scotland to produce a template for reporting mechanism after 6 months of notifications.</li> </ul>
Intelligence is shared so that local areas and/or other countries are aware of patterns	<ul style="list-style-type: none"> <li>• <b>In train</b></li> <li>• On-going Joint Investigation Teams with Romania and Slovakia</li> <li>• Romanian officers seconded to Police Scotland</li> <li>• Intelligence is shared with Modern Slavery Police Transformation J-STAC for England and Wales</li> <li>• Regular updates at the Scottish Multi-Agency Tactical Coordination Group</li>   <li>• <b>To be taken forward</b></li> <li>• Development of intelligence sharing and deployment of Vietnamese Police Officers</li> <li>• Further information sharing processes with other Law Enforcement not captured in current processes.</li> </ul>

Police, prosecutors and courts use all powers and take robust action as appropriate.	<ul style="list-style-type: none"> <li>• <b>In train</b></li> <li>• Serious Crime Prevention Order Unit, Police Scotland have responsibility for identifying and assessing cases for the possibility of applications for TERO or TEPO</li> <li>• On-going consideration in current operations for Money Laundering and use of POCA legislation</li> <li>• <b>To be taken forward</b></li> <li>• Future cases to be assessed for opportunities to seek Joint Investigation Team Status</li> </ul>
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Risks and issues	
<ul style="list-style-type: none"> <li>• Expansion to 90 days for reflection period could see an increase in victims requiring police interviews and investigations</li> <li>• Increase In intelligence and referrals from Modern Slavery Helpline will require an uplift in investigative capability – part of an on-going capacity and capability review</li> </ul>	
Next steps	
<ul style="list-style-type: none"> <li>• Share the action plan with the Multi-agency group</li> <li>• Increase membership to other Law Enforcement agencies</li> <li>• Develop a regional police/partner meeting to capture other 3<sup>rd</sup> sector organisations</li> </ul>	

**Trafficking and Exploitation Strategy: Progress Report**  
**ACTION AREA 3**

Date of report 7 December 2017

Outcome	Key activity / progress
People know about the extent of trafficking and exploitation in Scotland	<p><b>In train</b></p> <ul style="list-style-type: none"> <li>• SG marketing campaign achieved good reach and media coverage, and initial figures showed significant increases in calls and referrals to helpline, but tailing off after the campaign</li> <li>• SG hosted IASC Annual Report launch</li> </ul> <p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Follow-up survey on public awareness to be undertaken 2018</li> <li>• Work to join up comms planning across Police/SG/others</li> <li>• Joint IASC/SG event 2018, also potential joint event with COSLA</li> <li>• Joining up with UN House on conference in March</li> </ul>
People and businesses are aware of how what they do and buy can contribute to this crime	<p><b>In train</b></p> <ul style="list-style-type: none"> <li>• Corporate engagement event held on 6<sup>th</sup> November – 30 attendees from a range of sectors. Good feedback and offers to be involved in further work.</li> <li>• Human trafficking seminar run at Procurex conference</li> <li>• Initial consideration of a Code of Practice for businesses</li> <li>• Meeting with Semantrica/TISCreport who have info on Scottish companies that haven't published a Modern Slavery Statement</li> </ul> <p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Corporate group to be established</li> <li>• Further corporate engagement/awareness events on a larger scale to be considered</li> <li>• Discussions around licensing</li> </ul>
People at most risk get help to increase their resilience against trafficking and exploitation	<p><b>In train</b></p> <ul style="list-style-type: none"> <li>• Building links with other policy areas that can help prevent trafficking – equalities, organised crime, homelessness</li> </ul> <p><b>To be taken forward</b></p> <ul style="list-style-type: none"> <li>• Work to tie in with networks that link to homeless communities</li> </ul>

#### Risks and issues

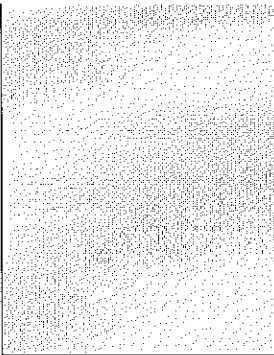
- Impact tails off after awareness campaign – need to raise awareness
- Failing to effectively harness enthusiasm in corporate sector
- Difficulty of reaching key sectors e.g. nail bars, car washes, that might not be in supply chains of bigger bodies

#### Next steps

- Analysis of corporate event feedback and planning next steps for engaging businesses and setting up corporate group.

ACTION AREA 1						
IDENTIFY VICTIMS AND SUPPORT THEM TO SAFETY AND RECOVERY						
Outcome	Actions	Activities	Timescale	Lead	Progress/next steps	Measures
People who encounter victims understand signs, know what to do and have access to specialist advice and support	Awareness raising for the public	Publicity campaign	Aug to October 2017	SG /all	Consider how to maintain momentum	Modern Slavery Helpline Feedback TNS follow up survey
	Awareness raising for staff in the NHS, local authorities and other organisations as needed	Develop training disc Develop PowerPoint with basic messages for general use Regional learning events	by ? By ? ?Spring 2018	Police Scotland AA1 Group AA1 Group/SG		
	Organisations to develop and publicise clear actions and pathways to follow when possible victim is identified	Consider issuing guidance suggesting public protection structures as best fit	?	SG/AA1		
	Organisations to work together so that processes align and are built around victims' needs	Keep in touch with Joint Investigative Interview developments with regard to children to learn from principles	?	?		
	Other					
	Appropriate specialist support available for all victims that is sensitive to age, gender and culture	TARA and Migrant Help to set out proposals for SG consideration	Early Jan 2018	TARA/Migrant Help SG	Initial discussions on 90 days held	Success criteria agreed with TARA/MH as part of application process

Coherent person/child centred support process that enables victims to recover and build resilience	Regularly consult with victims about what barriers they face and what they need and what will help them to move forward	TARA and Migrant Help to set out proposals for SG consideration	?			
	Form links with third sector/agencies in UK and in source countries to continue support to victims going home	TARA and Migrant Help to take forward plans	Initial report by end March 2018 (for SOG meeting in April)			
	Support agencies to build strong links with wider services so that victims' longer term needs are addressed	TARA, Migrant Help, COSLA and NHS [any others] to meet to consider what might be needed and how it could be provided.			Set up meeting	
	Other					
Victims are aware of support and trust it enough to ask for help	Create new communications channels where victims may find out about help and access it					
	Communications aimed at victims are accessible and reduce fear					
	Identify how to share information responsibly among agencies respecting victims' interests and safety					

	Raise awareness among all agencies about victim profiles and presumption against prosecution					
	Other					



**ACTION AREA 2**

**IDENTIFY PERPETRATORS AND DISRUPT THEIR ACTIVITY**

Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
All reports of trafficking or exploitation will be appropriately recorded as a crime and investigated	Relevant public bodies will notify police under duty to notify	Pilot to be conducted with city of Edinburgh Council	December 2017 - March 2018	Police Scotland		
	Voluntary organisations, agencies and the general public buy into benefits of reporting	Promotion of training programme	Ongoing	Police Scotland/SG		
	All reports of trafficking or exploitation will be appropriately recorded as a crime and investigated	Police Scotland Memorandum 241/17 has been circulated to all officers and staff	Complete	Police Scotland	Crime Recording will be subject of review and audit	
	Data is properly collated and analysed to detect trends	HT Analyst is in place	Ongoing	Police Scotland	Threat assessments and products are to be produced and subject of review	
	Other					
	Agreements with UK Government, IASC and with enforcement agencies in source countries to share information as appropriate	NCA and J-STAC information sharing is in place but work with other countries is to be developed	Ongoing	Police Scotland		
	Build expertise about trafficking routes through closer working relationships	Action Area 2 has now met on 22nd June and 22nd September which brought together, Police Scotland, Home Office Immigration Enforcement, Border Force, NCA, UKVI, Scottish Government, HMRC, TARA and Migrant Help	Ongoing	Police Scotland		

Intelligence shared between Police Scotland/other local and international partners as appropriate	Support prosecutions in other countries where appropriate	Ongoing Joint Investigation Teams are in place	Ongoing	Police Scotland/COPFS	
	Use information from within and outwith Scotland to develop profiles and tailored plans to tackle trafficking	Intelligence is shared with Modern Slavery Police Transformation J-STAC for England and Wales	Ongoing	Police Scotland	
	Other				
Police, prosecutors and courts use all powers and take robust action as appropriate	Learn from other areas of expertise such as domestic abuse				
	Police, prosecutors and court use prevention and risk orders and seize assets to disrupt trafficking and exploitation as appropriate	Serious Crime Prevention Order Unit, Police Scotland have responsibility for identifying and assessing cases for the possibility of applications for TERO or TEPO	Ongoing	Police Scotland/COPFS	
	Awareness raising for those involved in the criminal justice system	Use of training programme	December 2017 - January	Police Scotland/COPFS	
	Convictions and victims' experiences are publicised in the UK and beyond, whilst ensuring safety of victims	To be developed	Ongoing		

	Other					
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**ACTION AREA 3**

**ADDRESS THE CONDITIONS THAT FOSTER TRAFFICKING AND EXPLOITATION**

Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
People know about the extent of trafficking and exploitation in Scotland	Public awareness raising campaign encouraging people to take active role to help eradicate trafficking	SG awareness raising programme around steps the public can take to help eradicate trafficking and exploitation, encouraging them to think about how what they buy and who they buy it from could contribute to this crime	August - October 2017	██████████ SG Human Trafficking	Marketing campaign launched 27 August 2017; coverage on BBC and STV news, print and radio; short film screening on STV between August and October 2017; digital adverts	Initial figures show a strong increase in calls, web referrals and potential victims identified, but tailing off after end of campaign. Follow-up public awareness survey planned for 2018.
		Consider next steps following on from campaign; strengthening message around empowerment and hope - positive things people can do	November 2017	AA3 Group	Joined up comms between SG, Police Scotland, TARA, Migrant Help etc - meeting to be arranged.	
	Research and investigation into how trafficking affects Scotland	SG will consider what action is needed to ascertain how trafficking and exploitation affects Scotland to contribute to a greater understanding of its impact on Scottish society			Paul Rigby now providing academic input on AA3 group. Summary of available research to be pulled together. Consider building on existing research e.g. UK Typology Report, IASC Vietnamese report. Invite academic representation onto AA3 group. Develop Duty to Notify in partnership with public bodies and other UK administrations to develop a meaningful and consistent data set.	
	Consider how to highlight the different forms of trafficking that exist in Scotland and the effect on the victims	SG marketing campaign digital adverts highlight specific sectors where trafficking takes place	August - October 2017	██████████ SG Human Trafficking	See above	See above
		Awareness raising work with partners		██████████ SG Human Trafficking	SG hosted IASC Annual Report launch 20 October 2017. Plans for joint event with IASC in 2018.	
		Engagement via corporate group		Corporate Group		
	Promote easy and multi-media methods for public to report trafficking suspicions	SG will identify ways for the public to report trafficking and exploitation and highlight where it may be happening, empowering them to report their suspicions			Current partnership with UK-wide Modern Slavery Helpline for online and phone reporting; established a Scottish web sub-page with specific information; Memorandum of Understanding being developed between Helpline and Police Scotland	
	Other					
	Opinion formers/leaders/groups across Scotland reject trafficking and the activities it supports	Explore developing a Code of Practice		Corporate Group	Initial engagement with Welsh Government, who have developed a CoP. To be considered by Corporate Group. Specific COP/protocols exist for supermarkets and construction (led by GLAA). Unicef	Number of companies signed up to Code of Practice (if adopted)
		Explore potential to link in with Business Pledge		██████████ SG Human Trafficking	Initial conversations - concerns about ability to change pledge at this stage and take-up so far - may be better to do something separate.	

Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
People and businesses are aware of how what they do and buy can contribute to this crime	Provide guidance to businesses about how they can eradicate links to trafficking in supply chains	To be considered by Corporate Group		Corporate Group		
	Support UK-wide activity resulting from Transparency in Supply Chains (TISC) duty and publicise who is reporting in Scotland				SG presentation at Co-Op supplier forum May 2017; SG workshop at Procurex conference October 2017. The SG Procurement Policy Team has already included the issue of trafficking and exploitation in their guidance to the public procurement sector.	Publication of Modern Slavery Statements
		Direct engagement with businesses		Corporate Group		
		Business engagement event November 2017	November 2017	SG Human Trafficking	Event held 6th November at Atlantic Quay. Positive feedback overall, next steps to be considered.	
		Establishing a Corporate Group	November 2017	SG Human Trafficking	Invite attendees at November event	
		Engagement/co-working with UK Government and devolved administrations			Meeting with Jaya Chakrabarti, TISC report, on 7 December: she can provide information on Scottish companies that have not published a Modern Slavery Statement	
	Change culture by encouraging people to make positive choices against trafficking in what they do and buy					
		The Serious Organised Crime Strategy will address issues such as trafficking and exploitation that blight communities by working with schools, the third sector and other partners to raise awareness of the links with organised crime		SG Organised Crime	Police Scotland are working with the charity Just Enough to raise awareness in schools, carrying out activities with local businesses including social landlords, and continuing to improve joint working with partners. Jim to provide updates to future AA3 meetings.	
	Other	Take forward the key actions in the Fairer Scotland Action Plan		AA3 secretariat	Fairer Scotland Action Plan published 5th Oct 2016, with 50 Government actions for this Parliamentary term. A range of measures are underway to ensure people living in poverty can live full lives without fear of exploitation. A progress report is being drafted and is due to be presented to Parliament in October. AA3 Secretariat to obtain update for each meeting	
	Targeted efforts to raise potential victims' awareness of tactics, techniques and risks	SG will consider how to research, identify and build partnerships with communities assessed as being at risk of trafficking and exploitation, such as the homelessness sector and to develop targeted prevention initiatives			Marion and Ann to consider with regard to homeless/rough sleeper/beggar populations. Stronger links to be made with New Scots asylum seeker/refugee strategy.	

Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
People at most risk get help to increase their resilience and exploitation	Work with partners to support efforts to stop trafficking happening in first place including tackling poverty and inequality	SG will raise awareness to ensure that human trafficking and exploitation is reflected appropriately in policies and guidance			Cross-representation on working groups; direct engagement with SG colleagues including construction, fishing, agriculture, tourism. Procurement policy and agriculture already highlight trafficking and exploitation in their policies. In August 2017 the Minister for Public Health and Sport endorsed the Pontifical Academy of Sciences Statement and recommendations from Feb 2017, which are aimed at eliminating trafficking for the purposes of organ donation and will agree plans to raise awareness of the recommendations amongst nephrologists and transplant surgeons in particular.	
		SG will work with the UK's IASC and others on work in source/transit countries, to improve partnership working and the capacity to break the cycle of trafficking and exploitation. We will also work with others to tackle poverty in source countries.				
		SG will build on existing work to assess how conditions that foster trafficking and exploitation can be addressed, to improve partnership working and the capacity to break the cycle of trafficking and exploitation.				
	Work with communities to address reasons victims might not come forward					
	Make sure that trafficking is considered within strategies and initiatives to increase equality					
		Consult on a Delivery Plan for Equality Safe with work streams focussing on Primary Prevention, Capacity and Capability, Justice and Accountability			SG has completed a consultation on a Delivery Plan and responses are being analysed with a view to producing a finalised Delivery Plan by the end of 2017. The team are looking to strengthen the actions aimed at tackling commercial sexual exploitation, and local Violence Against Women Partnerships are being asked to consider this. Also giving further thought to the criminalisation of purchase of sex. Equalities partners to provide updates at future AA3 meetings.	
		Cross-representation on working groups				
	Other					

## **Strategy Oversight Group**

The role of the Strategic Oversight Group is to be an influential group which is intended to:

- secure support from senior levels in key organisations;
- provide an authorising environment (particularly in relation to budgets and human resources); and
- ensure that the Strategy remains strategic within the broader Scottish and UK context.

The Strategy Oversight Group is chaired by the Cabinet Secretary for Justice and meets on an annual basis.

## **Strategy Implementation Group**

The role of the Strategy Implementation Group is to oversee the implementation of the Strategy, ensuring that a human rights (PANEL) approach is taken and that the voices and views of those who have experienced trafficking are reflected appropriately.

The Strategy Implementation Group will draw together the outputs from the Action Area Groups, identifying overlaps and synergies and seeking to address any barriers to implementation.

The Strategy Implementation Group will take specific responsibility for:

- Communications and awareness raising;
- Identification and sharing of good practice;
- overview of local structures for implementation;
- development of appropriate training and materials.

The Strategy Implementation Group is chaired by the Scottish Government and meets on a bi annual basis.

## Action Area Sub Groups

Action Area 1 - Identify Victims and Support them to Safety and Recover	Action Area 2 - Identify Perpetrators and Disrupt Their Activity	Action Area 3 - Address the Conditions that Foster Trafficking and Exploitation	Child Trafficking Strategy Group
<p>The role of the Action Area Groups is to support the delivery of the actions under their remit by</p> <ul style="list-style-type: none"> <li>• clarifying the actions</li> <li>• prioritising the actions</li> <li>• identifying the wider networks that need to be involved in implementation of the actions and engaging with them appropriately</li> <li>• identifying any training needed and referring to SIG</li> <li>• engaging with the other AAGs</li> </ul> <p>The Action Area Sub Groups meet on a quarterly basis.</p> <p>Chairs:</p> <p>Action Area 1: COSLA</p> <p>Action Area 2: Police Scotland</p> <p>Action Area 3: Scottish Government</p> <p>Child Trafficking Strategy Group: Scottish Government</p>			



Meeting Schedule		
Who	Frequency	Dates of Meetings
Strategy Oversight Group	Annually	February 2018 (tbc)
Strategy Implementation Group	Bi-annual	6 September 2017 28 March 2018 Sept/Oct 2018 (tbc)
Action Area 1	Quarterly	14 June 2017 20 September 2017 06 December 2017 22 March 2018 20 June 2018
Action Area 2	Quarterly	22 June 2017 22 September 2017 11 January 2018 20 March 2018 25 June 2018
Action Area 3	Quarterly	14 August 2017 09 November 2017 08 February 2018 07 June 2018
Child Trafficking Strategy Group	Quarterly	12 July 2017 25 October 2017 24 January 2018 18 April 2018 18 July 2018

### Communications Plan – Scottish Government, SOG/SIG & AAGs

Who	Method	Frequency	By Whom?	Specific Dates
Strategy Oversight Group (SOG)	Meeting	Annually	Human Trafficking Team	18 April 2018 (provisional)
	Email	Bi-annually following SIG meetings	Human Trafficking Team	28 March 2018
Strategy Implementation Group (SIG)	Meeting	Bi-annually	Human Trafficking Team	6 September 2017 28 March 2018
	Email	Quarterly following AAG	Human Trafficking Team	September 2017 January 2018 March 2018 June 2018
		Annually following SOG	Human Trafficking Team	18 April 2018 (provisional)
Action Area Groups (AAG)	Meeting	Quarterly	AAG Chairs & Members Human Trafficking Team	As per meeting schedule
	Progress Report	Quarterly following AAG	AAG Chairs	As per meeting schedule
	Email	Ad hoc	Human Trafficking Team	

### Communications Plan – Scottish Government Engagement with Stakeholder Group

Stakeholder Group	Stakeholder Forum	Bi-annually	Human Trafficking Team	28 June 2017 09 February 2018
	Newsletter	Bi-annually following SIG	Human Trafficking Team	October 2017 28 March 2018 Sept/Oct 2018
	Blogs – Justice and Safety and Serious Organised Crime	Bi-annually – alternative to Newsletter	Human Trafficking Team & invited stakeholders	January 2018 June 2018
	Webpages – SG	On-going	Human Trafficking	

	external website		Team	
	Social Media – Twitter/News Releases	Ad hoc – implementation of Act, announcements, Anti-Slavery Day etc	Comms Justice	
	Learning and Justice Circulars	Ad hoc – implementation of the Act	Human Trafficking Team	

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 04 July 2018 14:41  
**To:** [REDACTED]  
**Subject:** FW: Introductions

[REDACTED]  
Human Trafficking Team Leader  
The Scottish Government  
[REDACTED]

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**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 18 December 2017 10:33  
**To:** [REDACTED]  
**Subject:** RE: Introductions

That's great, thanks for letting me know [REDACTED] Have a great Christmas too.

Best wishes,  
[REDACTED]

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**From:** [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]  
**Sent:** 18 December 2017 10:31  
**To:** [REDACTED] <[REDACTED]@antislaverycommissioner.gsi.gov.uk>  
**Subject:** RE: Introductions

Thanks [REDACTED] Very nice to meet you last week. [REDACTED] and I are going to speak in the new year about business engagement.

Have a great Christmas.

[REDACTED]  
[REDACTED]  
Human Trafficking Team Leader  
[REDACTED]

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**From:** [REDACTED] [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 17 December 2017 11:58  
**To:** [REDACTED]  
**Cc:** [REDACTED]; [REDACTED]  
**Subject:** Introductions

Dear [REDACTED]

It was great to meet with you at the Strategy Implementation Group last week. Thanks for the invite and for taking the time to speak with me after the meeting.

As I said on Wednesday, the Commissioner is really keen to collaborate with you and support your work where possible over the next year and beyond. It sounds like the event later in the year could be the key occasion where the Commissioner can lend his support but there may be other opportunities in the interim for collaboration.

I have copied in to [REDACTED] Private Sector and Labour Market Lead, and [REDACTED] International Engagement Lead, so that you have their details. I will fill [REDACTED] in about the work you have been doing to engage with businesses and develop a Corporate Group, but it may also be useful for you to connect directly.

I'll be in touch with you all again in the New Year to share any relevant updates and to pick up on the discussions around event planning.

Best wishes,

[REDACTED]  
**Protection and Partnerships Lead**  
Office of the Independent Anti-Slavery Commissioner

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

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**Twitter:** @UKAntiSlavery  
**IASC Strategic Plan 2015 - 17**

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