

[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 14:12
To: [REDACTED]
Subject: FW: Action Area 1 Implementation Group Meeting - 10:00, Thursday 22 March, Atlantic Quay, Glasgow

From: [REDACTED]
Sent: 04 April 2018 15:46
To: [REDACTED]@aberlour.org.uk); [REDACTED]@justrightscotland.org.uk; [REDACTED]@renfrewshire.gsx.gov.uk); [REDACTED] (IASC); [REDACTED]@sbrcentre.co.uk); [REDACTED] (NHS HEALTH SCOTLAND); [REDACTED]@migranthelpuk.org; [REDACTED]@scsn.org.uk; [REDACTED]
Cc: [REDACTED]
Subject: RE: Action Area 1 Implementation Group Meeting - 10:00, Thursday 22 March, Atlantic Quay, Glasgow

Dear all

During the Action Area 1 Group meeting on 22 March, it was agreed that a number of pressing actions would be taken forward quickly and responses provided to [REDACTED] (copied) by close on 6 April. As a reminder, I've noted details below:

Awareness Raising Pack (all actions due by 6 April)

- All attendees to send specific comments, updates and additional links;
- [REDACTED] to consider drafting a simplified version of the Home Office common myths guidance;
- [REDACTED] to review and submit a slide covering 'responsibility' in terms of reporting; and
- [REDACTED] to make some minor changes to the presentation to reflect some legal points.

Annual Progress Report (all actions due by 6 April)

- [REDACTED] to provide TARA data on the average length of support they provide;
- [REDACTED] to provide data on the longer term needs of victims, the support provided by The Anchor and the number of victims currently working with The Anchor who have left the care of TARA/Migrant Help;
- [REDACTED] to check that a letter written by a TARA client for the Tumbling Lassie Operetta has permission for use in the Progress Report;

If you have any queries, just let me know.

Happy to discuss

Thanks

[REDACTED]

From: [REDACTED]

Sent: 16 March 2018 16:36

To: [REDACTED]@aberlour.org.uk'; [REDACTED]@justrightscotland.org.uk'; [REDACTED]
[REDACTED]@renfrewshire.gsx.gov.uk'); [REDACTED]
(IASC)' [REDACTED]@sbrcentre.co.uk'); [REDACTED] NHS HEALTH SCOTLAND'
[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

<< File: AA1 Implementation Group Meeting - 22 March agenda.docx >>

Minutes of meeting on 6 December

<< File: Human trafficking and exploitation - implementation - AA1 - note of meeting on 6 December 2017.docx >>

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)

<< File: Human Trafficking - Strategy Implementation - Standard awareness raising presentation for sharing - March 2018.pptx >>

Joint communications update

<< File: Human Trafficking - Strategy - Joint communications planner - February 2018.xlsx >>

Strategic Implementation Group (SIG) papers

<< File: Human Trafficking - strategy - implementation - Action Plan - AA1 - 6 December 2017.xlsx >> << File: Human trafficking - strategy - implementation - 17.11.30 - progress update template - Action Area 1 - blank versi#2.docx >>

<< File: Human Trafficking - Strategy - Implementation - Progress report - AA1 - 17.12.06.docx >> << File: Human Trafficking - strategy - implementation - 17.11.30 - Risk Register - MASTER.xlsx >>

Annual progress report (draft outline) and measuring progress table

<< File: Human Trafficking - Strategy Implementation - First annual progress report outline - 12 March 2018.docx >>

<< File: Human trafficking and exploitation - strategy - 1st Annual Report - measuring progress.docx >>

Thanks

[REDACTED]

[REDACTED]

Human Trafficking Team

Justice Directorate

[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 14:57
To: [REDACTED]
Subject: FW: Strategic Oversight Group - 18th April

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

From: [REDACTED]
Sent: 11 April 2018 14:58
To: [REDACTED] (IASC)
Subject: RE: Strategic Oversight Group - 18th April

No problem. I'll be sending out papers later today.

See you next week!

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 11 April 2018 11:11
To: [REDACTED]
Subject: Strategic Oversight Group - 18th April

Hi [REDACTED]

I hope you're well. I'm writing in regard to the Strategic Oversight Group meeting on 18th April. [REDACTED] was due to be attending the meeting from this office but it now likely that I will attend instead. I hope this is OK with you, please do let me know if not.

Best wishes,
[REDACTED]

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

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

5th Floor, Globe House
89 Eccleston Square
London

SW1V 1PN



Web: www.antislaverycommissioner.co.uk
Twitter: @UKAntiSlavery
IASC Strategic Plan 2015 - 17

[REDACTED]

From: [REDACTED]
Sent: 11 April 2018 17:01
To: Human Trafficking
Subject: Human Trafficking Strategic Oversight Group: Meeting on 18 April 2018: Papers

To: Members of the Human Trafficking SOG

Following letters of invitation from the Cabinet Secretary for Justice, the Human Trafficking Strategic Oversight Group will be meeting on Wednesday 18 April, 10:30am at St Andrews House, Edinburgh EH1 3DG.

Please find attached papers for the meeting.

The main item of business for the meeting is agreeing the content of the first annual progress report on implementation of the Trafficking and Exploitation Strategy, which is due for publication at the end of May 2018. A working draft of the progress report is attached.

If you have not yet confirmed your attendance at the meeting please let me know by email.

Agenda:



Human
Trafficking - Str...

Minutes of previous meeting:



Human
Trafficking and ...

Working draft of first annual progress report:



Human
Trafficking - Str...



Human

trafficking and e...

Trafficking and Exploitation Strategy:
<http://www.gov.scot/Resource/0051/00518587.pdf>

Thanks very much

[REDACTED]

[REDACTED]

Human Trafficking Team Leader
The Scottish Government

[REDACTED]

TRAFFICKING AND EXPLOITATION STRATEGIC OVERSIGHT GROUP

WEDNESDAY 18 APRIL, 10:30 – 12:30

CONFERENCE ROOM A, ST ANDREWS HOUSE, EDINBURGH EH1 3DG

AGENDA

Introduction

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

Overview of progress and update from key partners

3. Lord Advocate
4. Police Scotland
5. Support for adult victims – TARA and Migrant Help
6. Child victims of trafficking – SG child trafficking official
7. COSLA
8. NHS Scotland
9. Independent Anti-Slavery Commissioner
10. Scottish Government Criminal Justice Division

Main business of meeting

11. Discussion of Annual Progress Report on Strategy implementation

Conclusion

12. Closing remarks from Cabinet Secretary for Justice

TRAFFICKING AND EXPLOITATION STRATEGY – STRATEGIC OVERSIGHT GROUP

NOTE OF MEETING HELD ON 2 MARCH 2017

Chair: Cabinet Secretary for Justice

Attendees and apologies at Annex A.

1. Introductory remarks by chair

The Cabinet Secretary thanked the members of the Strategic Oversight Group for their engagement with the process of developing the Trafficking and Exploitation Strategy and made the following points:

- The Strategy needs to be meaningful on the ground for victims and for agencies involved in tackling human trafficking. This Strategy will make that contribution.
- Scotland cannot operate in isolation and we must look beyond our borders and reinforce international connections, whatever happens post Brexit.
- Engagement with partners, collaboration and cooperation are crucial, exemplified by initiatives such as the Romanian police officers seconded to Police Scotland.
- Once finalised the formal review of the Strategy is due in three years, but it should be a living document that will adapt as we learn lessons.

2. Update from Lord Advocate

The Lord Advocate indicated that he was happy with the strategy subject to refinement of some of the language in it. He endorsed the Cabinet Secretary's remarks that the document reflects a commitment to action and to change.

- The Lord Advocate's *Instructions for Prosecutors when Considering the Prosecution of Victims of Human Trafficking and Exploitation* are operational and in use.
- Lead prosecutors have been appointed with a view to ensuring consistency and robustness.
- The Crown Office and Procurator Fiscal Service (COPFS) are in the process of rolling out training to staff. The Solicitor General is preparing a short video for this purpose.
- Cross border work continues with other Prosecutors through the Joint Commitment across the UK and collaboration with prosecutors beyond the UK.

The Lord Advocate reaffirmed his commitment to the prosecution of perpetrators and the non-prosecution of victims and noted that these principles had been evident in recent cases, including the setting aside of convictions for victims.

3. Update from Police Scotland – [REDACTED]

[REDACTED] indicated that Police Scotland are extremely supportive of the Strategy and are committed to driving it forward. He welcomed the Cabinet Secretary's approach to review the Strategy in real time as required.

- An update on recent Police Scotland operations was given, including the role that Migrant Help had played in establishing a reception centre for victims for some of these operations, which was seen as good practice. A focus on joint agency enforcement activity had also taken place to mark Modern Slavery day on 18 October.
- 165 NRMs were submitted between April 2016 and February 2017. 41 children and 124 adults; 92 females and 73 males. 65 victims were trafficked for the purposes of labour exploitation; 50 for sexual exploitation; 19 for forced criminality; 17 for domestic servitude and 14 for unknown purposes. The main nationalities of the victims were Vietnamese (71), Chinese (27), Albanian (14) and Nigerian (10).
- A great deal of work is ongoing between Police Scotland and COPFS and with the Independent Anti-Slavery Commissioner.

- Police officers have been seconded from Poland and Romania and Police Scotland are exploring the possibility of secondments from Vietnam. These secondments have been beneficial to both sides and have also meant the victims can be signposted to the support available back home.
- Police Scotland are restructuring where the Human Trafficking Unit sits within the organisation to make stronger links with the Serious Organised Crime Taskforce, officers and resources whilst maintaining the interest in Public Protection and a continued focus on victims.
- The co-location at the Scottish Crime Campus of a number of relevant organisations is helpful but contact with victim support processes could continue to be improved.

4. Update from TARA and Migrant Help

TARA and Migrant Help gave the group an update on support provided to victims and fed back some of the comments made by victims as part of the consultation process on the Strategy.

- Both organisations have seen a rise in the number of victims this year to date, particularly Albanian and Vietnamese in the case of TARA and Vietnamese and Chinese in the case of Migrant Help.
- Both organisations have also seen an increase in the number of women presenting in the late stages of pregnancy.
- Cases are more complex than previously.
- Presenting issues are a general distrust of authority, including the support agencies; a need for a safe place to stay; a need for early legal advice.
- TARA and Migrant Help work closely with Police Scotland to provide intelligence and with other agencies, here and abroad to provide the best possible support for victims. Broader support also includes access to positive activities locally.
- The partnership with the Anchor psychological trauma support service is seen as best practice. Trauma can affect individuals, making them hostile to engagement with police and other agencies.
- Longer term support needs for victims include: clarity about their immigration status and other legal issues; child protection; self care; social isolation. Victims' trust needs to be earned and they need to feel safe, supported and protected.

The Cabinet Secretary commented on the telling nature of the personal testimony which TARA and Migrant Help presented and the particular importance of the message around earning the trust of victims.

5. General comments on the Strategy

- The Strategic Oversight Group were supportive of the Strategy and very much welcomed the collaborative approach taken in developing it.
- COSLA welcomed the Strategy and noted that council leaders are keen to see it and take it forward. The Cabinet Secretary emphasised that local authorities are very important partners and will play a key role in making the Strategy work and raise awareness of the issue.
- The Children and Young People's Commissioner for Scotland welcomed the strategy and the way in which feedback had been incorporated, but emphasised the importance of reflecting victims' voices and experiences.
- [REDACTED] Women's Support Project, broadly supported the Strategy and welcomed the idea of the Strategy being a living document. She expressed concern that reducing the demand for prostitution / sexual services was not addressed in it but was pleased that links would be made with other strategies such as Equally Safe.
- Donald Henderson, Deputy Director, Care and Protection, Scottish Government updated the group with regard to the children's aspects of the Strategy. He also highlighted the First

Minister's commitment to supporting unaccompanied asylum seeking children and the round table that had been held the previous day.

- [REDACTED] Aberlour Childcare Trust was supportive of the strategy and asked for references to the Independent Child Trafficking Guardian to be strengthened and that it be stated that unaccompanied asylum seeking children were at a high risk of being trafficked. It was agreed that this would be discussed by the relevant people outwith the meeting.

6. Update from Kevin Hyland OBE, Independent Anti-Slavery Commissioner

Mr Hyland was also supportive of the Strategy and the consultation undertaken. He noted that it will be important that the three UK Strategies and pieces of legislation work together to address human trafficking.

The Commissioner is of the view that the National Referral Mechanism (NRM) is not working well and he is currently leading a consultation looking at how it can be reformed. Support to victims needs to be improved. In addition, the Commissioner is aware that the NRM system contains a great deal of information which could be used to disrupt the activities of perpetrators if it was effectively collated. He is clear that the crime of human trafficking needs to be treated as such by law enforcement agencies and welcomed the moves made by Police Scotland regarding crime reporting. As we move forward, he would like to see an increase in the number of prosecutions.

He has worked with Frank Field M.P. to get the Work and Pensions Committee to undertake an enquiry into how victims are supported by the benefits system.

The Commissioner's report on trafficking from Vietnam will be available in June. The problems need more than a short term solution and there are opportunities to intervene upstream. 60% of Vietnamese victims recovered in the UK are male, but none of the UK funded projects in Vietnam are for men and boys. The Commissioner's report on Greece and Italy will be available in the next few weeks.

Like the Cabinet Secretary, the Commissioner is committed to keeping relationships such as those with Europol and Eurojust going in the future.

7. Update from Willie Cowan, Deputy Director Criminal Justice Division

Willie Cowan updated the group on the work carried out over the last year by the Human Trafficking team within the Scottish Government, and thanked SOG members for their considerable and important input in developing the Strategy. He highlighted the collaborative way in which the strategy was developed and noted that such collaboration would be necessary in ongoing work to implement the legislation and the strategy.

8. Cabinet Secretary's closing remarks

The Scottish Government will consider the various comments on and amendments to the Strategy, both from the meeting and those submitted by email. The final draft will be shared before the Strategy is published and laid before Parliament by the end of May. The date of the launch will be shared with the Group once it is finalised.

The Cabinet Secretary envisages a continuing role for the Strategic Oversight Group in overseeing the implementation of the Strategy and measuring its impact.

The Cabinet Secretary reiterated his commitment to adapting the Strategy on an ongoing basis as lessons are learned and thanked the SOG for their input to date, and in the future.

ANNEX A

Attendees:

Members

Cabinet Secretary for Justice

Lord Advocate

Neil Rennick, Director of Justice

Donald Henderson, Deputy Director, Care and Protection (representing the Minister for Childcare and Early Years)

[REDACTED] Chief Executive, Aberlour

[REDACTED] Chair, Child Protection Committees, Scotland

[REDACTED] Children and Young People's Commissioner, Scotland

[REDACTED] COSLA

[REDACTED] Equality and Human Rights Commission

Kevin Hyland OBE, Independent Anti-Slavery Commissioner (IASC)

[REDACTED] National Adult Protection Convenor

[REDACTED] Police Scotland

[REDACTED] Scottish Refugee Council

[REDACTED] Women's Support Project

Attendees for the purpose of this meeting

[REDACTED] TARA

[REDACTED] Migrant Help

Apologies

Minister for Childcare and Early Years

[REDACTED] Association of Churches Together in Scotland (ACTS)

Cllr Harry McGuigan, COSLA

Officials in attendance

Willie Cowan, DD Criminal Justice

[REDACTED] Unit Head, Victims and Witnesses Unit

[REDACTED] Team Leader, Human Trafficking Team

[REDACTED] Child Protection Team, SG

[REDACTED] Looked After Children Unit, SG

[REDACTED] COPFS (in support of the Lord Advocate)

[REDACTED] Human Trafficking Team, SG

[REDACTED] Human Trafficking Team, SG

[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 14:40
To: [REDACTED]
Subject: FW: Strategic Oversight Group - 18th April

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

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 12 April 2018 20:26
To: [REDACTED]
Subject: RE: Strategic Oversight Group - 18th April

Hi [REDACTED]

Not a problem, I'm happy to give a verbal update.

On a different note, you hopefully will have seen that the Home Office have prepared a draft 'Stakeholder Engagement plan' on how they will update the wider sector on the progress with the reforms to the NRM. Kevin was concerned that the devolved administrations had been placed in category of stakeholders to 'Inform and involve' rather than 'engage and partner', and has fed back to say as much. He is keen to ensure that you are consulted at every stage and have a place round the table on all of the discussions that will impact you and authorities in Scotland. I just wanted to share this with you so you are aware.

Looking forward to seeing you next week.

Best wishes,
[REDACTED]

[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 12 April 2018 12:19
To: [REDACTED] (IASC) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Subject: RE: Strategic Oversight Group - 18th April

[REDACTED] just to highlight that there's an item on the agenda I sent last night for an update from the IASC's office. Just a short general update will be fine. We're allowing a maximum of 10 minutes but it's fine if it's less than that.

Let me know if there's anything you need for this.

Thanks
[REDACTED]
[REDACTED]
Human Trafficking Team Leader

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 11 April 2018 11:11
To: [REDACTED]
Subject: Strategic Oversight Group - 18th April

Hi [REDACTED]

I hope you're well. I'm writing in regard to the Strategic Oversight Group meeting on 18th April. [REDACTED] was due to be attending the meeting from this office but it now likely that I will attend instead. I hope this is OK with you, please do let me know if not.

Best wishes,

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

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

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Twitter: @UKAntiSlavery
IASC Strategic Plan 2015 - 17

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[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 14:59
To: [REDACTED]
Subject: FW: Human Trafficking Annual Progress Report

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

From: [REDACTED]
Sent: 19 April 2018 16:51
To: Human Trafficking
Subject: Human Trafficking Annual Progress Report

To: Human Trafficking Strategic Oversight Group members
Human Trafficking Strategy Implementation Group members

Following yesterday's meeting of the SOG please find attached the latest draft of the first annual progress report on implementation of the Trafficking and Exploitation Strategy. Please do not share these draft documents more widely without permission.

The intention remains to publish the report at the end of May / early June.

We would welcome comments or suggestions for additions or alterations, including suggestions for good practice examples to be included throughout the document (currently at the end).

Please send any responses to me by replying to this email **by Thursday 3rd May**.



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Many thanks

[REDACTED]

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

[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 14:53
To: [REDACTED]
Subject: FW: Human trafficking Action Area 3: Annual Progress Report

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

From: [REDACTED]
Sent: 20 April 2018 09:54
To: [REDACTED]@iimuk.org); [REDACTED]
[REDACTED]@renfrewshire.gsx.gov.uk); [REDACTED] (IASC); [REDACTED] (GLA); [REDACTED]@gla.gsi.gov.uk); [REDACTED]
[REDACTED]@brightwork.co.uk); [REDACTED]
Cc: [REDACTED]
Subject: Human trafficking Action Area 3: Annual Progress Report

To: Human Trafficking Action Area 3 implementation group

As discussed at the last meeting, we're approaching the first anniversary of the Trafficking and Exploitation Strategy, and we've undertaken to report on an annual basis. I've been working on a written report to be published and submitted to Parliament, and the Cabinet Secretary for Justice may make a statement to Parliament at that time – aiming for end May / early June for this.

I've attached the latest draft report. It's still a work in progress.

I'd be grateful if you could have a look, particularly at the Action Area 3 chapter, and let me have any comments or suggested changes **by Thursday 3rd May**.

You'll see that the update is structured similarly to the Strategy itself, and we're also planning to have some examples of good practice and quotes from victims peppered throughout the document – these are currently at the end of the draft (some of the examples need a bit of updating). If you have additional examples you'd like to suggest I'm happy to hear them.

The separate attachment is the section reporting on the specific measures set out in the Strategy. There are two particularly relevant for our interests:

- The final measure (number of organisations with action plans or similar that contribute to delivering the aims of the Strategy) is tricky and we don't really have any way of measuring this currently – will need to make sure we make progress on this in some form over the next year.
- On public awareness we've recently completed a follow up survey which shows some positive movement – increases in awareness of trafficking generally, a very positive shift from people saying they would tell friends/family if they had a concern towards telling the police, and 25% of respondents saying they recognised and had seen the awareness raising material we put out on tv and digital ads. One concerning finding is that the number

saying identifying trafficking as a serious issue in their local area actually decreased from 5% to 4% - more work to be done there. Full report on the latest survey also attached. (I've not yet updated the text of the AA3 chapter with these figures).

NB all of these attachments are not yet publicly available so please do not send on further without permission.



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260413829

Scottish Govern...

In other news, we've had a positive first meeting of the corporate group and yesterday a very helpful meeting with some AA3 members and others to discuss initial thinking about research. I'll send further info on both of these areas in due course.

Thanks all

[Redacted signature]

[Redacted signature]

Human Trafficking Team Leader
The Scottish Government

[Redacted signature]

[REDACTED]

From: [REDACTED]
Sent: 04 July 2018 15:00
To: [REDACTED]
Subject: FW: Human Trafficking Corporate Group meeting 27 March 2018: note of meeting

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

From: [REDACTED]
Sent: 30 April 2018 16:14
To: [REDACTED] (IASC); [REDACTED]@antislaverycommissioner.gsi.gov.uk
Subject: FW: Human Trafficking Corporate Group meeting 27 March 2018: note of meeting

Sorry [REDACTED], I forgot to ask [REDACTED] to add you to the email list for the corporate group. Minutes of the first meeting below.

[REDACTED]

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

From: [REDACTED] On Behalf Of Human Trafficking
Sent: 30 April 2018 13:29
To: [REDACTED]@brightwork.co.uk; [REDACTED]
[REDACTED]@multiplex.global; [REDACTED]@edinburghairport.com; [REDACTED] (Community);
[REDACTED] (Co-op Policy and Campaigns); [REDACTED]@stuc.org.uk; [REDACTED]
Cc: [REDACTED] (Brodies Solicitors)
[REDACTED]@brodies.com); [REDACTED]
[REDACTED]@hsbc.com; [REDACTED]@coop.co.uk; [REDACTED]
[REDACTED]@rmif.co.uk; [REDACTED]@sbrcentre.co.uk; [REDACTED]@brodies.com;
[REDACTED]@alliancehr.co.uk; [REDACTED]
Subject: Human Trafficking Corporate Group meeting 27 March 2018: note of meeting

Dear All,

Please find the note of the meeting held on 27 March 2018, attached.



Human
Trafficking and ...

Kindest 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 - Action Area 3 - Corporate Group

Note of Meeting - 27 March 2018

Present:	Apologies:
██████████ Multiplex	██████████ HSBC
██████████ SSE	██████████ Stronger Together
██████████ Hope for Justice	██████████ Brodies
██████████ STUC	██████████ Babtac
██████████ The Co-op	
██████████ SG, Chair	
██████████ International Justice Mission	
██████████ Petrol Retailers Association	
██████████ Edinburgh Airport	
██████████ Brightworks	
██████████ SG	
██████████ SG, Minute	

1. Welcome and introductions

██████████ welcomed everyone to the meeting and thanked them for participating in this important area of work. Each member of the group introduced themselves and gave a brief summary of the company they represented and their remit within the area of Human Trafficking and Exploitation.

2. Trafficking Strategy and background

██████████ provided an overview of the Scottish Government's Trafficking and Exploitation Strategy, which was published in May 2017. ██████████ advised that the overall vision of the Strategy is to work, with partners, to eliminate human trafficking and exploitation. ██████████ summarised the different Action Areas outlined in the Strategy. Further background was given to the wider stakeholder forum and also the corporate event also hosted by the SG, which aimed to build awareness and make connections, linking into key outcomes within Action Area 3 of the Strategy. ██████████ noted that the Corporate Group has been established under Action Area 3 of the Strategy to support the key outcome 'People and businesses are aware of how what they do and buy can contribute to this crime'. It was agreed that members of the Corporate Group would be added to the Stakeholder Forum distribution list.

Action: ██████████ to add members of the group to the stakeholder list

Action: All to look over the key Strategy Outcomes

3. Trafficking in Supply Chains and Modern Slavery Statements

██████████ noted that the UK Modern Slavery Act (Section 54) states that organisations with a turnover of over £36m should publish a Modern Slavery Statement, however

there is no mechanism to check if this has been done or ensure compliance. [REDACTED] advised that the Scottish Government has no locus in enforcing this but does want to support businesses and organisations to meet this requirement.

[REDACTED] gave background on the Business Against Slavery Forum – a group of Chief Executives from major UK-based global brands which meets to discuss Human Trafficking issues, including issues in supply chains. This Group will be meeting again on 25 April and it has created a 'working group' looking at leadership, reporting against Section 54 of the Modern Slavery Act and how organisations can use assets to support the recovery of those suffering slavery. [REDACTED] confirmed that the SG are in contact with the UK Government (UKG) and Welsh Assembly on a range of trafficking related issues but there has as yet been no indication from the UKG on enforcement of Section 54. [REDACTED] confirmed that this is a journey and that there is no quick fix to some of the issues but the key action is for organisations to understand the risks within their own supply chain. [REDACTED] advised that he is happy to share materials from the Chief Executives 'working group'.

[REDACTED] noted that the e-learning and videos produced by Stronger Together have been very powerful. In terms of Multiplex, [REDACTED] advised that there was limited risk in their own business but they were aware of the exposure to risk in the supply chain of construction materials and to an extent on building sites. [REDACTED] advised that the SEDEX platform, which allows companies to access supplier details, was used by Multiplex and some shared learning from their Middle Eastern business had proved useful.

[REDACTED] advised that the SG were planning to analyse the Modern Slavery statements from the largest 50 employers in Scotland over the summer. The meeting discussed the following points:

- Share good practice with and learn lessons from the Home Office Modern Slavery Working Group
- Recognise challenges for companies to gather data
- Encourage the need to have transparency in supply chains
- Businesses can benchmark against the Human Rights Business Resource Centre
- Some statements demonstrate actions rather than a statement, for example: 'training staff on signs of trafficking and supplying intelligence to authorities'
- Understanding risks in supply chains is key
- Businesses need to show maturity: develop their strategy over years; make their suppliers visible on Sedex; implement a rigorous supplier audit scheme; put the scheme on their website; invest in their suppliers; acknowledge don't defend; include a case study on the statement
- Law agencies should show maturity
- Have buy in of NGO's, Unions
- Small companies competing with large businesses therefore not a level playing field
- Staff have polarised view, either it doesn't exist or too embedded in industry and nothing they can do
- Complexities in construction industries as supplies come from multi-tiers.

- A recent Human Rights in Business report showed 70% of FTSE100 companies are non-compliant with Section 54 of the Modern Slavery Act
- SG are working on a public procurement tool which might be useful for others to use
- Early days for legislation and procurement policies
- ██████ described the Slave Free Alliance which can support companies through audit and report functions
- Once concrete training and guidance is available, the STUC can engage with the fishing section

Action: Chair to circulate information on Hope for Justice's Slave Free Alliance

4. Training and guidance

█████ outlined the two papers circulated to attendees in advance of the meeting covering training available and the draft awareness raising presentation. The presentation is intended for use by community groups and e-learning DVD's will also be available shortly. ██████ advised that a copy of the DVD would be sent to each Corporate Group member.

█████ provided an overview of the paper setting out the training available and suggested that the Corporate Group could provide clarity on what gaps exist and what else is required. ██████ advised that the domestic supply chain requires training in what signs to look out for. ██████ noted that leaders want to fully understand the legal implications for their organisation rather than 'how to spot human trafficking'. Clear instructions setting out what organisations are expected to do and why they need to do it would be helpful.

Following further discussion ██████ suggested that a sub-group could be created to produce a toolkit for a particular type/size of business. This message could also be tailored to different parts of the same organisation. ██████ requested that members who are keen to participate should note their interest.

Action: All to send comments to chair on how to disseminate this information to companies

Action: All to consider participation in Corporate Sub-Group on training and guidance and confirm to chair

5. Networks and communication

█████ noted that sector specific networks can be beneficial by bringing individuals together who can share best practice. It would be helpful to involve trade bodies in any network. ██████ suggested that it might be useful to share resources within the Group as work develops.

Due to time constraints, the Chair advised that he will follow-up on this discussion by email.

6. Remit, membership and next meeting

██████ requested suggestions about who else should participate in the Group while keeping the numbers manageable. It was agreed that quarterly meeting would be helpful and the next meeting would probably be in June followed by September with discussions on-going by email in between meetings.

██████ advised that he would share a note on the Home Office Group and how it operates with attendees.

Action: All to send suggestions for membership of the group by email to the chair

Action: ██████ to send a note of the structure of the Home Office working group

7. AOB

Annual progress report and good practice examples

██████ advised that the SG is in the process of drafting the first annual progress report on implementation of the Strategy, pulling together examples of good practice and activity to tackle trafficking and support its victims within Scotland over the last year. Material can be provided even where this wasn't directed by government or directly related to the Strategy and examples will be peppered through the report.

██████ noted that examples will include projects such as the Co-op's Bright Future initiative and HSBC's work on Survivor Bank.

Action: All to send suggestions for inclusion in progress report

Presentation

The presentation included within the meeting papers can be used with the caveat that the NRM figures will need to be updated. A finalised awareness raising presentation will be available in the next few weeks

Action: Chair to send finalised presentation to Group when available.

[REDACTED]

From: [REDACTED]
Sent: 26 June 2018 13:23
To: [REDACTED]
Subject: FW: Scottish Govt contact request - Duty to notify

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 02 May 2018 10:29
To: [REDACTED]
Subject: RE: Scottish Govt contact request - Duty to notify

Let me know if you don't hear anything back [REDACTED] and I will share the email wider.

Best wishes,

[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 02 May 2018 10:21
To: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Subject: RE: Scottish Govt contact request - Duty to notify

Many thanks [REDACTED] Fingers crossed I will receive some emails.

Regards
Susan

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 02 May 2018 10:14
Subject: Scottish Govt contact request - Duty to notify

Dear colleagues,

I have been contacted by [REDACTED] from the Scottish Government's Human Trafficking Team who asked me to put her in touch with regional partnerships in England, as she is interested in discussing the duty to notify and its operation to date from a local authority perspective.

If any is interested in speaking with [REDACTED] about this, please respond to her directly on [REDACTED]@gov.scot

Thanks in advance for your help with this.

Best wishes,

[REDACTED]

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

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

5th Floor, Globe House

From: [REDACTED] on behalf of Human Trafficking
Sent: 15 May 2018 11:21
Subject: GDPR - Human Trafficking Stakeholder List

Scottish Government Human Trafficking Team – confirm email preference

Ahead of the new General Data Protection Regulation (GDPR) requirements, we would like to confirm that you consent to us storing your email address on our stakeholder list.

If you wish to opt out of receiving emails from the Scottish Government Human Trafficking Team, please click unsubscribe at the link at the foot of this email and we shall remove your details from our stakeholder list.

If you wish to remain on our database, please discard this email.

 May I take this opportunity to thank you for your continued support.

Kindest regards

The Human Trafficking Team
Scottish Government

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

[REDACTED]

From: [REDACTED]
Sent: 26 June 2018 13:23
To: [REDACTED]
Subject: FW: IASC draft Strategic Plan

From: [REDACTED] [mailto:[REDACTED]@homeoffice.gsi.gov.uk]
Sent: 02 May 2018 11:56
To: [REDACTED]@justice-ni.x.gsi.gov.uk; [REDACTED]@justice-ni.x.gsi.gov.uk
Cc: [REDACTED]@justice-ni.x.gsi.gov.uk; [REDACTED]@gov.wales; [REDACTED]
Subject: RE: IASC draft Strategic Plan

Hi [REDACTED]

Thanks for the update. I'm currently making enquiries with No10 via our press office (in copy) to secure a viable laying date, which I will consult you all on when I have it. Unless we're told otherwise by the centre, the plan is still to lay on or before the 23 May. Does this timeline still work for you in terms of getting the final plan sent to the publishers etc?

As it currently stands, [REDACTED] and team are working on the final version which he'll send to me by Thursday 10th May. You [REDACTED] and NI colleagues) will then be reissued with the final copy from Home Sec's office which we can theoretically lay any time thereafter.

I'll keep you posted on progress.

Many thanks,

[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 02 May 2018 11:44
To: [REDACTED]@antislaverycommissioner.gsi.gov.uk; [REDACTED]
[REDACTED]@homeoffice.gsi.gov.uk; [REDACTED]@justice-ni.x.gsi.gov.uk; [REDACTED]@justice-ni.x.gsi.gov.uk
Cc: [REDACTED]@justice-ni.x.gsi.gov.uk; [REDACTED]@gov.wales; [REDACTED]@gov.scot;
[REDACTED]@gov.scot; [REDACTED]@homeoffice.gsi.gov.uk; [REDACTED]@gov.scot
Subject: RE: IASC draft Strategic Plan

Hi [REDACTED] et al

Just checking in on the Strategic Plan – our Minister has agreed to lay in Parliament once finalised and we just need to submit a pdf a couple of days before laying date and send a physical copy as well.

Are we still aiming for 23 May laying date and do you know when we might see an updated version?

Thanks

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

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

Sent: 12 April 2018 09:35

To: [REDACTED]@justice-ni.x.gsi.gov.uk;

[REDACTED]@justice-ni.x.gsi.gov.uk

Cc: [REDACTED]@justice-ni.x.gsi.gov.uk; [REDACTED]@gov.wales; [REDACTED]

Subject: RE: IASC draft Strategic Plan

Dear All,

Thank you for all your informal responses to IASC's draft Strategic Plan, very much appreciated. We are re-visiting the plan through the lens of the feedback you have given and through [REDACTED] we will send out the final version to you.

I anticipate this will be at the beginning of next week.

Kind regards

[REDACTED]
Director Operations
Office of the Independent Anti-Slavery Commissioner

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

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



Web: www.antislaverycommissioner.co.uk

Twitter: @UKAntiSlavery

IASC Strategic Plan 2015 - 17



Kevin Hyland OBE

Independent Anti-Slavery Commissioner

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iasc@antislaverycommissioner.gsi.gov.uk

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

Website: www.antislaverycommissioner.co.uk

Twitter: @UKAntiSlavery

Michael Matheson MSP
The Scottish Parliament
Edinburgh
EH99 1SP

1st June 2018

Dear Mr Matheson,

I am writing to inform you that I have taken the decision to end my term as the United Kingdom's first Independent Anti-Slavery Commissioner. I am leaving this summer to take up the role of Chief Executive of ChildFund Ireland, an international development agency. I will continue to play an active role within the modern slavery arena by honouring my commitments on a number of boards related to the field, both in the UK and internationally.

I would like to take this opportunity to thank you for your ongoing support during my time as Commissioner.

My office, in collaboration with many partners, has made significant and wide-ranging progress over the past 3 years. I leave confident that this office and the United Kingdom has moved into a role of thought leader and seminal actor on modern slavery.

Amongst the office's proudest achievements I count:

Domestically:

- Over a 100 per cent increase in the identification of potential victims referred for support
- Leading on radically improved support for survivors of modern slavery
- Recorded crimes up by over 500 per cent
- Unprecedented uplift in policing operations
- Embedding sustainable training for judiciary in England & Wales, now extended to Northern Ireland and Scotland
- Developing guidance with the Local Government Association for all councils
- Training through the Royal College of Nursing across the United Kingdom providing advice to the largest body of health care professionals
- Working with governments in Scotland and Northern Ireland developing their strategies
- Identifying and corresponding with non-compliant companies in the FTSE 100 and FTSE 250 to ensure they adhere to section 54 of the Modern Slavery Act

- Securing extensive media coverage of modern slavery including a 4-month campaign with the Evening Standard and Independent
- Advocating for transparent supply chains and businesses
- Supporting many initiatives with trade or industry bodies and endorsing projects or guidance where appropriate
- Supporting faith groups such as Clewer and René Cassin
- Assisting with the development of materials for UK immigration agencies
- Working with the Premier League on their Modern Slavery Academy Cup
- Attending many hundreds of public speaking events

Internationally:

- Drafting, negotiating and achieving inclusion of UN Global Target SDG 8.7
- Negotiating with governmental and private sector actors to include Modern Slavery as a priority within the global agenda such as the B20, G20, UNGA and Security Council
- Identifying and providing recommendations to address root causes of modern slavery including lack of education, employment, poverty, governance vacuums and gender inequality
- Advising and working with many UN agencies
- Holding advisory roles at the global level
- Providing Her Majesty's Government with extensive advice on trafficking associated to global migration issues including in Italy, Greece and Northern France
- Providing leadership and advice on responses for UK priority source countries including Nigeria, Vietnam and Romania
- Co-founding and developing the Santa Marta Group
- Assisting and advising the Commonwealth Parliamentary Association
- Advising other nations on developing responses or legislation, as in the case of Australia
- Chairing the board to develop responses to human trafficking within the Republic of Ireland and Northern Ireland – collaborating across the island of Ireland

I am grateful for the commitment you have shown to addressing modern slavery and it has been the greatest of privileges to work with you to protect some of the most vulnerable in our society.

Yours sincerely,



Kevin Hyland OBE
Independent Anti-Slavery Commissioner

[REDACTED]

From: IASC <IASC@antislaverycommissioner.gsi.gov.uk>
Sent: 07 June 2018 11:35
To: [REDACTED]
Cc: IASC
Subject: Letter of Appreciation from the Independent Anti-Slavery Commissioner (IASC)
Attachments: IASC Letter of Appreciation ([REDACTED].pdf)

Dear [REDACTED]

I hope this finds you well.

Please find attached a letter for your attention from the UK's Independent Anti-Slavery Commissioner, Kevin Hyland OBE.

With kind regards,

Office of the Independent Anti-Slavery Commissioner (IASC)



Web: www.antislaverycommissioner.co.uk

Twitter: @UKAntiSlavery

IASC Strategic Plan 2015 - 17

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Kevin Hyland OBE

Independent Anti-Slavery Commissioner

+44 (0) 20 3513 0440

iasc@antislaverycommissioner.gsi.gov.uk

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

Website: www.antislaverycommissioner.co.uk

Twitter: @UKAntiSlavery

James Wolffe QC
Lord Advocate
Crown Office & Procurator Fiscal Service
25 Chambers Street
Edinburgh EH1 1LA

7th June 2018

Dear Lord Advocate,

I am writing to inform you that I have taken the decision to end my term as the United Kingdom's first Independent Anti-Slavery Commissioner. I am leaving this summer to take up the role of Chief Executive of ChildFund Ireland, an international development agency. I will continue to play an active role within the modern slavery arena by honouring my commitments on a number of boards related to the field, both in the UK and internationally.

I would like to take this opportunity to thank you for your support during my time as Commissioner. I commend your ongoing work to secure justice for victims of modern slavery and human trafficking in Scotland, and raise awareness of this issue.

My office, in collaboration with many partners, has made significant and wide-ranging progress over the past 3 years. I leave confident that this office and the United Kingdom has moved into a role of thought leader and seminal actor on modern slavery.

Amongst the office's proudest achievements I count:

Domestically:

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- Working with governments in Scotland and Northern Ireland developing their strategies

- Identifying and corresponding with non-compliant companies in the FTSE 100 and FTSE 250 to ensure they adhere to section 54 of the Modern Slavery Act
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- Chairing the board to develop responses to human trafficking within the Republic of Ireland and Northern Ireland – collaborating across the island of Ireland

I am grateful for the commitment you have shown to addressing modern slavery and it has been the greatest of privileges to work with you to protect some of the most vulnerable in our society.

Yours sincerely,



Kevin Hyland OBE
Independent Anti-Slavery Commissioner



Kevin Hyland OBE

Independent Anti-Slavery Commissioner

+44 (0) 20 3513 0440

iasc@antislaverycommissioner.gsi.gov.uk

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

Website: www.antislaverycommissioner.co.uk

Twitter: @UKAntiSlavery

[REDACTED]
Human Trafficking Team Leader
Scottish Government
St. Andrew's House
Regent Road
Edinburgh EH1 3DG

7th June 2018

Dear [REDACTED]

I am writing to inform you that I have taken the decision to end my term as the United Kingdom's first Independent Anti-Slavery Commissioner. I am leaving this summer to take up the role of Chief Executive of ChildFund Ireland, an international development agency. I will continue to play an active role within the modern slavery arena by honouring my commitments on a number of boards related to the field, both in the UK and internationally.

I would like to take this opportunity to thank you for your support during my time as Commissioner. I commend your ongoing work to increase levels of awareness of modern slavery and human trafficking across Scotland and beyond, and to provide essential support to victims and survivors, enabling them to access the services they need to rebuild their lives.

My office, in collaboration with many partners, has made significant and wide-ranging progress over the past 3 years. I leave confident that this office and the United Kingdom has moved into a role of thought leader and seminal actor on modern slavery.

Amongst the office's proudest achievements I count:

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I am grateful for the commitment you have shown to addressing modern slavery and it has been the greatest of privileges to work with you to protect some of the most vulnerable in our society.

Yours sincerely,



Kevin Hyland OBE
Independent Anti-Slavery Commissioner

[REDACTED]

From: [REDACTED] (IASC) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Sent: 08 June 2018 16:03
To: [REDACTED]
Cc: [REDACTED] (Independent Anti-Slavery Commissioner)
Subject: RE: Cab Sec Justice meeting

Great, thanks [REDACTED] Keep us posted on whether you manage to find a room. We will confirm the meeting in Kevin's diary in the meantime.

Best wishes,
[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 08 June 2018 15:54
To: [REDACTED] (IASC) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Cc: [REDACTED] (Independent Anti-Slavery Commissioner) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Subject: RE: Cab Sec Justice meeting

That's no problem. I'll see if Mr Matheson's private office can manage to get a room for us – they may be able to wangle something. Otherwise we can have a coffee as you suggest.

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

From: [REDACTED] (IASC) [mailto:[REDACTED]@antislaverycommissioner.gsi.gov.uk]
Sent: 08 June 2018 11:57
To: [REDACTED]
Cc: [REDACTED] (Independent Anti-Slavery Commissioner)
Subject: RE: Cab Sec Justice meeting

Hi [REDACTED]

Kevin's meeting with the Cab Sec is from 10-11am in the Scottish parliament and he has to catch a flight at 1pm, which unfortunately leaves him too little time to get up to St Andrew's House to meet with you. A possible workaround could be if you were able to meet him in one of the public areas in the parliament building at 11am and have a half hour meeting before he gets a taxi to the airport? If this isn't convenient for you then happy to arrange a phone call instead?

Thanks
[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 07 June 2018 15:33

To: [REDACTED] (IASC) [REDACTED] antislaverycommissioner.gsi.gov.uk>
Subject: Cab Sec Justice meeting

Hi [REDACTED] I hope you're well.

Mr Nyland is coming up to Edinburgh next Thursday for a meeting with Michael Matheson. Do you know who he's bringing with him if anyone, and are there particular things you're aware he'll be keen to discuss?

Thanks

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

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Tha am post-d seo (agus faidhle neo ceanglan còmhla ris) dhan neach neo luchd-ainmichte a-mhàin. Chan eil e ceadachd a chleachdadh ann an dòigh sam bith, a' toirt a-steach còraichean, foillseachadh neo sgaoileadh, gun chead. Ma 's e is gun d'fhuair sibh seo 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. Dh'fhaodadh gum bi teachdaireachd sam bith bho Riaghaltas na h-Alba air a chlàradh neo air a sgrùdadh airson dearbhadh gu bheil an siostam ag obair gu h-èifeachdach neo airson adhbhar laghail eile. Dh'fhaodadh nach eil beachdan anns a' phost-d seo co-ionann ri beachdan Riaghaltas na h-Alba.

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CROWN OFFICE
25 CHAMBERS STREET
EDINBURGH EH1 1LA

Telephone: 0300 020 3000

Kevin Hyland OBE
Independent Anti-Slavery Commissioner

By email to:
iasc@antislaverycommissioner.gsi.gov.uk

11 June 2018

In Kevin

Thank you for your letter of 7 June advising me that you will be demitting office as the UK's Independent Anti-Slavery Commissioner this summer. I am grateful to you for letting me know.

Your work has established the office; the list of achievements which you set out in your letter are ones in which you can take pride, and which will stand future incumbents in good stead. It has been a great pleasure to work with you since my appointment as Lord Advocate to further our joint commitment, in our respective roles, to tackling human trafficking and modern slavery.

I wish you the very best for your future endeavours.

With my very best wishes
W. James Wolffe

W. JAMES WOLFFE QC



INVESTOR IN PEOPLE
The Scottish Government

[REDACTED]

From: [REDACTED]
Sent: 14 June 2018 09:01
To: [REDACTED] (IASC)
Subject: Re: Strategy implementation progress report

Unfortunately it's not possible to get one. I'll meet Kevin at Mr Matheson's office and we can either walk up to St Andrews House or just get a coffee at Parliament.

[REDACTED]

Sent from my BlackBerry 10 smartphone.

From: [REDACTED] (IASC)
Sent: Thursday, 14 June 2018 08:15
To: [REDACTED]
Subject: RE: Strategy implementation progress report

Hi [REDACTED]

Did you manage to find a room in the Parliament for the meeting today?

Thanks,
[REDACTED]

From: [REDACTED] (IASC)
Sent: 13 June 2018 17:13
To: [REDACTED]@gov.scot' [REDACTED]@gov.scot>
Subject: RE: Strategy implementation progress report

Hi [REDACTED]

Thanks for sharing this, I will pass this on. In case [REDACTED] hasn't already been in touch, the Commissioner will be catching a slightly later flight tomorrow so won't have to rush to leave your meeting tomorrow.

Best wishes,
[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 13 June 2018 15:46
To: [REDACTED] (IASC) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Subject: Strategy implementation progress report

Hi [REDACTED]

We're going to be publishing our first annual progress report on implementation of the Trafficking and Exploitation Strategy tomorrow, and Mr Matheson will be making a Parliamentary statement in the afternoon on this.

Here's the final version of the report which we've just had back from the publishers – I thought the Commissioner might want to see this before his meeting with the Cabinet Secretary tomorrow.

Obviously please don't send this on further until it's published tomorrow afternoon.

Thanks

Human Trafficking Team Leader
The Scottish Government

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[REDACTED]

From: [REDACTED] on behalf of Human Trafficking
Sent: 14 June 2018 15:31
Subject: Scottish Government - Trafficking and Exploitation Strategy - First Annual Progress Report - 14 June 2018

Good afternoon,

On 30 May 2017 the Scottish Government published the first Trafficking and Exploitation Strategy, following extensive joint work and consultation.

Today, the first annual progress report on implementation has been published, in line with the commitment in the Strategy to report on an annual basis. This reflects the wide range of work taken forward by the Scottish Government and partners to tackle this crime and improve support to its victims.

A link to the progress report is attached below for your information.

<http://www.gov.scot/Publications/2018/06/7045/downloads>

Regards

Human Trafficking Team
Scottish Government

Privacy Notice

The Scottish Government human trafficking policy team holds the human trafficking stakeholder contact list and will keep e-mail addresses for those who have asked to be included on the list.

The e-mail addresses are used for sending updates on:

- Implementation of the Human Trafficking and Exploitation (Scotland) Act 2015 and the Trafficking and Exploitation Strategy
- Stakeholder forum events
- Other developments relating to human trafficking in Scotland

The conditions for processing this data are in line with Article 6(1)(e) of the General Data Protection Regulation (GDPR): processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

The e-mail addresses held in the stakeholder contact list will not be shared with other organisations or individuals.

We will hold the e-mail addresses until a request to be removed either through selecting the 'unsubscribe' option on one of our e-mails, or through a direct request to human.trafficking@gov.scot.

[REDACTED]

From: [REDACTED] (IASC) [REDACTED]@antislaverycommissioner.gsi.gov.uk>
Sent: 15 June 2018 10:18
To: [REDACTED]
Subject: RE: Building pass

Apologies, read that in haste – you said St Andrews House not the parliament. Ignore my question!

From: [REDACTED] (IASC)
Sent: 15 June 2018 10:15
To: [REDACTED]@gov.scot' <Peter.Hope-Jones@gov.scot>
Subject: RE: Building pass

Hi [REDACTED]

Leave it with me – if he has it I will post it back (to you or to the Parliament?) I'm glad the meeting was useful.

Best wishes,
[REDACTED]

From: [REDACTED]@gov.scot [mailto:[REDACTED]@gov.scot]
Sent: 15 June 2018 10:01
To: [REDACTED] (IASC) <[REDACTED]@antislaverycommissioner.gsi.gov.uk>
Subject: Building pass

Hi [REDACTED]

The Commissioner's visit yesterday was very helpful. Unfortunately he left St Andrews House with the visitor pass and I'm being asked by security about it. I should have asked for it back. Could you check if he has it and if so put it in the mail?

Sorry!

Sent from my BlackBerry 10 smartphone.

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[REDACTED]

From: [REDACTED] on behalf of Human Trafficking
Sent: 19 June 2018 15:13
To: [REDACTED]@aberlour.org.uk';
[REDACTED]@justrightscotland.org.uk'; [REDACTED]
[REDACTED]@renfrewshire.gsx.gov.uk'; [REDACTED]
[REDACTED] IASC); [REDACTED]@sbrcentre.co.uk); [REDACTED]
(NHS HEALTH SCOTLAND); [REDACTED]
[REDACTED]@migranthelpuk.org'; [REDACTED]
[REDACTED]@scsn.org.uk
Cc:
Subject: Action Area 1 Implementation Group Meeting - 10:00, Wednesday 20 June, Atlantic Quay, Glasgow

Dear all

With apologies for the late issue, please find attached the agenda and papers for the meeting tomorrow. If anyone would like a hard copy of the papers at the meeting tomorrow, please let me know.

Agenda



AA1

Implementation...

Minutes of meeting on 22 March



Human
Trafficking and ...

Awareness Raising Pack



Human
Trafficking - Str...

Joint communications planner



Human
Trafficking - Str...

Strategy consultation – issues refresh



Strategy
consultation res...



Strategy
consultation res...

Thanks

[REDACTED]

[REDACTED]

Human Trafficking Team
Justice Directorate

[REDACTED]

[REDACTED]

[REDACTED]

[illegible]

TRAFFICKING AND EXPLOITATION STRATEGY – ACTION AREA 1

**MEETING AT 10:00 ON 20 JUNE 2018, CONFERENCE ROOM FLEMING A, SCOTTISH GOVERNMENT
OFFICES, ATLANTIC QUAY, GLASGOW**

AGENDA

1. Welcome and introductions
2. Minutes of previous meeting
3. Awareness raising pack
4. Police Scotland e-learning DVD
5. Joint communications update
6. Strategy consultation – issues refresh
7. Key priorities for 2018/19
8. AOB
9. Date of next meeting

Trafficking and Exploitation Strategy – AA1 Meeting

Note of Meeting on 22 March 2018

Present:

██████████ COSLA – Chair
██████████ Scottish Government, Human Trafficking Team (SGHT)
██████████ COPFS
██████████ SBRC Centre (on secondment from Police Scotland)
██████████, Migrant Help
██████████, The Anchor
██████████ Community Safety Network
██████████ NHS Scotland
██████████ Just Right Scotland
██████████, Scottish Guardianship Service
██████████, Police Scotland
██████████ TARA
██████████ Scottish Government, Human Trafficking Team (SGHT)
██████████ Scottish Government, Human Trafficking Team (SGHT) – minutes

Apologies:

██████████ Migrant Help
██████████ Scottish Government
██████████ The Anchor
██████████ SBRC Centre
██████████ SCSN

1. Welcome and introductions

The note of the previous meeting on 6 December 2017 was discussed. ██████████ requested an amendment under '5. Mechanism for reporting into SIG'. The text under the fourth bullet point 'Legal support – law society needs training' should be corrected to read 'Legal support – Law Society should be engaged in training considerations'.

Action: ██████████ to amend the note of meeting on 6 December 2017

██████████ noted that although the SG had not yet discussed the Child Trafficking Strategy Group (CTSG) query with ██████████ the CTSG had not been amalgamated into the Action Area 1 Group and that it would continue to operate separately.

2. Awareness Raising Pack

The presentation slides and notes that SGHT team produced were discussed. Key points:

- 'Pack' insinuates more than one resource, 'presentation' is singular

- It encompasses the core messages about Human Trafficking and Exploitation and can be the basis for organisations to deliver awareness raising training. The presentation could be modified to meet their individual requirements.
- The chair confirmed that the messaging within the presentation is consistent with that of the Police training disc
- ██████ suggested that a simplified version of the Home Office common myths guidance would be a useful addition to the presentation.
-
- After discussion, the meeting agreed that the initial slide in the presentation could set out collective reporting responsibility. ██████ advised that she had a slide on responsibility which could be reviewed and submitted for consideration.
- It would be helpful if anyone using the presentation commits to detail who the slides are being delivered to and the feedback from the audience afterwards. A link to the SG HT mailbox on the final slide would be useful.
- ██████ confirmed that the NRM statistics within the presentation would be updated
- Add further additional resources including – posters, leaflets, newsletter, case studies, news clips of BBC coverage of McPhee case and links to other relevant strategies such as Equally Safe and Serious Organised Crime.
- ██████ suggested that the pack could be highlighted in an article for the Community Safety Network monthly newsletter. The chair requested comments/input from attendees by 5 April in order to meet the deadlines for the May newsletter. ██████ also noted that it would be worth exploring links to the Building Safer Communities Phase 1 Group.
- Think up a catchy name or hashtag for use on Twitter
- The chair suggested that the presentation could be hosted on the COSLA website in order to oversee version control. Other organisations could offer links to the COSLA page from their individual websites. Attendees committed to updating the presentation, as time goes on, via chair.
- ██████ suggested some minor amendments are required to correct legal points.

Action: All to test the presentation with colleagues who are unfamiliar with subject.

Action: All to send comments, updates and links to chair within two weeks (by 5 April).

Action: ██████ to explore obtaining McPhee case media coverage clips from BBC and the presentation created by the Senior Investigating Officer in the case.

Action: SGHT team to send prompt email to remind members of deadline for updates/additional material.

Action: SGHT team to update NRM statistics in presentation.

Action: ██████ to draft a simplified version of the Home Office common myths guidance

Action: ██████ to review and submit slide covering 'responsibility' for consideration.

Action: Chair to upload final presentation on COSLA website by mid-May.

Action: Members to provide link via their organisation's website by end-May.

Action: SG to discuss communications approach around the 1st anniversary of the strategy.

Action: ██████ to add presentation link to CSN monthly newsletter, when available.

Action: [REDACTED] to look into linking the group with Building Safer Communities Phase 1.

Action: [REDACTED] to amend some legal points within the presentation.

3. Police Scotland e-learning DVD

The e-learning disc has now been produced and orders will be requested. The production cost was £234. The SGHT will control the organisations to which DVDs are issued and will maintain a log of requests. Key points made:

- Copyright will be added and a message on the disc / e-learning to say it has been produced by Police Scotland and is free of charge.
- The disc should be sent to all 32 Scottish Local Authority Community Wellbeing Boards, Scottish Ambulance Service and the Scottish Fire and Rescue Service
- The NHS have their own e-learning training
- It would be helpful to raise awareness of the disc within the business community to ensure any unscrupulous attempts to 'sell' training based on the disc content could be avoided
- A letter should be drafted containing terms of use which should be sent out alongside the disc, explaining where it was produced and what it has been designed to do.
- The disc could be launched publicly around the 1st anniversary of the Strategy
- Following discussion about the number of DVDs required, the chair confirmed that an initial order of 300 copies will be sufficient

Action: [REDACTED] to draft a letter setting out the terms of use for the disc.

Action: [REDACTED] to explore possible tie in with strategy anniversary communications.

4. Joint Communications Update

To keep up momentum following the media campaign a communications sub group was created and following their first meeting a communications planning document was produced to encourage joint messaging and utilising opportunities to get the core message out. The communications planning document was discussed and the chair requested any further additions from the group.

Key points:

- Add Tumbling Lassie seminar and operetta on 14th April.
- The planned Cab Sec visit to Tara on 29 March may not go ahead due to a media clash with Police Scotland's 5 year anniversary.
- The chair confirmed that discussions are continuing with Perth & Kinross Council in regard to a pilot project on the licensing of Nail Bars
- **Action:** All to add communications events to the planner and send to the SGHT.

5. SIG preparation update

[REDACTED] advised the meeting that the next SIG would take place on 28th March. AA1 updates will need to be provided almost immediately at the conclusion of this

meeting. Copies of the Action Plan, Progress Report Template and Risk Register documents were discussed. Key points:

- Brightworks job opportunities to Migrant Help clients - big success story
- HSBC setting up bank accounts for trafficking victims – big success story
- The chair suggested that moving forward, the focus of the Group should be on victims needs/awareness and making sure that victims are accessing the information available. [REDACTED] noted that there are difficulties in how information reaches victims and that there were a numbers of barriers preventing access in some cases. TARA and Migrant Help agreed to look at what more could be done to mitigate these difficulties.
- The meeting agreed that broader awareness raising of trafficking and exploitation will assist victims to identify themselves.

[REDACTED] advised that a discussion with TARA/Migrant Help may be required in order to explore the issues stemming from the recent court judgment against Victim Support Scotland about the quality of support provided to an applicant for Criminal Injuries Compensation. The chair suggested that this be discussed under AoB. **Action:** The chair will complete the template and submit updated documents ahead of the SIG.

6. Annual Progress Report

[REDACTED] set out the proposed structure of the Annual Report which will be formally submitted to Parliament at the end of May 2018. The draft outline was discussed. Key points:

- Content will be around high level actions
- Include a forward look into what is hoped will be achieved in future
- Include NRM figures as evidential proof of progress and narrative
- Include results from TNS public awareness survey
- Include good news stories from Scotland cases
- Include a general narrative about ongoing support in relation to 90 days
- Average length of support 13 months – use data to measure. [REDACTED] confirmed that TARA have data on the average length of support they provide and [REDACTED] advised that The Anchor have information about the longer-term needs of victims and the support they provide. [REDACTED] noted that it would be useful to understand the number of victims currently working with The Anchor who have left the care of TARA/Migrant Help.
- Following discussion about incorporating more material on victims into the report, [REDACTED] and [REDACTED] noted the difficulty in tracking down victims once they leave TARA/MH support.
- [REDACTED] suggested that a letter written by a client for the Tumbling Lassie Operetta could be useful for the Report
- The chair suggested that it would be helpful at a future meeting to recirculate the original issues gathered from the Strategy consultation in order to understand the concerns initially raised.
- The chair requested that the proposed draft text for the Report is shared with AA1 before it is finalised.
- [REDACTED] noted that an international perspective on Scotland's progress would be a useful addition.

Action: [REDACTED] to gather data on The Anchor referrals and length of support required

Action: [REDACTED] to approach client and ask permission to use her letter in report

Action: Chair to add item on next meeting agenda: To hear the voices of the victims

Action: [REDACTED] to discuss draft outline at SIG and then circulate text to AA1 before it is signed off

7. AOB

The recent VSS court case has implications for TARA and Migrant Help as they support victims in accessing compensation. [REDACTED] advised that the judgement is a barrier to accessing entitlement for victims. It is unusual for TARA to complete a form without input from a lawyer but nevertheless the risk feels substantial for both TARA and Migrant Help. [REDACTED] noted that the judgement has resulted in non-legal organisations withdrawing assistance for the completion of compensation application forms. [REDACTED] also advised that while legal supervision can work, there is limited financial incentive for lawyers in this area of work.

[REDACTED] suggested that this issue needs to be considered in view of the terms and conditions of grant to clearly set out what is expected of TARA/Migrant Help.

Action: SG to meet with TARA and Migrant Help to discuss this issue further.

8. Date of next meeting

20 June 2018, Glasgow