

[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 11 January 2018 12:18  
**To:** Human Trafficking  
**Subject:** HUMAN TRAFFICKING AND EXPLOITATION - STAKEHOLDER FORUM

Dear All,

We are pleased to confirm that our next Stakeholder Forum will take place on Friday the 9<sup>th</sup> February 2018 at the Scottish Government Offices, Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU.

On the day registration for the event will begin at 1 pm with a networking lunch from 1.15 pm. The event is scheduled to finish at 4.30 pm.

Agenda attached:



Forum - Agenda -  
180209.pdf

Please note that due to room capacity we are restricting tickets to two persons per organisation. Tickets can be ordered following this link:

<https://www.eventbrite.com/e/human-trafficking-and-exploitation-stakeholder-forum-tickets-42002958981>

Please email [human.trafficking@gov.scot](mailto:human.trafficking@gov.scot) to let us know of any dietary requirements and access requirements you may have.

### **Background**

Nine months on from the publication of Scotland's first Trafficking and Exploitation Strategy, the Scottish Government continues to work with stakeholders to implement the wide range of actions and outcomes in this ambitious strategy, and embed the new statutory protections in the Human Trafficking and Exploitation (Scotland) Act 2015.

The collaborative approach to implementation is a continuation of the co-production methodology used in developing the strategy, and the regular stakeholder forum has an important role in maintaining these links.

This event is an opportunity to hear the latest progress on putting the strategy into practice, and to help guide next steps. This session will have a particular focus on building and strengthening wider connections, including engaging the corporate sector and harnessing existing networks to spread awareness and engagement.

We look forward to welcoming you on the day.

Human Trafficking Team,  
Scottish Government

## **HUMAN TRAFFICKING AND EXPLOITATION - STAKEHOLDER FORUM**

**9 February 2018 – Atlantic Quay – 1300~1630**

### **Agenda**

1300~1315	Registration
1315~1400	Networking Lunch
1400~1410	Welcome and Outline of Afternoon
1410~1520	Strategy Implementation Progress <ul style="list-style-type: none"><li>• Action Area 1: COSLA</li><li>• Action Area 2: Police Scotland</li><li>• Action Area 3: Scottish Government</li><li>• Child Trafficking Strategy Group: Scottish Government</li></ul>
1520~1530	Coffee Break
1530~1620	Building wider links: existing networks, corporate engagement and new connections
1620~1630	Next Steps

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 July 2018 15:01  
**To:** [REDACTED]  
**Subject:** FW: Human Trafficking AA3 Group update

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

---

**From:** [REDACTED]  
**Sent:** 15 January 2018 16:26  
**To:** [REDACTED]@ijmuk.org); [REDACTED]  
[REDACTED]@renfrewshire.qsx.gov.uk); [REDACTED]  
[REDACTED]@gla.gsi.gov.uk); [REDACTED]@brightwork.co.uk) (GLA)  
**Cc:** [REDACTED]  
**Subject:** Human Trafficking AA3 Group update

Hello folks

Ahead of the next Action Area 3 meeting on 8<sup>th</sup> February I wanted to give a quick update on a couple of areas.

#### Stakeholder forum

On Friday 9<sup>th</sup> February we'll be holding the next of our regular stakeholder forum meetings – you should have already received an email about this. I wanted to highlight that a substantive item on the agenda is around building wider links including corporate engagement and there will be time for table discussions around how we build these links.

If you're able to attend and are willing to play a role in facilitating table discussion can you book a place through eventbrite and let me know? This is of course the day after the AA3 meeting so no problem if you're not available.

Details: 9th February 2018 at the Scottish Government Offices, Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU. Registration and networking lunch 1:00-2:00 pm. Event 2:00-4:30 pm.



HUMAN  
TRAFFICKING A...

<https://www.eventbrite.com/e/human-trafficking-and-exploitation-stakeholder-forum-tickets-42002958981>

Corporate group

As previously discussed, we're keen to establish a group which pulls together a number of corporate interests to take ownership of a number of elements of the Strategy, and also to act as ambassadors to help spread awareness and good practice. I've attached a proposed invitee list for the group, which aims to touch on most of the key sectors we're keen to target, while keeping numbers manageable.

If you've any suggested changes or additions please let me know by Friday (19<sup>th</sup> January) as I'm keen to send out invitations and arrange the first meeting.



Human  
Trafficking - Str...

### Corporate event

At the last meeting I said I would circulate a summary of feedback from the November event – see attached. General themes emerging from the feedback are similar to what we discussed: the room wasn't ideal and there were too many speakers for the time available but generally people found it a helpful session and there's a good amount of enthusiasm for being involved in further work.



Human  
Trafficking - Co...

We'll be back in touch ahead of the meeting on 8th February.



Human Trafficking Team Leader



[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 11 January 2018 12:18  
**To:** Human Trafficking  
**Subject:** HUMAN TRAFFICKING AND EXPLOITATION - STAKEHOLDER FORUM

Dear All,

We are pleased to confirm that our next Stakeholder Forum will take place on Friday the 9<sup>th</sup> February 2018 at the Scottish Government Offices, Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU.

On the day registration for the event will begin at 1 pm with a networking lunch from 1.15 pm. The event is scheduled to finish at 4.30 pm.

Agenda attached:



Forum - Agenda -  
180209.pdf

Please note that due to room capacity we are restricting tickets to two persons per organisation. Tickets can be ordered following this link:

<https://www.eventbrite.com/e/human-trafficking-and-exploitation-stakeholder-forum-tickets-42002958981>

Please email [human.trafficking@gov.scot](mailto:human.trafficking@gov.scot) to let us know of any dietary requirements and access requirements you may have.

### **Background**

Nine months on from the publication of Scotland's first Trafficking and Exploitation Strategy, the Scottish Government continues to work with stakeholders to implement the wide range of actions and outcomes in this ambitious strategy, and embed the new statutory protections in the Human Trafficking and Exploitation (Scotland) Act 2015.

The collaborative approach to implementation is a continuation of the co-production methodology used in developing the strategy, and the regular stakeholder forum has an important role in maintaining these links.

This event is an opportunity to hear the latest progress on putting the strategy into practice, and to help guide next steps. This session will have a particular focus on building and strengthening wider connections, including engaging the corporate sector and harnessing existing networks to spread awareness and engagement.

We look forward to welcoming you on the day.

Human Trafficking Team,  
Scottish Government

If you wish to unsubscribe from these emails [Click Here](#)



## **HUMAN TRAFFICKING AND EXPLOITATION - STAKEHOLDER FORUM**

**9 February 2018 – Atlantic Quay – 1300~1630**

### **Agenda**

1300~1315	Registration
1315~1400	Networking Lunch
1400~1410	Welcome and Outline of Afternoon
1410~1520	Strategy Implementation Progress <ul style="list-style-type: none"><li>• Action Area 1: COSLA</li><li>• Action Area 2: Police Scotland</li><li>• Action Area 3: Scottish Government</li><li>• Child Trafficking Strategy Group: Scottish Government</li></ul>
1520~1530	Coffee Break
1530~1620	Building wider links: existing networks, corporate engagement and new connections
1620~1630	Next Steps

Name	Organisation	Sector	Email
	SG		@gov.scot
	Brightworks	Recruitment	@brghtwork.co.uk
	HSBC	Finance	@hsbc.com
	Co-op	Supermarkets	@coop.co.uk
TBC	Morrisons/other supermarket	Supermarkets	
	BABTAC	Beauty	@cibtac.com ; @aptmarketing.co.uk
	Petrol Retailers Association	Petrol Stations	@rmif.co.uk
	Multiplex	Construction	@multiplex.global
	Marine Harvest	Fishing	@marineharvest.com
	Glasgow Airport?	Airports	
	SSE	Energy	@sse.com
	Scottish Business Resilience Centre	NGO	@sbrcentre.co.uk
	Brodies	Legal	@brodies.com
	Stronger Together	NGO	@alliancehr.co.uk
	Hope for Justice	NGO	@hopeforjustice.org
	IJM	Charity	@ijmuk.org

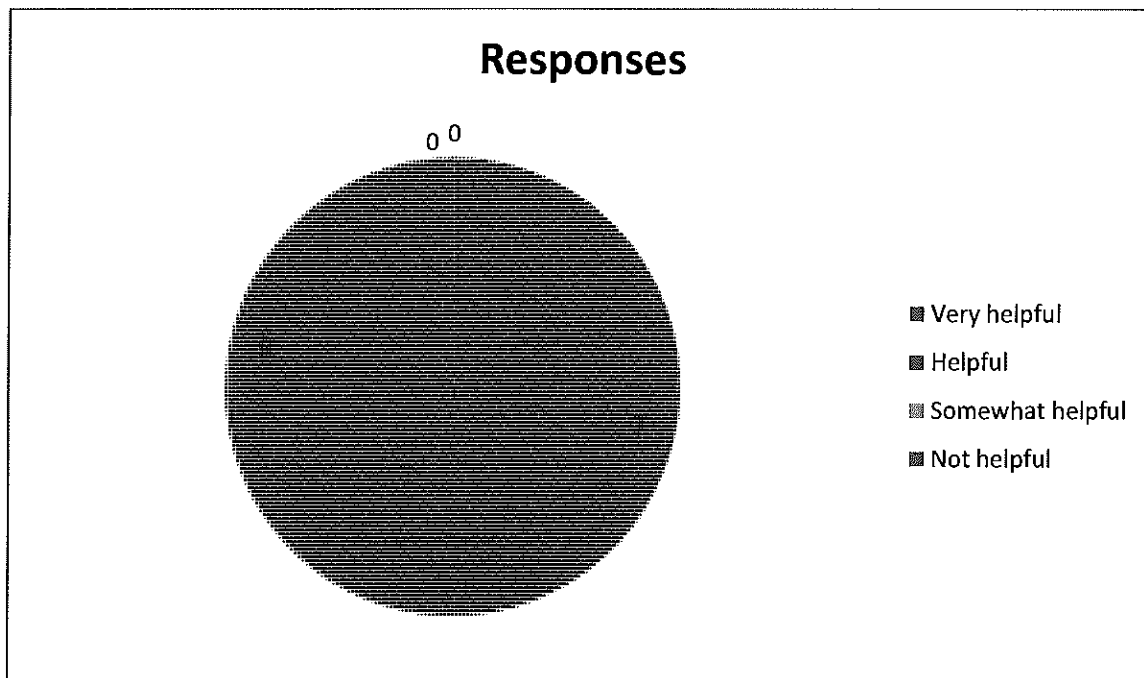


## Human trafficking corporate event – attendee feedback

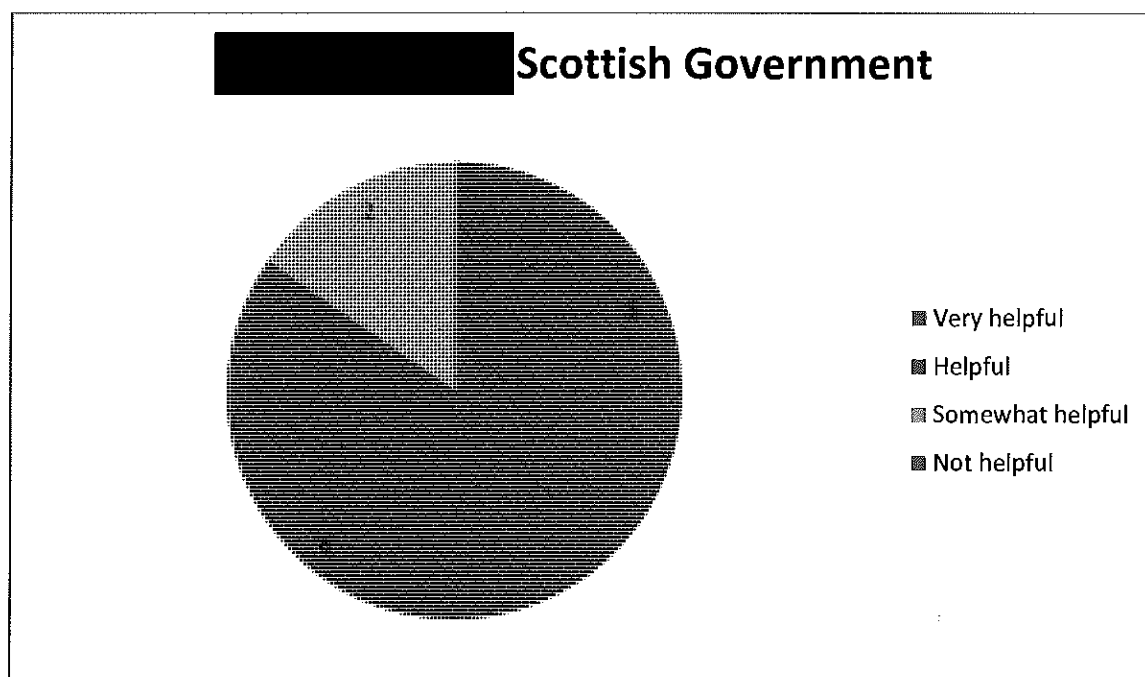
13 responses received

### Event feedback

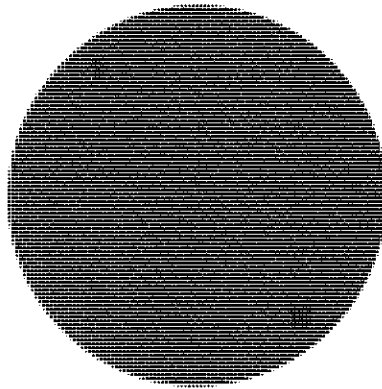
1. How relevant and helpful did you find the event overall?



2. How relevant and helpful did you find the following inputs?

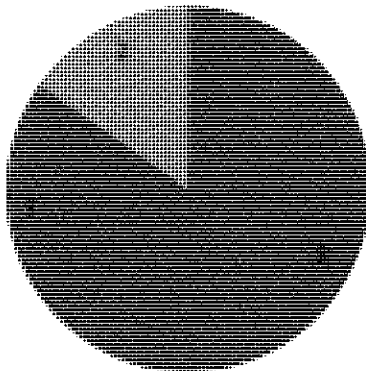


**Police Scotland**



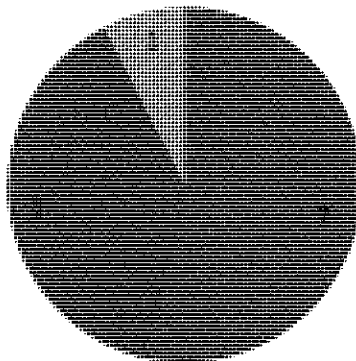
- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

**Gangmasters and Labour Abuse Authority**



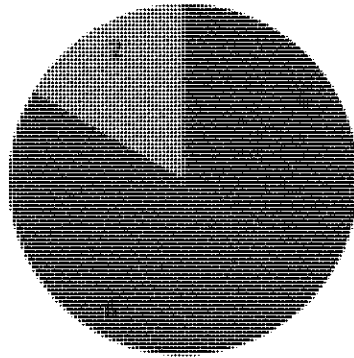
- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

**Border Force**



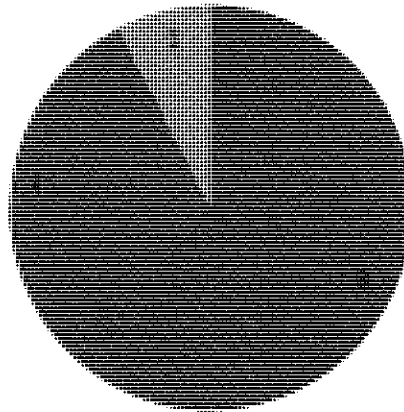
- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

## Migrant Help



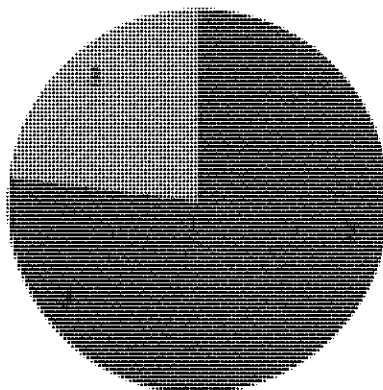
- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

## International Justice Mission



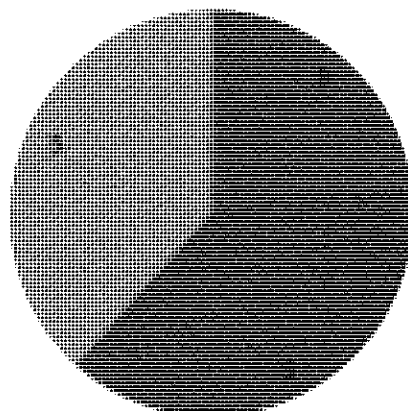
- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

## Brodies



- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

## Staffline and Brightworks



- Very helpful
- Helpful
- Somewhat helpful
- Not helpful

### 3. Please provide any general comments on the event or other feedback

The venue was too small and soundproofing between our room and the event in the adjoining room was poor so it was difficult to hear at the back of the room. The presentation slides were (apart from [redacted] mainly heavily worded and the content was too small to read where I was sitting. Only a couple of speakers provided hand-outs which meant we had nothing to supplement what was missed due to the poor sound at the beginning of the event.

Most speakers over-ran their allotted time and there was only a brief break allowed for at the stage group discussions had been scheduled. Lots of content on too tight a schedule perhaps?

As awareness building of the various bodies involved in tackling modern slavery this was fine, but not enough relevant content if the intention going forward is to guide people on what action they can take to guard against exploitation happening in the workplace and action to take if it is suspected or known.

That said, this WAS a great starting point which will hopefully not be the last of these events.

-----  
I think the invitation could have been more helpful, for example a venue post code, full address and parking information.

The room where it was held was not great with pillars blocking the view and a lot of surrounding noise.

The speakers all overran their time and even with no-one from Stronger2gether speaking, the event finished late which meant the more interactive parts were rushed through.

It was a real shame that S2G could not attend because - for our business they have been excellent - really providing practical help and materials which assist in diluting the fear factor.

On a positive note I thought [redacted] was very good bringing some "street chat" to the subject.

-----  
It would have been good to get a "how it could affect your company" walk through - or a chance to see if we could identify which scenario from a selection showed trafficking.

There were too many speakers for such a short event

-----

Excellently put-together. Good order of presentations and rhythm applicable to the topic. Well-threaded.

-----

A very useful event which I feel would be beneficial to others and should be rolled out if possible. I think the event needs to be slightly longer however with perhaps more time for discussion / questions.

-----

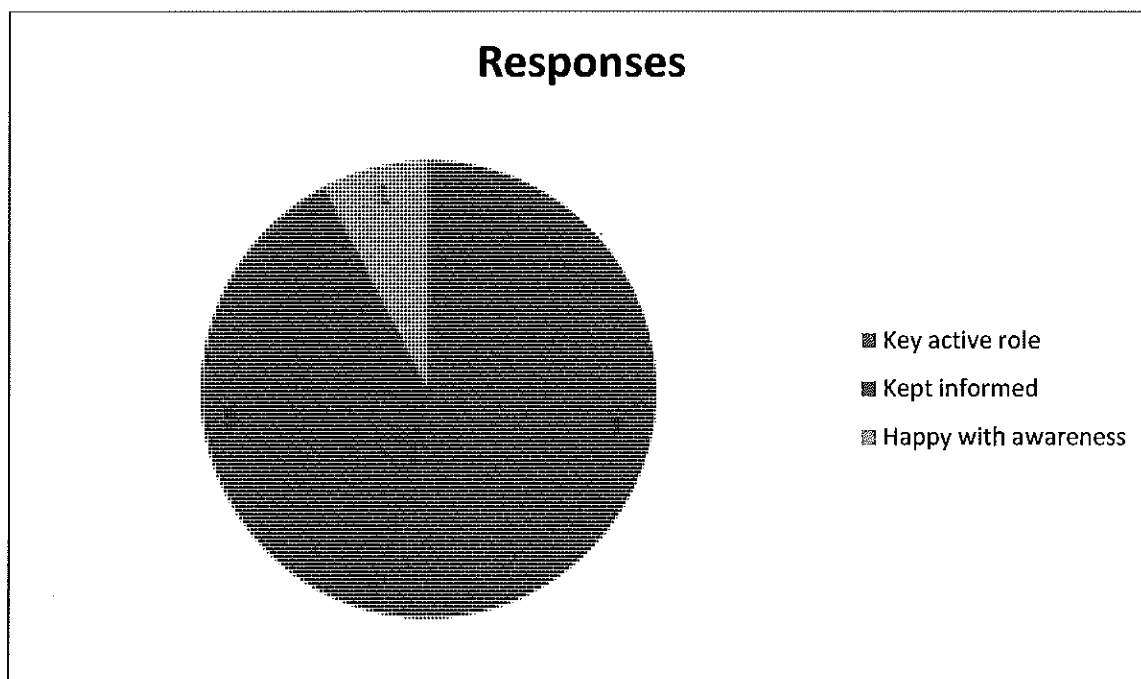
Very important topic- well covered

-----

This was a great follow up event to the HSBC event held previously, it emphasised the extent of the issue in Scotland but also highlighted how many different areas are wishing to take part and support

### **Next steps**

4. Please indicate to what extent you would like to be involved in the Scottish Government's work in this area.



People wanting to play a key active role:

[REDACTED] Brightwork; [REDACTED] Brightwork; [REDACTED] GLAA; [REDACTED] GLAA; [REDACTED]  
[REDACTED] APT/BABTAC; [REDACTED] Brodies; [REDACTED] HSBC

5. Please suggest any forums or networks you think we should be reaching out to in order to improve awareness and engagement in business communicates around human trafficking

Scottish Health and Social Care Integration Forum, Health and Social Care Alliance Scotland, Scottish Care

Given that is very much about Supply Chain, the CIPC.

Scottish Whisky Association, NFU, Housing Associations (Link Housing, Castle Rock, Almond Letting etc).

Police Scotland are already well engaged.

local councils housing authorities / collaborative work with fire service / homeless charities other NGO's in this arena / NHS

6. Please provide any general comments or suggestions for next steps in this area

Roadshows hosted by corporate volunteers - short and focused providing practical information on "danger signs" and how to spot victims, how to report, what to expect when you DO report, how to audit your supply chain and provide evidence to your clients as part of their supply chain

-----

Be careful not to undermine genuine operators

-----

I thought the event was excellent with a good balance of speakers from different areas. I felt there was a lot of input regarding raising awareness of the issue but perhaps there could have been a little more time spent on what active steps businesses can take to prevent Human Trafficking and Labour Exploitation in their organisations.

Overall, this was a very well organised and presented event.

-----

More 3rd Sector awareness of the danger of HT in supply chains?

-----

the task is raising awareness in the wider community -- creation of a framework for the group and inviting other actors to speak within this arena how to develop that partnership approach.

My colleague [REDACTED] is based in Scotland and is happy to be the SPOC for the region  
[REDACTED]@gla.gsi.gov.uk She is already working collaboratively with some of the attendees of the group.

-----  
I would love to see more interaction with Financial Services with regards to this topic and would like to see HSBC involved in the action groups

[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 24 January 2018 16:24  
**To:** Human Trafficking  
**Subject:** The Human Trafficking and Exploitation (Scotland) Act 2015 (Commencement No. 4) Regulations 2018

Dear All

Please find attached circular for your information in respect of the Human Trafficking and Exploitation (Scotland) Act 2015 (Commencement No. 4) Regulations 2018.



Circular -  
18.01.24.pdf

Regards  
[REDACTED]

Human Trafficking Team  
Scottish Government  
St Andrews House  
Regent Road  
Edinburgh

If you no longer wish to receive these emails please click [here](#)



[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 25 January 2018 10:33  
**To:** Human Trafficking  
**Subject:** Amended Circular - The Human Trafficking and Exploitation (Scotland) Act 2015  
(Commencement No. 4) Regulations 2018

Dear All

Please disregard the circular that was issued yesterday and use the version below.

There was a typographical error in the version dated 24 January which has now been corrected. This related to the date of the Human Trafficking legislation which should be 2015 and not 1995.

Please accept my apologies for any confusion or inconvenience caused.



Circular -  
18.01.25.pdf

Regards

[REDACTED]  
Human Trafficking Team  
Scottish Government

If you no longer wish to receive these emails please click [here](#)

[REDACTED]

---

**From:**

**Sent:**

06 February 2018 15:17

**To:**

[REDACTED]@ijmuk.org); [REDACTED]

[REDACTED]@renfrewshire.gsx.gov.uk); [REDACTED] (IASC); [REDACTED]

[REDACTED]

[REDACTED]@gla.gsi.gov.uk); [REDACTED]

[REDACTED]@brightwork.co.uk); [REDACTED]

**Subject:**

Trafficking and Exploitation Strategy - Action Area 3 - meeting on 8 February, 10 a.m. - Room 1W:11C, St Andrew's House, Edinburgh

Dear colleagues,

I attach the agenda for the meeting on Thursday along with a reminder of the note of the last meeting and the action template.

[REDACTED] will table a comms plan at the meeting.



Action Area 3 -  
Meeting 8 Febr...



Trafficking and  
Exploitation S...



Human  
Trafficking - stra...

With best wishes

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

**TRAFFICKING AND EXPLOITATION STRATEGY – ACTION AREA 3**  
**MEETING ON 8 FEBRUARY 2018, ST ANDREW'S HOUSE, EDINBURGH**

**AGENDA**

1. Welcome and apologies
2. Corporate group
3. Stakeholder forum
4. Communications
5. Action Plan
5. AOB
6. Date of next meeting

# Trafficking and Exploitation Strategy - AA3 Meeting

Note of Meeting on 9 November 2017

## Present:

[REDACTED] SG Human Trafficking Team Lead - Chair  
[REDACTED] IJM  
[REDACTED] Police Scotland  
[REDACTED] Brightworks  
[REDACTED] Brightworks  
[REDACTED] Stirling University  
[REDACTED] SG Serious Organised Crime Unit  
[REDACTED] SG Procurement Policy  
[REDACTED] SG Human Trafficking Team

## Apologies:

[REDACTED] GLAA  
[REDACTED] IASC  
[REDACTED] Equally Safe  
[REDACTED] SG Procurement Policy  
[REDACTED] GLAA  
[REDACTED] Renfrewshire Council

1. Welcome by the chair and introductions

2. The AA3 Action Plan was shared by the Chair. Alongside similar documents for the other Action Areas, this forms a project management document which captures activity and progress against the outcomes and actions which the Strategy commits to. The Action Plans will be owned by the SIG but updated by Action Areas, and will sit alongside a high level Project Plan and the risk register. AA3 group discussions so far have been based on the original template but in the future the aim is to move to using the Action Plan directly.

The Chair talked through the updates on the template document from 15 August 2017.

Key points raised / actions were:

Short term:

Serious Organised Crime strategy delivering message to schools and handing out leaflets and awareness raising at Edinburgh Airport.

In February the Serious Organised Crime Taskforce (chaired by Cab Sec) has an item on the agenda on Human Trafficking. The SG Human Trafficking team are working with Organised Crime colleagues to develop an agenda.

In regard to TISC, [REDACTED] will send on reports from States Trafficking department on Thai Seafood and Walmart.

SG Procurement Policy team participated at Procurex annual conference with the SG Human Trafficking team. The event was positive and generated interest and raised awareness. Feedback will be provided from the event. The team also held a workshop with their senior management about ethics and Human Trafficking featured. Progress will be fed back.

#### Medium term:

The SG is starting a process of engagement with the UK on the National Referral Mechanism (NRM) and the digitisation with Duty to Notify. Recent changes have been announced by the UK such as an extension to 90 days.

Police Scotland are looking at ways to more accurately record Human Trafficking statistics as at present it is difficult to capture the extent.

SG Human Trafficking public awareness campaign ran till end October 2017. The campaign received good coverage but it is too early to assess its impact. Full helpline figures are produced on a quarterly basis but initial indications are of a significant increase:

For the 8 weeks prior to the campaign there were 16 calls to the helpline from Scotland and 1 web form, resulting in 15 cases, 5 of which were recorded as modern slavery. These 5 cases indicated 16 potential victims.

For the 5 weeks immediately following the campaign there were 41 calls and 15 web forms, resulting in 51 cases of which 25 were recorded as modern slavery. These 25 cases indicated 102 potential victims.

Following the campaign Migrant Help has been approached by BBC Scotland and also the Times, the London Evening Standard and the New York Times newspapers. The SG has been approached by STV and BBC. The television soap, River City have been in touch with SG to say they are creating a story line on Human Trafficking from 21 – 28 November and will give out the Helpline number and information at the end of the programme. **Action** - speak to SG comms to tweet out and retweet any advertising by programme makers. Serious Organised Crime Strategy to tweet out their blog.

██████████ provided some thoughts on current research available, much of which is more child focused than adult focused.

#### Longer term:

In October the IASC Kevin Hyland launched his annual report in Scotland.

IJM are keen to meet the Cab Sec and submit reports that highlight how worthwhile the partnership working is in source/transit countries.

Point made about having 'corporate champions' to volunteer to be advocates of pushing the message out. Although public speaking / presentations at corporate

events are good, the key is to get the buy in from sectors rather than individual companies.

Practical messages around what individuals should do with the information needs to be communicated. This could be done by roadshows and 'champions' of Human Trafficking within companies and sectors. The challenge is getting the right people in the room.

3. Points raised on general discussion on feedback of event held on 6 November were:

The event was filled to capacity of forty and had a good range of speakers and well represented by industries; hospitality, food and potato distribution, banks, petrol retailers and hotels.

Next step to get wider stakeholder list informed.

Access networks, champion approach.

Buy in from specific networks and key businesses.

Cabinet Secretary Involvement.

Strategic approach: identify then establish a co-developed, business industry and care sector group.

Educate sectors on legal aspect of supply chains.

Focus needs to be wider than the specific legal duty for a Modern Slavery statement as the majority of companies don't aren't covered by the duty but have a potential role to play.

Digital link to the presentations and the questionnaire will be circulated to attendees

Feedback will be shared with AA3 group.

4. AOB

The group had a discussion on the training of companies on how to spot signs of Trafficked people and what to do and where to get help if they suspect a case. Smaller companies don't have access to the legal side and can't afford training days for their staff. [REDACTED] will look into access to training. Police Scotland has developed an e-learning resource which can be circulated once published on DVD. [REDACTED] will circulate code.org training link.

5. Date of next meeting – 8 February 2018

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	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 commencing Feb 18.
		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 held 18 January. Draft joint comms planner shared with relevant agencies.	
	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	Trafficking	See above	See above
		Awareness raising work with partners		Trafficking	SG hosted IASC Annual Report launch 20 October 2017. Plans for joint event with IASc and COSLA as part of lead up to Modern Slavery Day in October 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				Initial engagement with Welsh Government, who have developed a CoP, and consideration within SG. 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 developing a Code of Practice		Corporate Group		

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		Explore potential to link in with Business Pledge		[REDACTED], 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.	
	Provide guidance to businesses about how they can eradicate links to trafficking in supply chains	To be considered by Corporate Group		Corporate Group	Guidance and training already provided by Hope for Justice, Stronger Together etc.	
	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. Corporate Group to be established.	Publication of Modern Slavery Statements
		Direct engagement with businesses		Corporate Group		
		Business engagement event November 2017	November 2017	[REDACTED] SG Human Trafficking	Event held 6th November at Atlantic Quay. Positive feedback overall, next steps to be considered.	
		Establishing a Corporate Group	November 2017	[REDACTED] SG Human Trafficking	Initial membership agreed and invitations sent - first meeting to be arranged for Feb/March.	
		Engagement/co-working with UK Government and devolved administrations			Meeting with Jaya Chakrabarti, TISCReport, on 7 December: she can provide information on Scottish companies that have not published a Modern Slavery Statement. Meeting with other UK administrations 20 March Cardiff.	
	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		[REDACTED] 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	



Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
People at most risk get help to increase their resilience and exploitation	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.	
	Work with partners to support efforts to stop trafficking happening in first place including tackling poverty and inequality				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 raise awareness to ensure that human trafficking and exploitation is reflected appropriately in policies and guidance				
		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.			Andy to provide reports on International Justice Mission work in source countries. Separate meeting to discuss?	
		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					

Outcome	Actions	Activity	Timescale	Lead	Progress/next steps	Measures
	Make sure that trafficking is considered within strategies and initiatives to increase equality	Consult on a Delivery Plan for Equally Safe with work streams focussing on Primary Prevention, Capacity and Capability, Justice and Accountability		[REDACTED] SG Equalities	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					

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 July 2018 14:41  
**To:** [REDACTED]  
**Subject:** FW: Human trafficking guidance for local authorities

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

---

**From:** [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 06 March 2018 16:25  
**To:** [REDACTED]  
**Subject:** Re: Human trafficking guidance for local authorities

Thanks [REDACTED] As [REDACTED] has already said, we spoke about this last year but nothing has progressed as yet. I'm on leave the week of the 22nd but would be keen to hear the outcomes of the meeting. I'm hoping to have a follow-up call with [REDACTED] after I return from leave on 26th March.

The Commissioner is very keen to support this process in anyway he can, so please do let us know how he/we in the team can be of use.

Best wishes,  
[REDACTED]  
[REDACTED]

Protection and Partnerships Lead  
Office of the Independent Anti-Slavery Commissioner

On 6 Mar 2018, at 14:56, [REDACTED]@gov.scot" <[REDACTED]@gov.scot> wrote:

Yes, sorry I was just about to send a correction about the location!

I think it would still be helpful to have a chat 12:00-12:30 if that's ok.

Thanks

Peter

[REDACTED]  
Human Trafficking Team Leader  
[REDACTED]

---

**From:** [REDACTED] [mailto:[REDACTED]@cosla.gov.uk]  
**Sent:** 06 March 2018 14:55  
**To:** [REDACTED]@antislaverycommissioner.gsi.gov.uk;  
[REDACTED]@scotland.pnn.police.uk; [REDACTED]@glasgow.gcsx.gov.uk  
**Cc:** [REDACTED]@migranthehelpuk.org  
**Subject:** RE: Human trafficking guidance for local authorities

Hi [REDACTED]

I've already had a discussion with the IASC around this. I've not been able to progress anything yet and I would only be able to stay until 12:30 on 22 March – I'd also like to point out the meeting is at AQ that day.

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

Sent: 06 March 2018 14:44

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

[REDACTED]@scotland.pnn.police.uk [REDACTED]@glasgow.gcsx.gov.uk; [REDACTED]@gov.scot

Cc: [REDACTED]@gov.scot [REDACTED]@gov.scot; [REDACTED]@gov.scot; [REDACTED]@migranthelpuk.org

Subject: Human trafficking guidance for local authorities

Hi folks

I'm sure you've seen the guide for councils produced by the Local Government Association down south:

<https://www.local.gov.uk/modern-slavery-council-guide>

I don't think we have any consistent guidance for local authorities in Scotland and what the LGA have done is potentially a helpful model for doing something like this up here. It would be helpful to get together and talk this through.

The obvious opportunity would be after the Action Area 1 meeting on Thursday 22<sup>nd</sup> March, since hopefully most of you will be here for that.

Can you let me know if you're willing to be involved in a discussion around this, and whether you'd be able to do 12:00-13:00 on 22<sup>nd</sup> March at St Andrews House.

Thanks

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

\*\*\*\*\*

This e-mail (and any files or other attachments transmitted with it) is intended solely for the attention of the addressee(s). Unauthorised use, disclosure, storage, copying or distribution of any part of this e-mail is not permitted. If you are not the intended recipient please destroy the email, remove any copies from your system and inform the sender immediately by return.

Communications with the Scottish Government may be monitored or recorded in order to secure the effective operation of the system and for other lawful purposes. The views or opinions contained within this e-mail may not necessarily reflect those of the Scottish Government.

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

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 July 2018 14:41  
**To:** [REDACTED]  
**Subject:** FW: Anti-slavery partnership toolkit  
**Attachments:** Toolkit concept document with logos.docx

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

---

**From:** [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 07 March 2018 08:32  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Anti-slavery partnership toolkit

Hi [REDACTED]

I'm writing to let you know about a piece of work that the Commissioner's office is currently working on with the University of Nottingham, and ask whether the Scottish Government is interested in being involved in it. The Welsh Government and the Home Office have already committed to being involved.

In November last year, the Commissioner, jointly with the University of Nottingham's Rights Lab, published the report 'Collaborating for freedom: anti-slavery partnerships in the UK', as well as a website to host an interactive map of all the anti-slavery partnerships currently in existence: <http://iascmap.nottingham.ac.uk/>

What was clear from the report was that different partnerships were at very different stages of their development and there was no consistent approach to the way partnerships were set up and coordinated, and how they monitored their progress and effectiveness. A desire for guidance on partnership work was one of a number of recommendations that came out of the research.

In response to this, we have started developing an 'Anti-Slavery Partnership Toolkit'. I have attached the project brief here. The purpose of the 'toolkit' (which will likely be hosted on a similar online platform similar to that of the anti-slavery partnership map) is to provide a range of resources to frontline practitioners who want to establish a partnership or further develop an existing one. We will be sharing the project brief with stakeholders soon to seek their involvement, and ask them to feed into the toolkit by sharing their good practice examples, and links to existing resources and sample documents, such as their information-sharing agreements and modern slavery agreements.

Given the great work that the Scottish Government has done with the Strategy Implementation Group, I wanted to ask whether you and your team would like to feed into this work? We hope to make the toolkit of use to practitioners across the whole of the UK, and I will be contacting the Department of Justice in Northern Ireland shortly to put the same proposal to them.

Very happy to chat about this further if helpful (although just to note that I am out of the office most of today and tomorrow). If the Scottish Government would like to be a formal part of this work then we are very happy to include logos/names on any communications we disseminate.

Many thanks,

## **Anti-Slavery Partnership Toolkit: A Project Outline**

This document outlines a proposed 'toolkit' to assist frontline practitioners and service-providers who wish to work in partnership to improve responses to modern slavery. The toolkit will be curated by the University of Nottingham and the Office of the Independent Anti-Slavery Commissioner, with support from the Home Office and Welsh Government. Contributions will be invited from a wide range of organisations working in partnership to deliver anti-slavery programmes.

### **Toolkit concept and purpose**

The concept of the toolkit is to provide a range of resources to help frontline practitioners and service providers in:

- Determining their need for an anti-slavery partnership
- Getting appropriate partners engaged
- Setting an agenda and forward-plan
- Securing resources
- Establishing partnership governance and accountability frameworks
- Creating a delivery plan
- Taking joint actions
- Measuring and monitoring performance
- Engaging with survivors
- Increasing public awareness, community mobilisation and co-production.

### **Format and content of the toolkit**

The toolkit will have a number of different elements which could be brought together in an accessible online format linked to existing UoN / IASC resources (currently hosted at <http://iascmap.nottingham.ac.uk/about/>).

It is envisaged that content could draw on a mixture of existing and new resources. This might include:

- A checklist of questions helping practitioners to discover what partnership arrangements are currently in place, where gaps exist, and to determine what kind of anti-slavery partnership work they want to progress.
- Case studies looking at how to engage with a range of different stakeholders, organisations and sectors.
- A governance library, with sample terms of reference, information-sharing agreements, modern slavery statements, procurement policies, commissioning frameworks etc.
- A guide to monitoring and evaluation in partnerships (drawing on existing Midlands collaborative work).
- Checklist of performance data
- Signposting to existing resources (e.g. GOV.UK training resources, IASC training videos, downloadable / customisable publicity material.)
- The UK Training Library – password protected
- Ideas on securing further resources (lists of funders, grant applications, examples of projects, linked twitter feed for NGOs / researchers looking for partners etc.)
- A library of key papers summaries and reports looking at Modern Slavery.
- Good practice/ HMI reports
- An online form that lets individuals update existing entries in the UoN / IASC online database of partnerships.

Other suggestions for toolkit content are welcome.

## Outline timetable

Jan / Feb 2018 – discuss and agree project brief.

March 2018 onwards – begin to assemble materials and links for the toolkit. Share project with partners and start to collate contributions, write checklist.

March / June 2018 – build interface and populate with links.

June 2018 – complete guide to monitoring and evaluation.

July 2018 – launch toolkit.

Comments on this paper are welcome, please respond to [redacted]@nottingham.ac.uk or [redacted]@antislaverycommissioner.gsi.gov.uk

**From:** [REDACTED]  
**Sent:** 16 March 2018 16:36  
**To:** [REDACTED]@aberlour.org.uk;  
[REDACTED]@justrightscotland.org.uk'; [REDACTED]  
[REDACTED]@renfrewshire.gsx.gov.uk'; [REDACTED]  
[REDACTED]@sbrcentre.co.uk); [REDACTED]  
(NHS HEALTH SCOTLAND); [REDACTED]  
[REDACTED]@migranthelpuk.org'; [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Action Area 1 Implementation Group Meeting - 10:00, Thursday 22 March, Atlantic Quay, Glasgow

Dear all

Please find attached the agenda and papers for the meeting on Thursday.

#### Agenda



AA1

Implementation...

#### Minutes of meeting on 6 December



Human

trafficking and e...

Awareness raising pack (please note that if printing the presentation, you may want to change the print layout to 'notes page' as much of the information is contained outwith the slide itself)



Human

Trafficking - Str...

#### Joint communications update



Human

Trafficking - Str...

#### Strategic Implementation Group (SIG) papers



Human

Trafficking - stra...trafficking - stra...



Human



Human

Trafficking - Str...



Human

Trafficking - stra...

#### Annual progress report (draft outline) and measuring progress table





Human  
Trafficking - Str... trafficking and e...



Human

Thanks



Human Trafficking Team  
Justice Directorate



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

**MEETING AT 10:00 ON 22 MARCH 2018, CONFERENCE ROOM FLEMING A, SCOTTISH GOVERNMENT  
OFFICES, ATLANTIC QUAY, GLASGOW**

### **AGENDA**

1. Welcome and introductions
2. Awareness raising pack
3. Police Scotland e-learning DVD
4. Joint communications update
5. Strategic Implementation Group (SIG) preparation and papers
6. Annual progress report
7. AOB
8. 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] 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] I 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.
- Legal support - law society needs training.
- 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.**

**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					

Date	Event	Type of comms potential	Who	Key message	Details/actions
05/02/2018	Serious Organised Crime Taskforce	Press release, potential interviews at Gartcosh ahead of meeting	Cab Sec, LA (?), TARA, Police Scotland	Increases in referrals, impact of marketing campaign, modern slavery helpline, joint working to tackle trafficking and support victims	** No press release issued as McPhee case ongoing and Lord Advocate suggested comms may prejudice trial.
[REDACTED]	[REDACTED] case	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
w/c 19th Feb	Op Aidant, NCA led op. a week of intensification with a specific focus on Western Balkans				
3-4th March	NCA photo exhibition, Invisible People, in Glasgow	Social media			<a href="http://www.bjp-online.com/2018/01/carnegie-invisible-people/">http://www.bjp-online.com/2018/01/carnegie-invisible-people/</a>
[REDACTED]	[REDACTED] case				[REDACTED]
23/03/2018	UN House Conference	Press release	Christina McKelvie MSP hosting, SG, Police Scotland, TARA contributing	90 day commencement?	
01/04/2018	90 day commencement	Weekend article?	Cab Sec visit 29 March		
early May	SOCT conference		SG, SOCT		Diversiónary focus - explore potential for HT element
w/c 14th May	Op Aidant, NCA led op. a week of intensification with a specific focus on labour exploitation				
[REDACTED]	[REDACTED] case				[REDACTED]
late May	First anniversary of Strategy		Cab Sec		Update to Parliament with progress in implementing Strategy and reporting on the measures set out in the Strategy. Potential Parliamentary Statement.
June/October	First anniversary of TEPOs/TÉROs				Examples of use of new powers in practice

[illegible]

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

**Date of report**

Outcome	Key activity / progress
People who encounter victims understand signs, know what to do and have access to specialist advice and support	<b>In train:</b> <ul style="list-style-type: none"> <li>•</li> </ul> <b>To be taken forward:</b> <ul style="list-style-type: none"> <li>•</li> </ul>
Coherent person/child centred support process that enables victims to recover and build resilience	<b>In train:</b> <ul style="list-style-type: none"> <li>•</li> </ul> <b>To be taken forward:</b> <ul style="list-style-type: none"> <li>•</li> </ul>
Victims are aware of support and trust it enough to ask for help	<b>In train:</b> <ul style="list-style-type: none"> <li>•</li> </ul> <b>To be taken forward:</b> <ul style="list-style-type: none"> <li>•</li> </ul>

**Risks and issues**

-

## Next steps

-

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

**Date of report**      **6 DECEMBER 2017**

Outcome	Key activity / progress
<p>People who encounter victims understand signs, know what to do and have access to specialist advice and support</p>	<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>
<p>Coherent person/child centred support process that enables victims to recover and build resilience</p>	<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>
<p>Victims are aware of support and trust it enough to ask for help</p>	<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 Risk Register

Risk Id	Risk Description	Untreated Impact	Untreated Likelihood	Untreated Risk Score	Controls in Place	Current Impact	Current Likelihood	Current Risk Score	Risk Movement	Action Planned	Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
<b>Strategy Implementation Group</b>															
1	If the capacity to provide secretariat support is no longer available due to external pressures and demands then progress of AA may suffer	4	4	16	SG HT and CP teams currently able to cover AA1, 3 and CTSG - keeping under review	1	2	1			1	1	1		SG/AA Chairs
2	If capacity cannot be maintained to sit on each of the AA Groups then expertise will be lost	4	3	12	Ongoing oversight by AA Chairs and reporting to SIG	2	2	4			1	1	1		AA Chairs
3				0				0							
4															
5															
6															
7															
8															
9															
10															
<b>Action Area 1</b>															
1	Loss of momentum following publicity campaign	3	5	15	Work to join up comms planning and make best use of existing materials, consideration of follow-up campaign next year	3	4	12			2	2	4		SG
2	Expansion to 90 days could lead to support services to being overwhelmed	5	4		Modelling work between SG, Migrant Help and TARA to ensure adequate resourcing alongside consideration of delivery models	4	2	8			2	1	2		SG/TARA/ Migrant Help
3	General trend of increasing NRM referrals combined with awareness raising could put pressure on support services	5	3	15	Regular monitoring and communication between SG, Migrant Help and TARA to ensure adequate resourcing	4	2	8			2	1	2		SG/TARA/ Migrant Help
4	Lack of influence over how NRM develops and implications for Scotland	4	4	16	Ongoing engagement with UKG	4	3	12			2	1	2		SG
5															
6															
7															
8															
9															
10															
<b>Action Area 2</b>															
1				0				0					0		
2				0				0					0		
3				0				0							
4															
5															
6															
7															
8															
9															
10															
<b>Action Area 3</b>															
1	Failing to effectively harness enthusiasm in corporate sector	4	5		Establishing corporate group, engaging key corporate stakeholders, wider awareness raising work	4	3	12			1	1	1		SG
2	Failing to reach key sectors e.g. nail bars, car washes, that might not be in supply chains of bigger bodies	4	5		Engagement through TISC and membership bodies, exploring licensing options	4	4	16			2	2	4		SG



[illegible]

## **Trafficking and Exploitation Strategy – first annual progress report**

### **Outline**

Throughout document:

- Quotes from victims?
- Good practice examples:
  - Examples from newsletter
  - Bright Futures
  - TARA and Migrant Help case studies
  - The Anchor

### 1. Ministerial foreword

### 2. Introduction

- Recap of vision, Strategy development and goals
- Principals: focus on victims, partnership working, continuous improvement
- Act implementation
- Structures for implementation: SOG, SIG, Action Area Groups, Stakeholder Forum
- Key partners: IASC, Lord Advocate etc
- 2017 NRM stats: increasing referrals and especially labour exploitation
- On-going reporting: further annual report, review of Strategy after three years

### 3. Action Area One

- Introduction
  - Action Area group leadership and membership
- People who encounter victims understand signs, know what to do and have access to specialist advice and support
  - Public awareness – see Action Area Three
  - E-learning DVD
  - Powerpoint/learning resource
  - Awareness raising activity – presentations, capture existing training going on
  - Local authority guidance?
  - Joint Investigative Interview developments?
- Coherent person/child centred support process that enables victims to recover and build resilience
  - TARA and Migrant Help activity including victim-centred self-evaluation
  - The Anchor
  - 90 days period and support for slavery/servitude offence
  - Victim consultation for this report
  - Links with UK and source country NGOs etc, helping with return home – TARA and Romania?
  - Longer term needs of victims
  - NRM reform?
- Victims are aware of support and trust it enough to ask for help
  - Wider comms activity with a view to victims
  - Materials in multiple languages – poster, leaflet etc
  - Police Scotland work with TARA/Migrant Help on victims' experience of the process
  - Presumption against prosecution – communication?
- Looking forward
  - Next priorities: training for first responders? Regional learning events?

#### 4. Action Area Two

- Introduction
  - Action Area group leadership and membership
- Public bodies and others report concerns as appropriate
  - Section on Duty to Notify position, Edinburgh trial implementation
  - Existing structures and practice for reporting; any detail from Police Scotland
  - Police Scotland Memorandum 241/17: strengthening internal awareness and appropriate recording/response
  - Police Scotland HT Analyst? – threat assessments?
- Intelligence is shared so that local areas and/or other countries are aware of patterns
  - Examples from Police Scotland?
  - Joint working: Operation Aidant intensification periods; Joint Investigation Teams
  - NCA and J-STAC information sharing in place
  - Romanian officer secondments to Police Scotland
  - Nail bar licensing pilot?
  - Contributions from all champions – Action agenda for HT Partners next meeting- Scot Govt Newsletter
  - Sharing of intelligence with Europol/FP Phoneix
  - HMRC direct sharing intelligence being developed.
- Police, Prosecutors and courts use all powers and take robust action as appropriate
  - TEPOs and TEROs explanation; McPhee case and TN Trawlers ?
  - Serious Crime Prevention Order Unit at Police Scotland
  - Awareness raising/training activity?
  - Amending SPR2 to include compulsory drop down box relative to Human Trafficking similar to Domestic Abuse process
  -
- Looking forward
  - Next priorities: Duty to Notify, further use to TEPOs and TEROs; Romanian and Vietnamese secondments

- 5. Action Area Three
- Introduction
  - Action Area group leadership and membership
- People know about the extent of trafficking in Scotland
  - Public awareness campaign
  - Joint comms group, further activity
  - Anti-slavery day event/Annual Report launch with IASC; UN House conference; other events/activity?
  - Research? UK Typology Report, IASC Vietnam report
  - Easy and multi-media methods for public to report suspicions – Modern Slavery Helpline
- People and businesses are aware of how what they do and buy can contribute to this crime
  - Engagement with specific businesses e.g. HSBC, Co-op
  - Procurement work – Procurex conference
  - Business engagement event November 2017
  - Corporate group first meeting
  - TISC joint work?
  - Serious Organised Crime Taskforce – get contribution & specific session
  - Initial consideration of Code of Practice for businesses
- People at most risk get help to increase their resilience against trafficking
  - Links with homelessness/rough sleeping work – get contribution
  - Asylum seeker/refugee strategy – get contribution
  - August 2017 Minister for Public Health and Sport endorsed Pontifical Academy of Sciences Statement re eliminating trafficking for organ donation – awareness raising with nephrologists and transplant surgeons
  - International Justice Mission?
  - Equally Safe – get contribution
- Looking forward
  - Next priorities: further corporate engagement;

## 6. Child Trafficking

- Introduction
  - Action Area group leadership and membership
- Identify victims and support them to safety and recovery
  - Revised age assessment guidance
  - CPC Scotland Survey on trafficking protocols, guidance, info sharing etc; further engagement with CPCs to ensure these are in place as appropriate
  - On-going implementation of Child Protection Improvement Programme: child trafficking is a key work stream
  - Promotion of Sections 22 & 25 of Children (Scotland) Act 1995 re support to children and young people. Evidence that local authorities are consistently and appropriately using this legislation.
  - Mental Health Strategy, National Trauma Training Framework – contribution?
- Identify perpetrators and disrupt their activity
  - Partners Intelligence Toolkit
  - National Action Plan to Prevent and Tackle Child Sexual Exploitation: second annual report (due March 2018)
  - Partners Intelligence Toolkit for child sexual exploitation and abuse
- Address conditions that foster trafficking and exploitation
  - Research specification for commissioning research on routes into child trafficking
  - Minister for Childcare and Early Years attended joint learning session on child trafficking, child sexual exploitation and internet safety
  - Child Internet Safety Action Plan published 21 April 2017
- Looking forward
  - Next priorities: Section 11 consultation;

## 7. Measures of progress

## Human Trafficking Strategy: 1<sup>st</sup> Annual Report – Measuring Progress

Measure	Definition	2017/18 data
Identify victims and support them to safety and recovery		
Number of potential victims identified	All victims (adults and children) who enter the NRM and (in due course) those identified through the 'duty to notify' process	NRM figures for 2017 (by Quarter) are available from the NCA website: <a href="http://www.nationalcrimeagency.gov.uk/publications/national-referral-mechanism-statistics/2017-nrm-statistics">http://www.nationalcrimeagency.gov.uk/publications/national-referral-mechanism-statistics/2017-nrm-statistics</a> . Full 2017 summary report not yet available (March 2018).
Number of adult victims provided with support	Reports from the support provider	Figures from TARA/MH - data will be in quarterly grant reports?
Number of trafficked or exploited children supported through the child protection system	This will be based on the returns already provided to Scottish Government by local authorities	Request information from Child Protection team.
Number of children who are allocated an independent child trafficking guardian (ICTG)	Number of children who receive the support of an independent child trafficking guardian	Request information from Child Protection team.  Consultation may issue before Annual Report is drafted (check with [REDACTED]?)
Identify perpetrators and disrupt their activity		
Number of individuals convicted for the offences	Persons convicted in that year under section 1 and section 4 of the Act and also under earlier legislation (section 22 of the the Criminal Justice (Scotland) Act 2003, section 4 of the Asylum and Immigration (Treatment of Claimants etc.) Act 2004 and section 47 of the Criminal Justice Licensing (Scotland) Act 2010).	

Measure	Definition	2017/18 data
Number of individuals convicted of offences with a human trafficking background	Convictions using the aggravations set out in sections 5, 6 and 7 of the Act in that year	
Number of orders made under Part 4 of the Act.	Orders made in that year using the powers in Part 4 of the Act.	First TEPOs March 2018
Address the conditions that foster trafficking and exploitations		
Public awareness of the issue of human trafficking and exploitation	Questions in face-to-face survey conducted annually	TNS Survey closes on 25 March and will assess public awareness almost a year on from the Strategy launch/media campaign.
Infrastructure and partnership working		
Numbers of statutory bodies that have specific referral mechanisms for human trafficking and exploitation within their organisation and using them.	Self-reporting on an annual basis through the Strategy Implementation Group	
Number of organisations (statutory and non-	Self-reporting on an annual basis through the Stakeholder Forum arrangement.	No data at present. Will need to set out our corporate engagement, stakeholder forum feedback, Co-Op/HSBC links?



Measure	Definition	2017/18 data
statutory) within Scotland that have action plans or similar that contribute to delivering the overall aims of the Strategy.		

**From:**

**Sent:**

19 March 2018 16:04

**To:**

@ijmuk.org);

@renfrewshire.gsx.gov.uk);

(IASC);

(GLA

@gla.gsi.gov.uk)

@brightwork.co.uk)

**Cc:**

**Subject:**

Human Trafficking Action Area 3: public procurement guidance

To: Members of the Action Area 3 Group

Hello folks

I wanted to share with you for comment a draft ethical procurement step-by-step guide which my colleagues [redacted] and [redacted] have been working on.



Ethical  
procurement - S...

The guide was initially envisioned as an internal guide to help our buyers spot particular human rights risk areas. However, it became apparent that the content would fit well into our sustainable procurement tools to enhance the current ethical indicators. These tools are published on our website along with the supporting guidance, for use across the Scottish public sector:

<http://www.gov.scot/Topics/Government/Procurement/policy/corporate-responsibility/Sustainability/ScottishProcess/SustainableProcurementTools>

It would be helpful to have your perspective on this piece of work. If you have any comments on the guide or suggested additions, could you please get these to me by Thursday 5<sup>th</sup> April.

I will be in touch separately about drafting the annual progress report.

Thanks very much

[redacted]  
[redacted]  
Human Trafficking Team Leader  
[redacted]

**STEP 1 – Due diligence** - establish if what you are buying may be subject to environmental or socio-economic risk:

NOTE: It is also important to consider how you can meet the Sustainable Procurement Duty, for example opportunities to generate employment and training, involvement of SMEs and social enterprises, or to promote equality, etc.

## PROCUREMENT JOURNEY STAGE – Strategy development

### Category 1 - Potential at risk sectors / commodities

Socio-economic risk or opportunity	Source - of risk or opportunity	Description - of risk or opportunity	Example - guidance / triggers / questions	National Outcome	National Indicator(s)
Fair and ethically traded goods and services	Working conditions / worker exploitation	<p>Potential at risk sectors / commodities</p> <p>Will the procurement involve sourcing goods or involve workers from sectors / industries / locations where there is a prevalence of worker labour violations and exploitation, or human rights abuse?</p> <p>NB – it is important to consider all aspects of the supply chain to identify risk areas</p>	<p>Examples might include: poor pay and conditions; excessive working hours; low health and safety standards; discrimination; restrictions on trade union membership or activity; restrictions on movement; forced or child labour; and human trafficking etc.</p> <p>Is there current or recent research pointing to critical concerns in an industry or country?</p> <p>Are there relevant sectoral initiatives to improve worksites or standards that companies can adopt voluntarily or bodies that monitor practices in the sector?</p> <p>Industries that rely heavily on low skilled, migrant workers are at higher risk of exploitation. Is there a use / reliance on temporary, seasonal, agency staff?</p> <p>Is there a reliance on labour supply through recruitment agencies?</p> <p>Is there a complex or lack of transparency in the supply chain?</p> <p>Evidence suggests that the risk of worker labour violations and exploitation, or human rights abuses affects almost every industry, and can include:</p> <ul style="list-style-type: none"> <li>• Electronics and high technology</li> <li>• Steel and automobiles</li> <li>• Construction</li> <li>• Sectors / commodities which involve labour intensive production processes. <ul style="list-style-type: none"> <li>○ Manufacturing, e.g. including garments, textiles and footwear</li> <li>○ Food processing</li> <li>○ Primary production e.g. Agriculture and seafood</li> <li>○ Extraction, e.g. Mining and minerals</li> </ul> </li> <li>• Shipping and transportation</li> <li>• Service work – catering, cleaning services, domestic service</li> <li>• Transfer and storage of personal data</li> </ul> <p>(review resources for up to date information)</p> <p><a href="http://www.state.gov/i/tip/rls/tiprpt/countries/2014/226843.htm">http://www.state.gov/i/tip/rls/tiprpt/countries/2014/226843.htm</a></p> <p><a href="http://www.mvorisicochecker.nl/en/world-map">http://www.mvorisicochecker.nl/en/world-map</a></p> <p>Check for Modern Slavery and Human Trafficking Statements via an online registry: <a href="https://tiscreport.org/">https://tiscreport.org/</a> and/or <a href="https://www.modernslaveryregistry.org/">https://www.modernslaveryregistry.org/</a></p>		

## STEP 1 – Due diligence (cont'd)

### Category 2 - Working conditions that can foster exploitation

Category	Factor	Working conditions that can foster exploitation	Working conditions that can foster exploitation	Factors to consider	Factors to consider
		<p>Working conditions that can foster exploitation</p> <p>Are there practices that create risk of worker exploitation at any point in the labour cycle including recruitment, employment and exit?</p> <p>NOTE – It is important to consider all aspects of the supply chain to identify risk areas</p>	<p>What is the economic situation of the working in the supply chain?</p> <p>Have multi-stakeholder initiatives involving organisations with relevant expertise been established to address problematic practices within a supply country or a sector? How effective have they been?</p> <p>Are there mechanisms for workers to lodge complaints or seek remedy for alleged abuses?</p> <p>Are these upheld and are there examples of complaints being upheld and penalties being enforced?</p> <p>Exploitative working practices could include:</p> <ul style="list-style-type: none"> <li>Workers charged illegal or excessive recruitment fees or for health checks / documentation / equipment / accommodation</li> <li>Workers threatened or reintroduced about terms of employment or contract terms</li> <li>Multiple labour brokers and agents before recruitment to employment</li> </ul> <p>Exploitative employment conditions / terms could include:</p> <ul style="list-style-type: none"> <li>Underpayment of wages, delayed or withheld wage payments or excessive or illegal wage deductions</li> <li>Identity documents and passports confiscated or withheld</li> <li>Workers unable to change employer</li> <li>Workers required to stay in company or broker controlled housing and unable to enter or leave the premises freely</li> <li>Physically abusive or humiliating discipline and termination practices</li> <li>Working conditions contrary beyond legal or code of conduct limits</li> </ul> <p>"Workers' Day Survey" Brief April 2014, page 4  <a href="https://www.sustainableprocurement.com/procurement/procurement/2014/04/01/Workers-Day-Survey-Brief-April-2014-Final.pdf">https://www.sustainableprocurement.com/procurement/procurement/2014/04/01/Workers-Day-Survey-Brief-April-2014-Final.pdf</a></p>		

#### RESOURCE/ACTION:

**Complete Prioritisation Tool** – your organisation may already have completed this to prioritise sustainable aims at a category level. If not consider completing this for your commodity area

**Complete Sustainability Test** (import results of Prioritisation where available)

**Consult relevant supporting guidance** on how to embed the different factors of sustainable procurement into your procurement process.

## STEP 1 – Due diligence (cont'd)

### Category 3 - potential at risk origins

Category	Factor	Guidance	Guidance	Guidance	Guidance
Potential at risk origins	Guidance	Guidance	Guidance	Guidance	Guidance
		<p>Guidance: Issues at source of origin that can foster exploitation</p> <p>PII – It is important to consider all aspects of the supply chain to identify risk areas</p>	<p>Is there current or recent research pointing to ethical concerns in an industry or country?</p> <p>Are there on-going conflicts or war in a country? or is there evidence of widespread corruption in a country?</p> <p>Are laws updated and enforced? What standards or codes of conduct are currently in use?</p> <p>Does the country/area have a high prevalence of human trafficking and exploitation/modern slavery or other labour rights violations?</p> <p>Where does packing occur or logistics provided? Does that place/country generally have a high prevalence of human trafficking and exploitation/modern slavery or other labour rights violations?</p> <p>Are there relevant national initiatives to improve working?</p> <p>The Global Slavery Index (<a href="https://www.global-slavery.com">https://www.global-slavery.com</a>) states that the countries with the highest number of enslaved people are India, China, Pakistan, Nigeria, Ethiopia, Russia, Thailand, Democratic Republic of Congo, Myanmar, Bangladesh ....</p> <p>(please consult the up to date information)</p> <p>Global Slavery Index (GSI), Walk Free Foundation, <a href="https://www.walkfreefoundation.org/track-the-slavery">https://www.walkfreefoundation.org/track-the-slavery</a></p> <p>Freedom House produces an annual report ranking countries political rights and civil liberties: <a href="https://www.freedomhouse.org/report-types/freedom-world">https://www.freedomhouse.org/report-types/freedom-world</a></p> <p>Transparency International Corruption Perception Index</p> <p>Maplecroft Ratings</p>		

#### RESOURCE/ACTION:

**Complete Prioritisation Tool** – your organisation may already have completed this to prioritise sustainable aims at a category level. If not consider completing this for your commodity area

**Complete Sustainability Test** (import results of Prioritisation where available)

**Consult relevant supporting guidance** on how to embed the different factors of sustainable procurement into your procurement process.

## **Other tools and sources of information that may be helpful:**

- Procurement legislation
- Statutory Guidance
- Sustainable Procurement Tools
- Non-statutory sustainable procurement Guidance
- Case Studies
- Introduction to Sustainable Public Procurement in Scotland e-learning
  
- CIPS Guidance:
- Ethical and Sustainable Procurement
- Modern slavery in supply chains
  
- CSR Risk Check: <http://www.mvorisicochecker.nl/en/world-map>
  
- Modern slavery statement registries:
- <https://tiscreport.org/>
- <https://www.modernslaveryregistry.org/>

[REDACTED]

---

**From:** [REDACTED] on behalf of zzzCabinet Secretary for Justice 2016 to 2018  
**Sent:** 22 March 2018 17:13  
**To:** [REDACTED]@antislaverycommissioner.gsi.gov.uk  
**Subject:** Private Office for Justice - letter to Kevin Hyland Independent Ant-Slavery Commissioner - Human Trafficking Strategic Oversight Group - 22 March 2018  
**Attachments:** Private Office for Justice - letter to Kevin Hyland Independent Ant-Slavery Commissioner - Human Trafficking Strategic Oversight Group - 22 March 2018.pdf

*BY E-MAIL ONLY*

Afternoon Mr Hyland,

Please find attached a letter from the Cabinet Secretary for Justice in relation to the HT Strategic Oversight Group.

Kind regards,  
[REDACTED]

[REDACTED] Assistant Private Secretary  
Private Office of Michael Matheson MSP, Cabinet Secretary for Justice  
St. Andrews House | Regent Road | Edinburgh EH1 3DG [REDACTED]

All e-mails and attachments sent by a Ministerial Private Office to another official on behalf of a Minister relating to a decision, request or comment made by a Minister, or a note of a Ministerial meeting, must be filed appropriately by the recipient. Private Offices do not keep official records of such e-mails or attachments.

Scottish Ministers, Special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

Rùnaire a' Chaibineit airson Ceartais  
Cabinet Secretary for Justice  
Micheal Matheson BPA  
Michael Matheson MSP

F/T: 0300 244 4000  
E: [scottish.ministers@gov.scot](mailto:scottish.ministers@gov.scot)



Kevin Hyland,  
Independent Anti-Slavery Commissioner

By e-mail

22 March 2018

Dear Kevin,

The Strategic Oversight Group played a crucial role in developing Scotland's first Strategy to tackle human trafficking and exploitation, and I am grateful to you for your involvement in the group. The creation and publication of the Strategy was an excellent example of stakeholders working in partnership and was, importantly, shaped by listening to victims themselves.

Since the publication of the Strategy in May 2017, work has moved on to implementation of the ambitious measures it sets out. I believe that the Strategic Oversight Group has a further role to play, in overseeing this implementation. I expect that the group will continue to operate at virtual level and will require to meet in person only at key points in the process.

We are approaching the first anniversary of publication of the Strategy, and so I would like to convene a meeting of the Strategic Oversight Group, to take stock of progress and agree the content of an annual report.

I hope that you will continue as a member of the Strategic Oversight Group and join me for a meeting on Wednesday 18 April, 10:30-12:30, at St Andrews House, Regent Road, Edinburgh EH1 3DG. Please contact [REDACTED] Human Trafficking Team Leader [REDACTED] ([\[REDACTED\]@gov.scot](mailto:[REDACTED]@gov.scot)) to let him know your decision.

*Best wishes*

**MICHAEL MATHESON**



[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 July 2018 14:53  
**To:** [REDACTED]  
**Subject:** FW: Human Trafficking SIG meeting 28 March 2018: Papers

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

---

**From:** [REDACTED]  
**Sent:** 27 March 2018 09:17  
**To:** [REDACTED]@btinternet.com; [REDACTED] IASC); [REDACTED]@migranthehelpuk.org;  
(NHS HEALTH SCOTLAND); [REDACTED] (GLA); [REDACTED]@sw.glasgow.gov.uk;  
[REDACTED]@scotland.pnn.police.uk; [REDACTED]@migranthehelpuk.org; [REDACTED]@gov.wales;  
[REDACTED]@homeoffice.gsi.gov.uk); [REDACTED]  
**Subject:** Human Trafficking SIG meeting 28 March 2018: Papers

Colleagues

Please find attached papers for tomorrow's meeting of the Trafficking and Exploitation Strategy Implementation Group.

This meeting will be at 10:00am in the Scottish Government's Atlantic Quay office at the corner of James Watt Street and Broomielaw, Glasgow, G2 8LU.

Agenda:



Human  
Trafficking - Str...

Minutes of last meeting:



SIG - Note of  
Meeting - 13 De...

Action Area progress updates:



Human      Human      Human      Human  
Trafficking - Str... Trafficking - Str... Trafficking - Str... Trafficking - Str...

Joint communications planner:



Human  
Trafficking - Str...

Annual Progress Report outline:



Human  
Trafficking - Str...


Draft newsletter



Human  
Trafficking - Co...

Risk register (for information only – not on agenda for discussion):



 Human  
Trafficking - stra...

Thanks



Human Trafficking Team Leader



# **HUMAN TRAFFICKING STRATEGY IMPLEMENTATION GROUP NOTE OF MEETING ON 13 DECEMBER 2017**

**Present:** [REDACTED] SG (Chair)  
[REDACTED] IASC  
[REDACTED] TARA  
[REDACTED] Police Scotland  
[REDACTED] COSLA  
[REDACTED] SG  
[REDACTED] Migrant Help  
[REDACTED] SG  
[REDACTED] Glasgow City Council  
[REDACTED] SG (Note)  
[REDACTED] Border Force

**Apologies:** [REDACTED] SG  
[REDACTED], NHS  
[REDACTED] DOJNI  
[REDACTED] GLA  
[REDACTED] Home Office  
[REDACTED] SG  
[REDACTED], Scottish Guardianship Service  
[REDACTED] Scottish Refugee Council  
[REDACTED] Adult Protection Committee  
[REDACTED]  
[REDACTED] Home Office  
[REDACTED], WG  
[REDACTED] IASC

## **1. Welcome and introductions**

The chair welcomed the group and invited introductions.

- [REDACTED] attending instead of [REDACTED]
- [REDACTED] from Border Force attending instead of [REDACTED]
- [REDACTED] has moved on to a new post within SG and a replacement for her is being sought.

The Main focus of this meeting was to think about progress to date and key actions from action areas to be taken forward ahead of reporting to Parliament on the Strategy's first anniversary in May 2018.

## **2. Progress templates and Action Plans**

The chairs of each Action Area Group and Child Trafficking Strategy Group gave updates on their Progress Reports and Action Plans as updated for the papers distributed for the meeting.

Other points to note:

## **AA1**

There was wide-ranging interest in the training disc and activity underway to develop a resource pack which could sit on the Scottish Government website and support the regional learning events.

██████████ updated on the Bright Futures work and it was agreed that the report should be circulated

### **Action – SG Human Trafficking Team**

The NRM review is on-going and SG officials are in conversation with UK counterparts to ensure Scotland's interests are represented.

██████████ made two points:

- Joint Investigative Interview (JII) work is around children being interviewed and the way the interview is conducted. This could be transferrable to vulnerable adult victims at a later stage.
- CICA interested in ensuring people get correct information and it could be useful to facilitate discussion with third sector support providers.

### **Action - SG Human Trafficking Team**

██████████ confirmed the importance of victims being signposted to correct legal advice as a Criminal Injuries Compensation Claim can only be made within two years of the positive conclusive grounds confirmation.

██████████ made the group aware that Migrant Help is meeting with HSBC to discuss barriers and access to bank accounts.

In the new year ██████████ will take forward the third AA1 outcome on targeted information for victims.

### **Action - AA1**

## **AA2**

An agreement has been reached with the City of Edinburgh Council to hold a 3 to 4 month trial of a Duty to Notify process using a Police Scotland intelligence gathering Portal.

A discussion followed about what the portal will actually gather and who and what the Duty to Notify would cover. The group had concerns about the possibility of duplication of work and overlaps with police referrals. It was noted that the portal will test this and consider how valuable the gathering of wider intelligence is.. ██████████

noted that the service would have to be manageable because of the potential impact it could have on local authorities.

### **Action – SG to include ██████ in discussions of DTN implementation**

A discussion followed about people being taken off the NRM system, in their best interest, and what happens to this data. . There were concerns over the rights of vulnerable people at airports in cases where individuals are sent home to their country of origin. ██████ confirmed that Border Force Officials report on to officials in the country of origin, the concerns identified at UK airports. The group agreed that it would be good to capture these cases and information.

Regional Partnership working is on-going and a new DS post now advertised.

Issues with the recording of crime relating to historic child abuse cases where the relevant offences did not exist when the incidents took place.

Recording crime that happened out with the UK shouldn't be a problem going forward, as crimes can be recorded and then transferred to the relevant jurisdiction.

Police Scotland Joint Investigation Teams with Romania and Slovakia are in operation and Police Scotland now looking into connections with Vietnam through the Home Office.

Multi-agency co-ordination group meets regularly and this group is looking to refresh membership from Marine Scotland and possibly involve other agencies such as DWP to widen remit.

Capacity and Capability review is underway which will consider potential restructuring of resource. Police Scotland are benchmarking activity and methods against equivalent police forces in England and have a threat desk in place.

The NCA's Project Adent has published plans for bi-monthly activity and there is potential for further Scottish days of action in connection with this. The spot checks for domestic servitude which have happened elsewhere are unlikely in Scotland as no intelligence that would direct these at present.

### **AA3**

The Corporate event feedback analysis is underway. Following on from the event networks have been developed and there can now be more focused follow up event(s) in future. The plan is now to establish a corporate group to sit alongside the Action Area groups.

### **Action - AA3**

The Procurex conference with Procurement colleagues and Stronger Together generated a lot of interest and discussions and was a powerful contribution.

HSBC ran an internal session and want to follow that up and take forward within their organisation and in sector areas.

Looking into wider issues that affect Trafficking. AA3 will join up with other government areas– e.g. equalities, organised crime and homelessness.

**Action - AA3**

██████████ noted that Homeless Action Scotland and the Glasgow Homelessness Network could be useful contacts. ██████████ noted that the research commissioned by The Passage and its two year funding to take forward work, could be utilised.

**Child Trafficking Strategy Group**

The last meeting of the CTSG took place on 25th October 2017. Key actions to date have included:

- The strengthening of group membership to better support Strategy implementation
- A learning input to the group by ██████████ National Expert Advisor on Implementation to better support the group as the vehicle by which the children's actions in the Strategy are taken forward/ monitored.
- The production of a research specification to commission research looking at the routes into child trafficking
- The development of draft revised age assessment guidance in support of Section 12 of the Trafficking and Exploitation (Scotland) Act 2015
- The development and analysis of a CPC Scotland survey on the actions relating to CPCs in the Strategy
- The agreement to convene a joint learning and development session for the CTSG and that national CSE group recognising the linkages between trafficking, CSE and internet safety.

The next meeting of the group will take place on the morning of the 24th January 2018. The afternoon will be utilised for the joint learning session as noted above. It is anticipated that the Minister Ms Todd will attend for part of the joint learning session.

It was noted that the approach to the age assessment guidance – providing practical advice on taking a trauma informed approach – could be replicated across mainstream services. It was suggested that a useful early step would be to review and revise 'Key Principles' previously discussed to consider whether these could form a useful basis.

**Action: SG Human Trafficking Team**

█████ thanked the chairs for their updates and asked the group to use the information in the progress reports as a building block for developing the first annual report on the publication of the Strategy.

### **3. Risk register**

The Risk Register was circulated as a work in progress.

The group agreed to add the impact of Brexit as a high level risk. █████ suggested additional high level risks around capacity of key personnel in partner organisations, emerging trends and resourcing.

The group agreed that while SIG has ownership of the Risk Register, a discussion of new and changed risks would be sufficient at SIG meetings rather than going through the whole register.

**Action: SG to further populate the Risk Register and circulate █████ to populate for Action Area 2**

### **5. Communications**

Pleased with reach and impact of the marketing campaign. The Modern Slavery Helpline and webpage hits and referrals statistics were positive. Recognised that there was an initial spike then a tailing off after end of campaign.

The draft comms plan was circulated to the group and ideas from the group were sought for further comms opportunities.

The group agreed the need to keep the momentum going. Ideas emerged to tie marketing campaigns in to specific labour exploitations e.g. harvest season, or Christmas – nail bars / market work.

The recent AA1 meeting agreed to join up comms from organisations that are represented and use specific cases/ trials coming up as hooks.

**Action – SG to arrange comms meeting**

Digital images could be re-circulated frequently.

**Action - SG Human Trafficking Team**

█████ asked the group to think about good news stories and updates for the next newsletter / blog.

**Action - All**

█████ spoke about the SG holding a broad scale event in the latter half of next year with the Cabinet Secretary, The IASC and COSLA. The plan is to target the event to a Scottish audience and make it relevant to specific Human Trafficking theme.

Due to time pressures the group was asked to send on any Comms ideas and next steps by email.

**Action - All**

**6. Stakeholder Forum – 9 February 2018, Atlantic Quay**

█████ explained the draft agenda is to include a networking lunch, followed by a current update on work by Action Area Chairs. █████ invited the group to give ideas for the Second half of the forum such as a topical discussion on Duty to Notify or an alternative such as Corporate and NGO Engagement.

The group was asked to email on any ideas.

**Action - All**

**7. Note of previous meeting**

All actions have been covered.

**8. Date of next meeting – 28 March 2018, Atlantic Quay**

There was some further discussion of the format of the report to Parliament one year after publication of the Strategy. █████ suggested that survivor consultation on progress would be more appropriate after publishing the report.

**Action: SG to draft and circulate a draft one year report before the next meeting**



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

**Date of report** 26 March 2018

Outcome	Key activity / progress
<p>People know about the extent of trafficking and exploitation in Scotland</p>	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• Joint comms meeting 18 January involving SG, COPFS, Police Scotland, TARA and COSLA. Continuing as a virtual group and joint comms planner has been developed and shared.</li> <li>• This led to coordinated comms activity around Serious Organised Crime Taskforce and McPhee case prosecution and sentencing, and comms planned around 1st April 90 days commencement.</li> <li>• Follow-up public survey awareness now live and results should be obtained in time for annual progress report</li> </ul> <p><b>To be taken forward:</b></p> <ul style="list-style-type: none"> <li>• Consider marketing campaign in 2018</li> <li>• Events around modern slavery day in October 2018</li> <li>• Consider research on true extent of trafficking in Scotland – discuss Multiple Systems Estimation with [REDACTED] of Nottingham University</li> </ul>
<p>People and businesses are aware of how what they do and buy can contribute to this crime</p>	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• Corporate group now established, with the first meeting on 27 March 2018</li> <li>• [REDACTED] has prepared a paper on current provision of training to businesses for discussion at Corporate group meeting.</li> <li>• SG procurement officials have drafted an Ethical Procurement tool to be published on SG website as part of a suite of sustainable procurement tools. Aiming for publication in April.</li> </ul> <p><b>To be taken forward:</b></p> <ul style="list-style-type: none"> <li>• Early priorities for corporate group: consider need for guidance to businesses, explore routes for awareness raising and sharing good practice.</li> <li>• Analysis of top Scottish businesses and whether they've published a modern slavery statement</li> <li>• COSLA exploring possibility of a pilot for nail bar licensing using existing powers.</li> </ul>

<p>People at most risk get help to increase their resilience against trafficking and exploitation</p>	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• Cross-representation with other policy areas and strategies</li> </ul> <p><b>To be taken forward:</b></p> <ul style="list-style-type: none"> <li>• Linking in with homeless communities</li> <li>• Meeting to discuss potential research with [REDACTED] [REDACTED] SG analysts</li> </ul>
---	---

Risks and issues
<ul style="list-style-type: none"> <li>• Corporate engagement so far has mostly been with those keen to be involved – risk that we fail to reach those that are most likely to be failing in their responsibilities</li> <li>• Difficulty of getting messages to at-risk communities</li> <li>• Risk that public awareness survey may not show increased awareness following campaign</li> </ul>
Next steps
<ul style="list-style-type: none"> <li>• Corporate group to move forward on a number of areas</li> <li>• Research discussions is a priority</li> </ul>

**Trafficking and Exploitation Strategy: Progress Update**  
**CHILD TRAFFICKING**

**Date of report**      **March 2018**

Outcome	Key activity / progress
Identify victims and support them to safety and recovery	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• The imminent publication of revised age assessment guidance to better reflect the presumption of age articulated in Section 12 of the Trafficking and Exploitation (Scotland) Act 2015</li> <li>• All Child Protection Committees (CPCs) have engaged in an electronic survey which was designed to capture their self-assessed position in relation to their children's actions from the Strategy. An initial report of this work was presented to the CTSG on 25th October 2017 and additional analysis of the survey findings was subsequently undertaken and presented at the December meeting of CPC Scotland. CPCs found the survey findings useful and the material is being used to support CPCs as they continue to implement the Trafficking and Exploitation Strategy.</li> <li>• A joint learning session took place between the Child Trafficking Strategy Group and the National Child Sexual Exploitation Group in January 2018 to look jointly at issues including mental health, missing people, trauma and use of data.</li> <li>• Work continues to develop a data set as part of the Child Protection Improvement Programme to support local areas strategic planning</li> </ul> <p><b>To be taken forward:</b></p> <ul style="list-style-type: none"> <li>• Significant discussions continue to take place at the Child Trafficking Strategy Group with respect to the difficulties in accessing, commissioning and use of interpreters</li> <li>• Discussion continues with the UK government with respect to the National Referral Mechanism</li> </ul>
Identify perpetrators and disrupt their activity	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• The Partners Intelligence Toolkit is designed to better harness the intelligence held by colleagues across different agencies that can be used to build perpetrator profiles and assist Police Scotland in effectively deploying resources. Police Scotland rely on intelligence to make tactical assessments that inform where to deploy resources.</li> </ul> <p>This work began in relation to child sexual exploitation – gathering intelligence such as car registrations, addresses, names, locations – and the toolkit was</p>

	<p>piloted in Glasgow and is now being rolled out to Dundee and Aberdeen where the CSE Advisor pilots are situated.</p>
<p>Address conditions that foster trafficking and exploitation</p>	<p><b>In train:</b></p> <ul style="list-style-type: none"> <li>• The Scottish Government has commissioned research into the routes into trafficking for children. Stirling University's centres for child wellbeing/ protection and justice are jointly taking forward the research. The research is anticipated to last a year and will provide: <ul style="list-style-type: none"> <li>□ a comprehensive understanding of how many children and young people have been identified as trafficked across Scotland</li> <li>□ establish routes to trafficking (geographically, demographically and socially)</li> </ul> </li> </ul> <p><b>To be taken forward:</b></p> <ul style="list-style-type: none"> <li>• The Scottish Government are re-establishing a short life working group to oversee delivery of the actions within the National Action Plan on Internet Safety for Children and Young People. Indications of interest in being part of a revitalised group have been requested.</li> </ul>

#### Risks and issues

- The Scottish Government consultation with partners on introducing formal arrangements that will meet the duties in section 11 of the Trafficking and Exploitation (Scotland) Act 2015 has been delayed – this is still subject to some discussion as to the timing of this.

#### Next steps

- The next meeting of the Child Trafficking Strategy Group will take place on 18<sup>th</sup> April 2018.

Date	Event	Type of comms potential	Who	Key message	Details/actions
05/02/2018	Serious Organised Crime Taskforce	Press release, potential interviews at Gartcosh ahead of meeting	Cab Sec, LA (?), TARA, Police Scotland	Increases in referrals, impact of marketing campaign, modern slavery helpline, joint working to tackle trafficking and support victims	** No press release issued as McPhee case ongoing and Lord Advocate suggested comms may prejudice trial.
[REDACTED]	[REDACTED] case	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
w/c 19th Feb	Op Aidant, NCA led op. a week of intensification with a specific focus on Western Balkans				
3-4th March	NCA photo exhibition, Invisible People, in Glasgow	Social media			<a href="http://www.bip-online.com/2018/01/carnegie-invisible-people/">http://www.bip-online.com/2018/01/carnegie-invisible-people/</a>
23/03/2018	UN House Conference	Press release	Christina McKelvie MSP hosting, SG, Police Scotland, TARA contributing		UN House issued press release with quote from Cab Sec Justice
01/04/2018	90 day commencement and increased funding to TARA and	Sunday for Monday press release			comms advice was to prioritise other stories, so press release being issued over Easter weekend with quote from TARA and Migrant Help
[REDACTED]	[REDACTED] case				[REDACTED]
early May	SOCT conference		SG, SOCT		Diversiónary focus - explore potential for HT element
w/c 14th May	Op Aidant, NCA led op. a week of intensification with a specific focus on labour exploitation				
[REDACTED]	[REDACTED] case				[REDACTED]
late May	First anniversary of Strategy		Cab Sec		Update to Parliament with progress in implementing Strategy and reporting on the measures set out in the Strategy. Potential Parliamentary Statement.
June/October	First anniversary of TEPOs/TÉROs				Examples of use of new powers in practice

[illegible]

## **Trafficking and Exploitation Strategy – first annual progress report**

### **Outline**

Throughout document:

- Quotes from victims?
- Good practice examples:
  - Examples from newsletter
  - Bright Futures
  - TARA and Migrant Help case studies
  - The Anchor

### **1. Ministerial foreword**

### **2. Introduction**

- Recap of vision, Strategy development and goals
- Principals: focus on victims, partnership working, continuous improvement
- Act implementation
- Structures for implementation: SOG, SIG, Action Area Groups, Stakeholder Forum
- Key partners: IASC, Lord Advocate etc
- 2017 NRM stats: increasing referrals and especially labour exploitation
- On-going reporting: further annual report, review of Strategy after three years

### 3. Action Area One

- Introduction
  - Action Area group leadership and membership
- People who encounter victims understand signs, know what to do and have access to specialist advice and support
  - Public awareness – see Action Area Three
  - E-learning DVD
  - Powerpoint/learning resource
  - Awareness raising activity – presentations, capture existing training going on
  - Local authority guidance?
  - Joint Investigative Interview developments?
- Coherent person/child centred support process that enables victims to recover and build resilience
  - TARA and Migrant Help activity including victim-centred self-evaluation
  - The Anchor
  - 90 days period and support for slavery/servitude offence
  - Victim consultation for this report
  - Links with UK and source country NGOs etc, helping with return home – TARA and Romania?
  - Longer term needs of victims
  - NRM reform?
- Victims are aware of support and trust it enough to ask for help
  - Wider comms activity with a view to victims
  - Materials in multiple languages – poster, leaflet etc
  - Police Scotland work with TARA/Migrant Help on victims' experience of the process
  - Presumption against prosecution – communication?
- Looking forward
  - Next priorities: training for first responders? Regional learning events?



#### 4. Action Area Two

- Introduction
  - Action Area group leadership and membership
- Public bodies and others report concerns as appropriate
  - Section on Duty to Notify position, Edinburgh trial implementation
  - Existing structures and practice for reporting; any detail from Police Scotland
  - Police Scotland Memorandum 241/17: strengthening internal awareness and appropriate recording/response
  - Police Scotland HT Analyst? – threat assessments?
- Intelligence is shared so that local areas and/or other countries are aware of patterns
  - Examples from Police Scotland?
  - Joint working: Operation Aidant intensification periods; Joint Investigation Teams
  - NCA and J-STAC information sharing in place
  - Romanian officer secondments to Police Scotland
  - Nail bar licensing pilot?
  - Contributions from all champions – Action agenda for HT Partners next meeting- Scot Govt Newsletter
  - Sharing of intelligence with Europol/FP Phoneix
  - HMRC direct sharing intelligence being developed.
- Police, Prosecutors and courts use all powers and take robust action as appropriate
  - TEPOs and TEROs explanation; McPhee case and TN Trawlers ?
  - Serious Crime Prevention Order Unit at Police Scotland
  - Awareness raising/training activity?
  - Amending SPR2 to include compulsory drop down box relative to Human Trafficking similar to Domestic Abuse process
  -
- Looking forward
  - Next priorities: Duty to Notify, further use to TEPOs and TEROs; Romanian and Vietnamese secondments

➤ 5. Action Area Three

- Introduction
  - Action Area group leadership and membership
- People know about the extent of trafficking in Scotland
  - Public awareness campaign
  - Joint comms group, further activity
  - Anti-slavery day event/Annual Report launch with IASC; UN House conference; other events/activity?
  - Research? UK Typology Report, IASC Vietnam report
  - Easy and multi-media methods for public to report suspicions – Modern Slavery Helpline
- People and businesses are aware of how what they do and buy can contribute to this crime
  - Engagement with specific businesses e.g. HSBC, Co-op
  - Procurement work – Procurex conference
  - Business engagement event November 2017
  - Corporate group first meeting
  - TISC joint work?
  - Serious Organised Crime Taskforce – get contribution & specific session
  - Initial consideration of Code of Practice for businesses
- People at most risk get help to increase their resilience against trafficking
  - Links with homelessness/rough sleeping work – get contribution
  - Asylum seeker/refugee strategy – get contribution
  - August 2017 Minister for Public Health and Sport endorsed Pontifical Academy of Sciences Statement re eliminating trafficking for organ donation – awareness raising with nephrologists and transplant surgeons
  - International Justice Mission?
  - Equally Safe – get contribution
- Looking forward
  - Next priorities: further corporate engagement;

## 6. Child Trafficking

- Introduction
  - Action Area group leadership and membership
- Identify victims and support them to safety and recovery
  - Revised age assessment guidance
  - CPC Scotland Survey on trafficking protocols, guidance, info sharing etc; further engagement with CPCs to ensure these are in place as appropriate
  - On-going implementation of Child Protection Improvement Programme: child trafficking is a key work stream
  - Promotion of Sections 22 & 25 of Children (Scotland) Act 1995 re support to children and young people. Evidence that local authorities are consistently and appropriately using this legislation.
  - Mental Health Strategy, National Trauma Training Framework – contribution?
- Identify perpetrators and disrupt their activity
  - Partners Intelligence Toolkit
  - National Action Plan to Prevent and Tackle Child Sexual Exploitation: second annual report (due March 2018)
  - Partners Intelligence Toolkit for child sexual exploitation and abuse
- Address conditions that foster trafficking and exploitation
  - Research specification for commissioning research on routes into child trafficking
  - Minister for Childcare and Early Years attended joint learning session on child trafficking, child sexual exploitation and internet safety
  - Child Internet Safety Action Plan published 21 April 2017
- Looking forward
  - Next priorities: Section 11 consultation;

## 7. Measures of progress

# HUMAN TRAFFICKING AND EXPLOITATION NEWSLETTER

---

## **First Convictions under the Human Trafficking and Exploitation (Scotland) 2015 & first use of Trafficking and Exploitation Prevention Orders**

On 15 March 2018 Robert McPhee and John Miller were sentenced to ten years and seven years imprisonment respectively. Amongst other charges both were convicted of a contravention of section 4(1) of the Human Trafficking & Exploitation (Scotland) Act 2015 (slavery, servitude and forced or compulsory labour). These are the first convictions under the Human Trafficking & Exploitation (Scotland) Act 2015 since it came into force on 31 May 2016.

Both men were also made subject to Trafficking and Exploitation Prevention Orders. Again, these are the first orders of their kind to be imposed in Scotland since they came into force on 30 June 2017. The terms of the order mean that, for five years after the men are released from prison, both will be restricted in whom they can employ; the property they can use, and they must notify police of any travel plans out with Scotland. They are also restricted in the number of communications devices they may own.

## **Multi Agency Working: Police, Social Work & NHS: Central Scotland**

A teenage male (aged approx. 15/16) was found lying unresponsive in Falkirk Town Centre by members of the public. Police attended and the male was taken to receive medical attention. He disclosed at that time he had been trafficked from Taiwan. When fit to be discharged, he was accommodated at a safe location whilst a Police and Social Work enquiry took place. Although the enquiry has ultimately led to no charges, a joint Police, Social Work and NHS approach has ensured that this young man remains safe and well and thriving. He was revisited by police and is settled and looking to make a life for himself in this country.

Frank was unemployed and living in Romania with his wife and young family. He was contacted by his childhood friend in November 2014. He put him in touch with a male who offered him employment and accommodation in the UK. Frank was happy to accept this opportunity as he needed work to support his family. About 2 weeks later he was sent a ticket for a flight to Glasgow and met at the airport by a male who took him to an address. Frank was told that it would cost him £75 per week for the bed space. Within weeks of arriving in the UK, Frank was forced, under the threat of violence to him and his family, to open bank accounts for a group to use. After this experience he tried to get out of the group's control without success, so he decided to sell all his belongings in order to fund a deposit for a flat of his own with a reputable landlord. He changed his telephone number several times so the group cannot contact him. He decided to contact the police and completed the NRM in 2017. He was then approached by Migrant Help who provided him with practical, emotional and moral support. Migrant Help offered Frank financial support as he struggled to take care of his family and recently lost a job. Migrant Help informed Frank about an opportunity to join Bright Future programme, the Co-op programme, which provides survivors of human trafficking with a four-week paid work placement leading to a non-competitive interview. Frank is still completing the placement, and there might be an opportunity of a job offer at the end of the placement. Frank struggled with opening a bank account because his name was fraudulently used in the past. HSBC started a pilot to help victims of human trafficking with opening bank accounts. Frank has been one of the pioneers of this initiative.

## **Multi Agency Working: Police & TARA : Aberdeenshire**

Engagement by Police and TARA with the local authorities during February 2017 has heightened the awareness of partners locally, in terms of the requirements to identify instances of Human Trafficking and provide support to victims. This interaction resulted in front page local press coverage of the efforts being directed at tackling Human Trafficking (Press and Journal - Feb 20th 2018), which in turn has increased public awareness of the issues. The article referred to the safeguarding of a victim and appearance at court of 2 males, as a result of a Police investigation in Elgin.

---

*““Making timely referrals about situations of exploitation from the UK-wide Modern Slavery Helpline to the relevant police force is vital. At the Helpline, we work collaboratively with all partners across the UK on a multi-agency basis to ensure agencies are better informed of situations and given relevant information that they can act upon to protect potential victims and go after the criminals”*

*Justine Currell, Executive Director, Unseen*

---

## **Multi Agency Working: Police, Modern Slavery Helpline & Social Work: Glasgow**

The Modern Slavery team received a call at their HQ to state that a female possibly under 18 was being sexually exploited within a flat in Glasgow and there was concerns about her . As per protocol arrangements with the Modern Slavery helpline they contacted Police Scotland who were able to task this out to the division and identify the block of flats and thereafter the flat position with some good investigative police work. Police attended and rescued an 18 year old female in a flat who was being sexually exploited, she provided a statement to the police, she was also babysitting and looking after a five year old child who was the traffickers child who subsequently arrived at the flat a short time later and were arrested.

Due to the initial work by the Modern Slavery Helpline identifying the immediate threat risk and harm, and excellent investigations by the police, two arrests were made for Human Trafficking offences. Care packages were provided to the 18 year old female victim by TARA and local services provided by Glasgow Social work provided a care package to the child of the traffickers. A great example of multi-agency partnership working that rescued two victims.

## **Multi Agency Working: Police and Immigration Enforcement: Central Scotland**

After several intelligence reports had been received of trafficked males working at a local Chinese restaurant in the Falkirk area, Police and colleagues from the Home Office Immigration Enforcement carried out a joint visit. The result of this visit led to some minor immigration offences being detected but more importantly one male was traced who has since disclosed that he is a victim of Human Trafficking offences. He is now under the National Referral Mechanism and has been rehoused to a safe location pending further enquiry.

## Trafficking and Exploitation Strategy Risk Register

[illegible]

[illegible]

Target Impact	Target Likelihood	Target Risk Score	Target Date	Risk Owner
1	1	1		SG/AA Chairs
1	1	1		AA Chairs
2	2	4		SG
2	1	2		SG/TARA/ Migrant Help
2	1	2		SG/TARA/ Migrant Help
2	1	2		SG



		0		
		0		
1	1	1		SG
2	2	4		SG
		0		
		0		

[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 27 March 2018 13:37  
**To:** Human Trafficking  
**Subject:** The Human Trafficking and Exploitation (Scotland) Act 2015 (Support for Victims) Regulations 2018

Dear All

Please find attached a circular for your information in respect of the Human Trafficking and Exploitation (Scotland) Act 2015 (Support for Victims) Regulations 2018.



Circular - 27  
March 2018.pdf

Thanks

[REDACTED]

Human Trafficking Team  
Scottish Government  
St Andrews House  
Regent Road  
Edinburgh

If you no longer wish to receive these emails please click [here](#)

[REDACTED]

Human Trafficking Team  
Justice Directorate

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 04 July 2018 14:59  
**To:** [REDACTED]  
**Subject:** FW: Human Trafficking Action Area 3: public procurement guidance

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

---

**From:** [REDACTED]  
**Sent:** 28 March 2018 16:13  
**To:** [REDACTED] (IASC)  
**Subject:** RE: Human Trafficking Action Area 3: public procurement guidance

Thanks very much for these comments [REDACTED]

In other news, we yesterday had the first meeting of our corporate group. I'll make sure we include you when we circulate minutes and further discussions on this.

Thanks

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

---

**From:** [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]  
**Sent:** 28 March 2018 14:36  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Human Trafficking Action Area 3: public procurement guidance

Dear [REDACTED]

[REDACTED] has passed this on to me. It would be great if you could include my email address on your list for future communications, particularly where they focus on the private sector like this one.

Thanks for sharing this draft. It's great that you're looking into Scottish procurement as this is such an important lever for change.

I have a few thoughts which I hope are useful – happy to have a call about all/any if you'd like:

I'm wondering about it taking more of a clear stage-by-stage approach, with clear signposting for procurement teams to find the information they need, and then a tool aspect which helps them know how to focus. By this I mean something like:

*First stage: Baseline diligence – s54*

- Does the company fall under s54?

- If yes, has it complied with s54?
- If no, it has not, request company to comply before proceeding.

#### *Second stage: Risk-based diligence*

- is the company high risk? - this is where lots of your questions in the slides would come in, so for example, are they in the highest risk sectors as identified by the ILO? Do they use a high proportion of migrant, low-skilled or temporary labour? Are they operating in a country which is high risk for labour/human rights abuses? With links through to information sources for procurement people to find this information. If each question can be assigned a risk rating, e.g. 1 is low risk (not a high risk sector, not significant risky labour make up, not in a jurisdiction known to be problematic) whereas 5 is highest risk.
- For the highest risk companies (say, ranking 4/5 or 5/5 on this risk rating), further diligence is needed. This could be something like a) send the bidding company your code of conduct for suppliers, which would need to be updated with MS expectations in it, e.g. no payment of recruitment fees, whistleblowing schemes etc, and ask them whether they meet the stipulations, and which ones they don't b) send a survey essentially asking the same question to gather an understanding of how problematic they are. This information could then be used to decide whether to exclude the company from the bid, to include them, or the middle way – to provide them with clear expectations of what they need to improve and timelines for those improvements, otherwise they may be excluded in future

#### *Complementary questions to identify potential problems*

Alongside the above, procurement officials should be provided with red flags to look for in bids – e.g. is the bid very low cost and therefore may it mean that workers cannot be being paid a fair wage? Are they implying they can provide extra labour at short term notice, which would suggest a potential lack of diligence on their behalf?

I also wonder about presentation for the people who'll actually use the eventual output. I'd imagine they are busy and that this is an additional thing they'll need to do, so it needs to be really practical. Something like a clear flowchart of questions, and a spreadsheet for doing the risk rating, would probably be really useful.

I don't know if it's crossed your radar but in the last week, a number of Labour councils in England have signed up to a new Charter Against Modern Slavery. It's a much higher level, simpler approach but the ten items contained are meaningful, and it may be useful to see. It's here if you scroll down a few times: <https://party.coop/policy/modern-slavery-charter/>

I hope this is useful for thought. Happy to chat further if you like.

Best wishes,

Labour Market and Private Sector Lead  
Office of the Independent Anti-Slavery Commissioner

\*\*\*\*\*

This email and any files transmitted with it are private and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please return it to the address it came from telling them it is not for you and then delete it from your system. This email message has been swept for computer viruses.

\*\*\*\*\*

\*\*\*\*\*

[REDACTED]

---

**From:** [REDACTED] on behalf of Human Trafficking  
**Sent:** 29 March 2018 11:02  
**Subject:** Human Trafficking and Exploitation Newsletter - March 2018

Good Morning,

Action Area 2 of the Trafficking and Exploitation Strategy focusses on identifying perpetrators and disrupting their activity. One area identified for improvement is for successful actions to be publicised, to send the message that Scotland is a country that is hostile to human trafficking and exploitation.

One of the actions the Scottish Government committed to take in the short term is to work with partners to ensure that convictions and victims' experiences are publicised in Scotland, the UK and beyond, while ensuring that this publicity does not compromise the safety of victims or their families.

In order to achieve this aim we have worked with stakeholders to create a Human Trafficking and Exploitation Newsletter. The second version of this newsletter is attached for your information. Please feel free to share this with any other interested parties.

Please also find the link to the newsletter on the Scottish Government webpages here:  
<https://beta.gov.scot/publications/human-trafficking-exploitation-newsletters/>



Human  
Trafficking - Co...

Regards

[REDACTED]

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

# HUMAN TRAFFICKING AND EXPLOITATION NEWSLETTER

---

## **First Convictions under the Human Trafficking and Exploitation (Scotland) 2015 & first use of Trafficking and Exploitation Prevention Orders**

On 15 March 2018 Robert McPhee and John Miller were sentenced to ten years and seven years imprisonment respectively. Amongst other charges both were convicted of a contravention of section 4(1) of the Human Trafficking & Exploitation (Scotland) Act 2015 (slavery, servitude and forced or compulsory labour). These are the first convictions under the Human Trafficking & Exploitation (Scotland) Act 2015 since it came into force on 31 May 2016.

Both men were also made subject to Trafficking and Exploitation Prevention Orders. Again, these are the first orders of their kind to be imposed in Scotland since they came into force on 30 June 2017. The terms of the order mean that, for five years after the men are released from prison, both will be restricted in whom they can employ; the property they can use, and they must notify police of any travel plans out with Scotland. They are also restricted in the number of communications devices they may own.

## **Multi Agency Working: Police, Social Work & NHS: Central Scotland**

A teenage male (aged approx. 15/16) was found lying unresponsive in Falkirk Town Centre by members of the public. Police attended and the male was taken to receive medical attention. He disclosed at that time he had been trafficked from Taiwan. When fit to be discharged, he was accommodated at a safe location whilst a Police and Social Work enquiry took place. Although the enquiry has ultimately led to no charges, a joint Police, Social Work and NHS approach has ensured that this young man remains safe and well and thriving. He was revisited by police and is settled and looking to make a life for himself in this country.

Frank was unemployed and living in Romania with his wife and young family. He was contacted by his childhood friend in November 2014. He put him in touch with a male who offered him employment and accommodation in the UK. Frank was happy to accept this opportunity as he needed work to support his family. About 2 weeks later he was sent a ticket for a flight to Glasgow and met at the airport by a male who took him to an address. Frank was told that it would cost him £75 per week for the bed space. Within weeks of arriving in the UK, Frank was forced, under the threat of violence to him and his family, to open bank accounts for a group to use. After this experience he tried to get out of the group's control without success, so he decided to sell all his belongings in order to fund a deposit for a flat of his own with a reputable landlord. He changed his telephone number several times so the group cannot contact him. He decided to contact the police and completed the NRM in 2017. He was then approached by Migrant Help who provided him with practical, emotional and moral support. Migrant Help offered Frank financial support as he struggled to take care of his family and recently lost a job. Migrant Help informed Frank about an opportunity to join Bright Future programme, the Co-op programme, which provides survivors of human trafficking with a four-week paid work placement leading to a non-competitive interview. Frank is still completing the placement, and there might be an opportunity of a job offer at the end of the placement. Frank struggled with opening a bank account because his name was fraudulently used in the past. HSBC started a pilot to help victims of human trafficking with opening bank accounts. Frank has been one of the pioneers of this initiative.

## **Multi Agency Working: Police & TARA : Aberdeenshire**

Engagement by Police and TARA with the local authorities during February 2018 has heightened the awareness of partners locally, in terms of the requirements to identify instances of Human Trafficking and provide support to victims. This interaction resulted in front page local press coverage of the efforts being directed at tackling Human Trafficking (Press and Journal - Feb 20th 2018), which in turn has increased public awareness of the issues. The article referred to the safeguarding of a victim and appearance at court of 2 males, as a result of a Police investigation in Elgin.

---

*"Making timely referrals about situations of exploitation from the UK-wide Modern Slavery Helpline to the relevant police force is vital. At the Helpline, we work collaboratively with all partners across the UK on a multi-agency basis to ensure agencies are better informed of situations and given relevant information that they can act upon to protect potential victims and go after the criminals"*

*Justine Currell, Executive Director, Unseen*

---

## **Multi Agency Working: Police, Modern Slavery Helpline & Social Work: Glasgow**

The Modern Slavery team received a call at their HQ to state that a female possibly under 18 was being sexually exploited within a flat in Glasgow and there was concerns about her. As per protocol arrangements with the Modern Slavery helpline they contacted Police Scotland who were able to task this out to the division and identify the block of flats and thereafter the flat position with some good investigative police work. Police attended and rescued an 18 year old female in a flat who was being sexually exploited, she provided a statement to the police, she was also babysitting and looking after a five year old child who was the traffickers child who subsequently arrived at the flat a short time later and were arrested.

Due to the initial work by the Modern Slavery Helpline identifying the immediate threat risk and harm, and excellent investigations by the police, two arrests were made for Human Trafficking offences. Care packages were provided to the 18 year old female victim by TARA and local services provided by Glasgow Social work provided a care package to the child of the traffickers. A great example of multi-agency partnership working that rescued two victims.

## **Multi Agency Working: Police and Immigration Enforcement: Central Scotland**

After several intelligence reports had been received of trafficked males working at a local Chinese restaurant in the Falkirk area, Police and colleagues from the Home Office Immigration Enforcement carried out a joint visit. The result of this visit led to some minor immigration offences being detected but more importantly one male was traced who has since disclosed that he is a victim of Human Trafficking offences. He is now under the National Referral Mechanism and has been rehoused to a safe location pending further enquiry.