



Adult and Child Trafficking

SUPPORTING PEOPLE AT RISK

Ayrshire multi agency practitioner's Guidance

May 2021

About this booklet

Ayrshire's **Violence Against Women Partnerships, Adult Protection Committees** and **Child Protection Committees** have published this booklet jointly to raise awareness of Human (including child) Trafficking. It is aimed at staff working in Ayrshire in contact with the general public including: Ayrshire Council staff (such as: Law and Licensing Officers, Housing Officers, Leisure, Education and Social Work). Also including; Police Scotland, NHS Ayrshire and Arran, third sector organisations, further education and employment agencies. It provides practical information about your responsibilities, the people - including children and young people - who may have been trafficked and outlines your role in helping to keep people vulnerable to trafficking safe. It also provides identified key contacts for each agency along with information about national and local arrangements to appropriately respond to the needs of trafficked people.

Safeguarding the rights and welfare of adults, children and young people depends on effective joint working, with all staff - no matter their role – being confident to identify and support victims of human trafficking during their day to day work with the general public.





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A group of people, including children and adults, are shown from the waist down, holding their hands out in a circle. The hands are dirty and worn, suggesting a life of hardship or labor. The background is a blurred outdoor setting.

What is trafficking?

Human Trafficking is the movement of adults, children and young people into and within countries with the intention of exploiting them. Trading adults and children as commodities and exploiting them for profit or personal benefit degrades victims and can cause lasting physical and psychological damage. In its simplest terms it is the movement of a person from one place to another (recruitment, transportation, transfer, harbouring or receipt of persons) in conditions of exploitation, using deception, coercion, the abuse of power or the abuse of someone's vulnerability.

It is entirely possible to have been a victim of trafficking even if your consent has been given to being moved. People are trafficked from across the world.

Globalisation has brought an upsurge in international crime with increased trade across borders in arms, drugs, selling of human organs, illegal adoption, cheap labour, and the sale of adults, children and young people for sex.

Human trafficking and exploitation are not only international issues. It happens here and is not confined to our cities. There is also a perception that trafficking is about people from out with the UK, however, adults and children, including UK citizens, are trafficked and exploited within and between communities in Scotland and the wider UK.

New legislation

On 4th November 2015, the Human Trafficking and Exploitation (Scotland) Act 2015 (“the Act”) received Royal Assent. One of the requirements in the Act was for the Scottish Government to prepare a Trafficking and Exploitation Strategy.

The Strategy brings together and builds on all the valuable work already undertaken by the Scottish Government, local authorities, Police Scotland, the Crown Office and Procurator Fiscal Service (COPFS), NHS Scotland and others to provide coherent, effective support for victims and take action against perpetrators.

Action Area 1: Identify victims and support them to safety and recovery.

Action Area 2: Identify perpetrators and disrupt their activity.

Action Area 3: Address the conditions, both local and global, that foster trafficking and exploitation.

Why are people trafficked?

- **Bonded/forced labour** individuals working to pay off the debts of family at home, in construction, agriculture, horticulture, marine farming, textiles, catering, nail bars, care homes, cleaning, benefit fraud and in illicit activities such as cannabis cultivation.
- **Domestic servitude** e.g. domestic chores, looking after young children, employment in private homes where ill treatment humiliation & exhausting working hours are common. This can involve sexual and physical abuse.
- **Sexual exploitation**, forcible or deceptive recruitment for prostitution or other forms of sexual exploitation (including child abuse acts and images).
- **Child trafficking**, benefit/housing fraud, illegal adoption, forced/illegal marriage (underage marriage), domestic servitude, sexual exploitation, begging and female genital mutilation.

- **Organ harvesting** involves trafficking people in order to use their internal organs for transplant. The illegal trade is dominated by kidneys, which are in the greatest demand and are the only major organs that can be wholly transplanted with relatively few risks to the life of the donor.
- **Forced Criminality/County lines** involves victims being forced to participate in a range of illegal activities including pick pocketing, shop lifting, cannabis cultivation and County Lines – where drugs gangs exploit young people as drug runners to deliver drugs and/or collect payment.

Who is trafficked?

Anyone can be trafficked and they may be trafficked in respect of more than one type of exploitation but the vast majority of UK research tells us women and children can be the most vulnerable. They can be brought into this country either accompanied or unaccompanied. They may have been offered a good job or education. Sometimes families at home will have been persuaded or paid money, entrusting them into the care of others to

gain a better quality of life. There may be threats made against family members at home if the trafficked person does not cooperate.

People who live in the UK can also be trafficked (both of UK and other citizenship) whereby they can be moved from area to area to meet the demands of the sex industry or other type of exploitation. It should be noted, however, that travel between two places is not a requirement for an offence under the 2015 Act and coercion does not always have to be present.

It should be noted that victims, both adults and children, can sometimes appear to be criminals themselves, when forced into criminal exploitation.

The UN High Commissioner for Human Rights also recognises that trafficked children have specific needs, as a consequence of age:

Children who are victims of trafficking shall be identified as such. Their best interests shall be considered paramount at all time. Child victims of trafficking shall be provided with appropriate assistance and protection. Full account shall be taken of their special vulnerabilities and needs (UNHCHR 2002,

Recommended Principles and Guidelines on Human Rights and Human Trafficking – principle 10)

How are trafficked people recruited?

People are often recruited using deception. Some of the ways they can be deceived when they arrive at a location are by better promises of:

- educational opportunities;
- family reunification;
- legality of a work contract;
- nature of job or location;
- housing or living conditions;
- marriage;
- adoption;
- travel and recruitment conditions; and/or
- guarantees of a wage/salary.

How are trafficked people controlled?

It is helpful to think about the techniques of grooming and control that are commonly used in situations of domestic or sexual abuse by abusers to control their victims. (Some victims can be held in a state of captivity e.g. under lock and key). Traffickers often use some of the same methods including:

- Physical abuse e.g. beatings or sexual violence sometimes leading to death;
- Threats to the trafficked person or their family in their country of origin;
- Deception - people are just lied to about where they are going and what will happen;
- Isolation from wider society for example the language spoken, or from friends and family;
- Developing a dependence on the abuser – being subdued with drugs and/or alcohol, on which victims then become dependent, thus becoming trapped within the cycle of exploitation;
- Removal of documentation such as passports, ID, immigration papers;
- Debt bondage – people are indebted for large sums of money which they can't repay. Often they have been charged fees for 'arranging' their work which is subject to huge interest rates. Deductions are often made from their wages;
- Curtailment of personal freedom and movement;
- Keeping them isolated, exploiting their lack of language or awareness of their rights;
- Lack of understanding of where they are – may be moved around the country trafficked people may not even know what city, or even which country, they are in;
- Fear of authorities – they may mistrust state agencies, and be told that they will be badly treated if they approach the authorities; and
- Criminalisation- fear of being arrested/threats of deportation by reporting their irregular immigration status.



The current picture

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of human trafficking and ensuring they receive the appropriate support.

In 2020, the UK NRM received 387 referrals of potential victims (PV) where the referral was subsequently sent to Police Scotland for investigation; this represents a 70% increase on the 2018 figure (228) and is 3.6% of all UK referrals to the NRM. The referrals comprised of 120 (31%) females, 266 (69%) males and 1 not specified or unknown. There were 248 (64%) individuals referred for adult exploitation categories and 116 (30%) referred for exploitation as a minor. In addition, there were 23 (6%) where the age group was not specified.

Referrals were for different kinds of trafficking and exploitation. 38 (47%) female adults were trafficked mainly for the purposes of sexual exploitation, 12 (37.5%) female children were trafficked mainly for the 'Not specified or unknown' category, male adults (77 - 46%) were mainly trafficked for the purposes of labour and male children were trafficked for criminal purposes (33 - 40%).

What should I look for?

Trafficking is likely to be discovered when dealing with other matters. It is therefore important that all employees in their everyday work need to be able to recognise who has been trafficked and feel confident and competent to act to support and protect them from harm.

The following indicators may assist you to recognise that someone is a potential victim of trafficking. This is a guideline and if you have concerns, you should contact your local social work services or the police.

General indicators

- Distrustful of authorities;
- Expression of fear, hypervigilance or anxiety;
- Signs of psychological trauma (including Post Traumatic Stress Disorder);
- The person acts as if instructed by another;
- Injuries apparently a result of assault or controlling measures;
- Evidence of control over movement, either as an individual or as a group;
- Found in or connected to a type of location likely to be used for exploitation;
- Restriction of movement and confinement to the workplace or to a limited area;
- Passport or documents held by someone else;
- Lack of access to medical care;
- Limited social contact;
- Limited contact with family;
- Don't know home or work address;
- Perception of being bonded by debt;
- Money is deducted from salary for food;
- Threat of being handed over to authorities;
- Threats against the individual or their family members;
- Being placed in a dependency situation;
- No or limited access to bathroom/hygiene facilities;
- Exhibits self-awareness, maturity and self-confidence not expected in a child of such age;
- Not registered with or attending a GP practice;
- Not enrolled in school;
- Cared for by adult/s who are not their parents and quality of relationship is not good; and
- Appropriate adult is not an immediate family member (parent/sibling)



Indicators of forced labour

- Employer or manager unable to produce documents required when employing migrant labour;
- Employer or manager unable to provide record of wages paid to workers;
- Poor or non-existent health and safety equipment or no health and safety notices;
- Any other evidence of labour laws being breached;
- No or limited access to earnings or labour contract;
- Excessive wage reduction;
- Dependence on employer for a number of services i.e. work, transport, accommodation;
- Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay; and
- Imposed place of accommodation.

Indicators of domestic servitude

- Living with and working for a family in a private home;
- Not eating with the rest of the family/being given only leftovers to eat;
- No proper sleeping place or sleeping in shared space e.g. living room;
- No private space;
- Forced to work in excess of normal working hours or being “on-call” 24 hours per day;
- Employer reports them as a missing person;
- Employer accuses person of theft, kidnapping or other crime related to his/her escape; and
- Never leaving the house without employer.

Indicators of sexual exploitation

- Advertises for brothels etc. offering women from particular ethnic/national groups;

- Sleeping on work premises;
- Movement of women between brothels or working in alternate locations;
- Women with very limited amounts of clothing and/or a large proportion of the clothing is ‘sexual’;
- Only being able to speak sexual words in local language or language of client group;
- Having tattoos or other marks indicating “ownership” by their exploiters;
- Person forced, intimidated or coerced into providing services of a sexual nature;
- Person subjected to crimes such as abduction, assault or rape;
- Does someone other than the victim receive the money from the client;
- Health symptoms (including sexual health issues);
- Signs of ritual abuse and witch craft; and
- Substance misuse.

Guidance for potential
adult human
trafficking



Referral of Adults

Human Trafficking is a complex crime and may involve multiple forms of exploitation. Victims may not be aware that they are being trafficked or exploited, and may have consented to elements of their exploitation, or accepted their situation.

To be referred to the NRM, potential victims of trafficking must first be referred to the central body in the Home Office named the Single Competent Authority (SCA), part of the Serious and Organised Crime Directorate, who are trained decision makers and investigate all NRM referrals. The SCA makes all NRM decisions, regardless of nationality or immigration status of the potential victim.

Initial response to NRM

If you think that Human Trafficking has taken place, an agency categorised as a First Responder will refer him/her to the NRM without delay, so the Single Competent Authority can fully consider the matter. NHS Scotland is not a First Responder agency.

You don't need to be certain that someone is a victim but you should consider the following:

- Take the victim to a place of safety where they feel comfortable to disclose.
- Separate potential suspects from victims and speak to victims individually.
- Keep multiple victims separate.
- Assess and provide any medical / mental health needs.
- Dispel any fears of law enforcement agencies and try to establish trust / rapport.
- Look out for signs of non-verbal communication and body language between victims and suspects.
- Be aware that the victim may be suffering from post traumatic stress disorder or may have other trauma induced mental health issues.
- Make a note of any communications between victims and suspects.
- Think forensic opportunities and make Law enforcement agencies aware of identity documents, travel documents, financial information and communication devices, if possible.

- Always maintain a victim centred approach when dealing with these often vulnerable individuals.
- Take account of cultural or religious issues the victim may have.
- Check all documents are legitimate.
- Use only official interpreters
- Give the victim as much information as you can.
- Take steps to prevent further contact between the trafficker and their victim(s) by offering support/ assistance including alternative accommodation, mobile phone and support services.
- The initial referral will generally be handled by an authorised agency such as Police Scotland, Social Services, the UK Border Force, Home Office Immigration and Visas, or certain Non-Governmental Organisations (NGO's).
- Contact should be made with the Social Work Team Leader and / or Police Scotland and an Inter-agency Referral Discussion should be instigated in early course to consider:
 - Are there grounds to suspect child trafficking?
 - Is an Adult Protection Investigation appropriate?
 - What immediate action is required to secure the health and safety of the adult and obtain any evidence?
- The Social Work Team Leader will notify the Senior Manager – Authority Wide Services on the circumstances when a referral is received. Where the relevant indicators on the NRM form indicates there are grounds to believe the adult may have been trafficked, the actions noted on the Adult Summary Procedure at Appendix 1 should be followed.
- The following guidance is to assist first responders in their initial dealings with potential victims (PV) and completing the NRM referral through a single online form regardless of their location in the UK, or whether the victim is an adult or a child.
<https://www.modernslavery.gov.uk/start>

Consent

Adults will only be accepted into the NRM where the consent section of the form has been completed. Informed consent requires that you must explain:

- what the NRM is;
- what the referral process involves, including support available through it; and
- what the possible outcomes are for an individual being referred.

If the potential victim is under 18, or may be under 18, you should complete the same online referral form. Reference can be made to the updated *Age Assessment Practice Guidance for Scotland*

<http://gov.scot/Resource/0053/00532940.pdf>

Consideration should also be given, if the victim is between 16 and 18 years, to the contents of local Child Protection/Adult Support and Protection Interagency Guidance.

<https://www.east-ayrshire.gov.uk/Resources/PDF/C/Child-Protection-Adult-Support-and-Protection-Interface-Guidance-2018.pdf>

Child victims do not have to consent to be referred into the NRM and should be referred to wider child safeguarding processes for support.

If you think you have encountered an adult who has been a victim of human trafficking in Scotland, as described above and your agency is a First Responder, (See list on page 29), you should refer to Appendix 1 and complete the relevant NRM referral form online.

Access to Support

Individuals who are recognised as a potential victim of human trafficking through the NRM have access to specialist tailored support, which may include: access

to legal advice; accommodation; support with day to day living; medical advice and treatment; language translation and interpretation; counselling; signposting to other services; repatriation and protection, for a period of at least 90 days while their referral is considered. Support in Scotland is provided by the Trafficking Awareness Raising Alliance (TARA) - for potential adult female victims of commercial sexual exploitation only or Migrant Help -for all other potential adult victims of human trafficking or exploitation.

These support providers will assess each potential victim to determine what support is most appropriate.

TARA: 0141 276 7724 or

Migrant Helpline: 07837 937737 and 07789 791110.

COSLA Migration Team has produced guidance on the rights and entitlements of individuals with no recourse to public funds (NRPF) with specific advice regarding victims of human trafficking and exploitation.

<http://www.migrationscotland.org.uk/migrants-rights-entitlements/survivors-traffickingand-modern-slavery/17-1-human-trafficking>

Completing the online form

The referral form should only be completed for adults when a member of staff from a designated frontline organisation, known as a First Responder, suspects someone is a potential victim (PV) of human trafficking and where the individual concerned has understood the implications of, and consented to, a referral. It is for

use by all such agencies to record their encounters with potential victims of trafficking.

It is not to be used as an interview record but as a means for a first responder to provide as much information as possible to the SCA to enable a decision to be reached.

Referrals to the Police

If an individual does not consent to sign the NRM form, it will not be accepted by the SCA. However, if you consider a crime has taken place then you should still make a third party referral to the police, so the PV can be considered for investigation as a means to protect others from harm. Any information you have gathered on the case should be provided to the police to assist.

Reasonable Grounds

The SCA will decide whether there are reasonable grounds to believe the individual is a potential victim of human trafficking. This is called the Reasonable Grounds (RG) Decision. They aim to make this decision within five working days of referral. The SCA refers the matter back to the Police Human Trafficking Unit to investigate the circumstances of the possible human trafficking. This may involve further discussions with Social Work and Health. Once the police investigation is complete a report is submitted to the SCA to aid their decision making process.

The First Responders and the person concerned will be notified by letter of the outcome. If the decision is positive there will be a recovery and reflection period of 90 days during which the potential victim will be provided with support and protection while deciding what s/he wants to do. A negative decision means the person will not be entitled to the same protection and assistance afforded to trafficked persons. Non-British nationals will not be removed from the UK during the recovery period.

Conclusive Grounds

During the 90 day reflection period, the SCA aims to gather more information then makes a full and conclusive decision on whether the person is a victim of trafficking - the Conclusive Grounds (CG) Decision. Again, notification of the decision is made by letter. Multi-agency assurance panels will review negative conclusive grounds decisions and will state to the SCA whether the panel agrees with the reasons for the negative decision or whether further consideration of the case by SCA is suggested.

If a victim is not a UK national and does not have a right to remain in the UK, then they may be assisted to return to their home country, if it is safe to do so.



Guidance for potential
child
trafficking

Referral of Children

Whenever an agency or professional has concerns that a child they are in contact with is, or may have been, trafficked they should initially discuss the matter with their line manager. Similar steps, as outlined in the Initial Response to Adult Referrals section, should also be followed (**see pages 15 and 16 and the link to on-line referral form**).

Contact should be made with the Social Work Team Leader and / or Police Scotland and an Inter-agency Referral Discussion should be instigated in early course to consider:

- Are there grounds to suspect child trafficking?
- Is a Child Protection Investigation appropriate?
- What immediate action is required to secure the health and safety of child/young person and obtain any evidence?
- If the child requires a medical to identify any unmet/unknown health needs
- Need for Joint Investigative interview.

The Social Work Team Leader will notify the Head of Children's Health, Care and Justice Services on the circumstances when a referral is received.

Where there are grounds to believe the child may have been trafficked, the actions noted on the Child Summary Procedure at Appendix 2 should be followed.

Agencies and individuals should bear in mind that it is essential to take timely and decisive action where child trafficking is suspected because of the risk of the child being moved.

Consent

Often agencies would be expected to obtain the consent of the child's parent or carer regarding any referral.

However, where the child may be trafficked, it is possible that their carer is involved in the trafficking or exploitation and seeking their consent could put the child at further risk or lead to their being moved elsewhere. It is therefore recommended that unless there is clear evidence that seeking consent would in no way harm the child, referring agencies should not seek the carer's consent or consult with parents / carers at the initial stage. It should be noted that **consent is not required for the NRM process for those under the age of 18 years.**

Initial response and age assessment

Recognising the child protection implications of trafficking, **Social Work Services and the police will be the lead agencies for co-ordinating all child referrals to the Single Competent Authority.** All relevant agencies will be expected to contribute information to the assessment following the initial referral discussion between the police / social work / health.

While the following process has been agreed for suspected child trafficking, West of Scotland Interagency Child Protection procedures remain the primary guidance for the protection of children.

Where a child / young person is suspected or is known to have been trafficked **the child's safety is paramount** and all necessary actions and procedures should be followed to ensure they are protected. This includes early consideration of the need for medical attention.

Under Section 12 of the Human Trafficking And Exploitation (Scotland) Act 2015, when a relevant authority (Health Board or Local Authority) has reasonable grounds to believe that a person may be a victim of an offence of human trafficking, and the authority is not certain of the person's age but has

reasonable grounds to believe that the person may be a child, then until an assessment of the person's age is carried out by the local authority, or the person's age is otherwise determined, the relevant authority **must assume that the person is a child** for the purposes of exercising its functions under the relevant enactments.

Reference can be made to the updated Age Assessment Practice Guidance for Scotland.

<http://gov.scot/Resource/0053/00532940.pdf>

If the victim is between 16 and 18 years, consideration should be given to the contents of local Child Protection/ Adult Support and Protection Interagency Guidance.

<https://www.east-ayrshire.gov.uk/Resources/PDF/C/Child-Protection-Adult-Support-and-Protection-Interface-Guidance-2018.pdf>

Options for accommodation should be considered and may include residential children's unit or homeless accommodation (if the age of the victims is contested and they are thought to be over 18). A Child Protection Order may be required to secure a placement and consideration should be given to whether the young person meets the criteria for secure accommodation given the risk of harm should they flee with traffickers (either willingly or under duress).

Where there are suspicions about trafficking, a referral should be made to social work or to the Police Scotland Concern Hub. A Child Protection Case Discussion or Planning Meeting should be convened depending on the circumstances. In addition to usual agencies a member of the UK Visas and Immigration (formerly UKBA) should also be invited if there appear to be immigration / asylum issues.

It should be remembered that all information shared at a child protection case conference or planning meeting is for the purposes of child protection. Information gathered or shared should not be used to progress immigration issues.

The Case Discussion / Planning Meeting should consider ongoing risks, agree broad protection actions, consider the need for a multi-agency response and determine the immediate action required including establishing a core group, if required.

The Case Discussion / Planning Meeting will also agree if the case requires to be referred to the Single Competent Authority through the completion of the NRM online referral form. The Head of Children's Health, Care and Justice Services or the Police will be responsible for making the referral. Similar to adult referrals, **if it is suspected that Child Trafficking has taken place, the matter should be referred to the NRM without delay, so that the SCA can fully consider the matter.**

Referrals can be made immediately to the SCA if it is clear that children have been trafficked, before a full assessment is completed or a case discussion called. However, in such circumstances it is the child protection procedures which should be paramount and any concerns should always be made to the Social Work Team Manager on duty for children and families or the officer in charge of the Police Concerns Hub.

Reasonable and conclusive grounds

Similar arrangements, to those outlined for adults above, will also be in place in respect of children referred to the NRM. The SCA will contact the Head of Children's Health, Care and Justice Services with a decision, and the worker will be informed of this.

In Scotland you will also need to refer the child to the Scottish Guardianship Service.

<https://www.aberlour.org.uk/services/scottish-guardianship-service/>

<https://www.scottishrefugeecouncil.org.uk/working-for-change/policy-campaigns/separated-children-and-young-people/>

It may be that the SCA requires additional information and / or further discussion before reaching a decision. The matter may be referred back to the Police Human Trafficking Unit to investigate the circumstances of possible child trafficking. On completion of the police investigation a report is submitted to the SCA to assist their decision making.

Note: where children are not assessed as being trafficked by the SCA there may still be child protection concerns. The possibility of trafficking should not be dismissed at this point as it may be that further information becomes apparent in the succeeding months.

All usual child protection or GIRFEC procedures should follow an NRM referral and a full child protection investigation and a comprehensive assessment of a child's needs is required.

What help is there?

If you believe that a child, young person or adult may have been trafficked, it is vital that you act on this concern quickly, as trafficked people very often “disappear” if their traffickers believe someone is concerned about them. Given the level of risk for trafficked children, it is recommended that you do not seek consent from their parents/carers.

Section 11 of the Human Trafficking and Exploitation (Scotland) Act 2015 allows for the appointment of an Independent Child Trafficking Guardian (ICTG) to support and represent a child in certain circumstances, acting at all times in the best interests of the child.

First Responder Training

Visit: <https://policingslavery.co.uk/FirstResponderTraining>

Useful contacts include:

East Ayrshire

Social Work Services

Kilmarnock - Telephone: 01563 554200

Cumnock - Telephone: 01290 427720

Ayrshire Urgent Care Service (AUCS)

Telephone: 0800 328 7758

Note: AUCS (previously known as the Emergency Out Of Hours Social Work Service) is available after 5pm until 9am, Monday to Friday and throughout the weekend, including public holidays. You will be put through to AUCS where a qualified Social Worker will assess the circumstances referred.

North Ayrshire

Social Work Services

Irvine & Kilwinning - Telephone: 01294 310300

Stevenston, Saltcoats & Ardrossan -

Telephone: 01294 310005

Arran - Telephone: 01770600742

Garnock Valley - Telephone: 01505 684551

North Coast - Telephone: 01475 687592

South Ayrshire

Social Work Services

Ayr - Telephone: 01292 267675

Police Scotland

Telephone: 01563 505000

Police Scotland have also produced “Reading the Signs” information leaflet which provides a useful list of “Do’s and Don’ts” to assist victims of trafficking and the types of useful information to pass on to agencies. The leaflet, which had input and endorsement from the Scottish Government and other partners, has been distributed via the Scottish Business Resilience Centre throughout the business community across Scotland.

<http://www.scotland.police.uk/assets/pdf/174967/human-trafficking>

National Human Trafficking Unit

Police Scotland’s Human Trafficking Unit investigate all forms of trafficking and work with partners to ensure victims get the support they need.

Email: SCDNationalHumanTraffickingUnit@scotland.pnn.police.uk

Telephone: 0141 532 2723

Trafficking Awareness Raising Alliance (TARA)

TARA provides an assessment and support service to women over the age of 18 years who have been trafficked for commercial sexual exploitation into and across Scotland. Support can include safe accommodation, a mobile phone, clothing, and basic toiletries, advocacy and access to mainstream services such as counselling, legal advice and health care. TARA will also encourage women to speak to police about their experience and assist them in that process. TARA is a named First Responder for The National Referral Mechanism and can provide advice, guidance and additional information for partner agencies.

Telephone: 0141 276 7724

Migrant Helpline

This charity is funded by the Scottish Government to provide support to all trafficked victims of economic exploitation and support to adult males trafficked for the purposes of sexual exploitation.

Email: mhl@migranthepline.org

Telephone: 07837 937737

Gangmasters Licensing Authority (GLA)

Oversee labour in the agricultural, horticultural, forestry, shellfish and related processing industries.

Visit: www.gla.defra.gov.uk

Email: licensing@gla.gsi.gov.uk

Telephone: 0845 602 5020

Child Exploitation and Online Protection Centre (CEOP)

has a dedicated child trafficking unit.

Visit: www.ceop.gov.uk

Email: enquiries@ceop.gov.uk

Telephone: 0870 000 3344

Scottish Refugee Council

Advice, information and assistance to asylum seekers and refugees.

Telephone: 0141 248 9799

Visit: <http://www.scottishrefugeecouncil.org.uk/>

International Organisation for Migration (IOM)

IOM can help with returning EU victims of trafficking to their country of origin. The organisation may assist to sort out travel documents in liaison with the relevant embassy and in some cases provide financial assistance in purchasing travel tickets and provide support for the journey home. IOM is an international organisation and may also be able to provide support in various countries of origin.

Telephone: 0207 811 6060

Visit: <https://unitedkingdom.iom.int/>

Refugee Action

For victims coming from non EEA countries, Refugee Action can assist with them returning home.

Telephone: 0808 800 0007

Crimestoppers

For anonymous reporting. Are an independent charity helping to find criminals and help solve crimes.

Telephone: 0800 555 111

Visit: <http://www.crimestoppers-uk.org>

Advocacy

The Scottish Guardianship Service (an Aberlour service) work with children and young people who arrive in Scotland unaccompanied and separated from their families. The service will support unaccompanied asylum seeking and trafficked children and young people.

Telephone: 0141 445 8659

Visit: http://www.aberlour.org.uk/how_we_help/services/248_scottish_guardianship_service

Agencies who are not First Responders should contact one of the above for onward referral. This should only be done with the permission of the person. Any referral to the NRM is voluntary.

Modern Slavery Helpline

The UK-wide Modern Slavery Helpline, is a 24-hour confidential free phone service for accessing advice and reporting concerns about human trafficking and exploitation across the whole of the UK.

Telephone: 08000 121 700

Visit: <https://www.modernslaveryhelpline.org/scotland>

Useful Resources

Human Trafficking and Exploitation - What Health Workers need to know

Visit: <https://www.gov.scot/publications/human-trafficking-exploitation-health-workers-need-to-know>

Cosla Guidance

Visit: <https://www.migrationscotland.org.uk/resources/human-trafficking-exploitation-guidance>

Note: There are instances in Scotland and the rest of the UK where people have not sought referral to the NRM. There are a number of reasons for this; some cannot see any additional benefits of doing so, others fear and mistrust the authorities, there may be immigration difficulties, or it could be due to fear of reprisal from the traffickers. A decision not to pursue referral must be respected.

Legislation and Policy

Other relevant information includes:

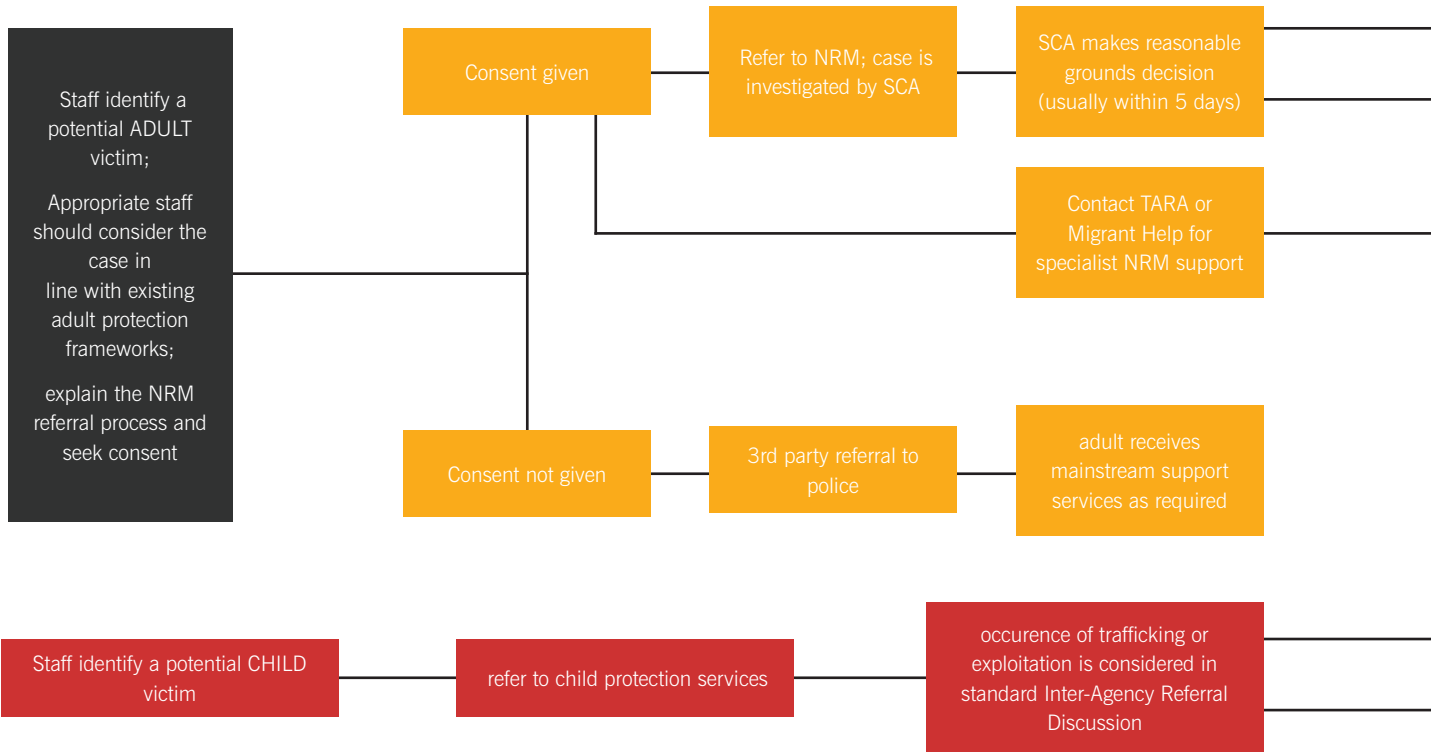
- The Children (Scotland) Act 1995
- Regulation of Care (Scotland) Act 2001
- The Nationality, Immigration and Asylum Act 2002
- Criminal Justice (Scotland) Act 2003
- The Asylum and Immigration (Treatment of Claimants) Act 2004
- Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005
- The UK Action Plan on Tackling Human Trafficking (2007)
- Proceeds of Crime Act 2002
- The Adult Support and Protection (Scotland) Act 2007
- The Human Trafficking and Exploitation (Scotland) Act 2015
- The Adults with Incapacity (Scotland) Act 2000
- The Mental Health (Care and Treatment) (Scotland) Act 2003
- The Social Work (Scotland) Act 1968

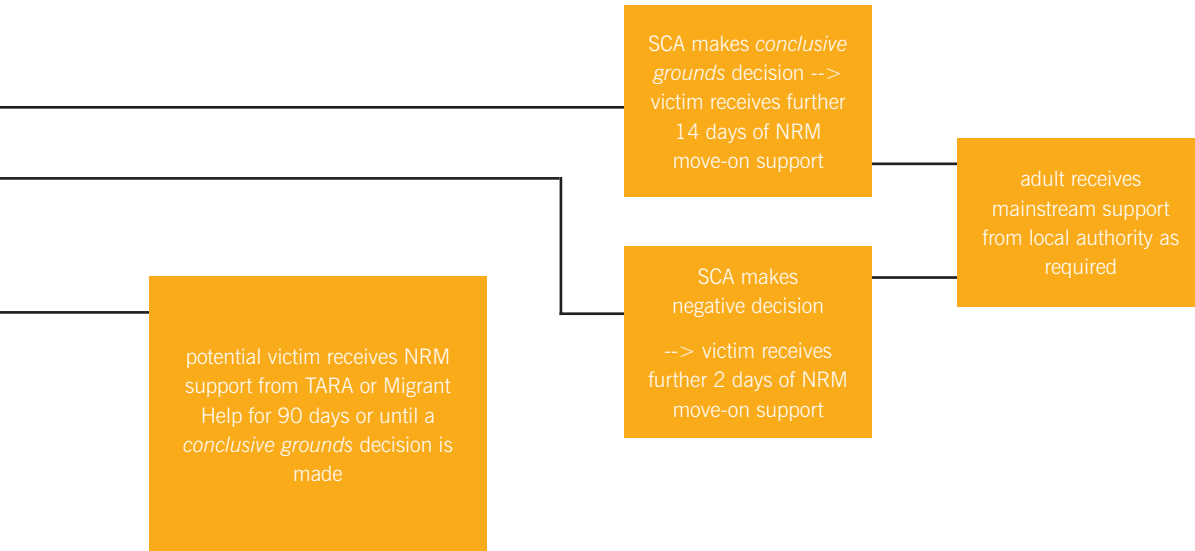
- The Human Rights Act 1998
- The Sexual Offences (Scotland) Act 2009
- The Forced Marriage (Scotland) Act 2011
- The Children and Young People (Scotland) Act 2014

First Responders in Scotland

- Police Scotland
- British Transport Police
- UK Border Force
- Home Office Visas and Immigration
- Home Office Immigration Enforcement
- Gangmasters and Labour Abuse Authority
- Local Authorities
- Salvation Army
- Migrant Help
- TARA Project (Scotland)

Overview of referral and support process

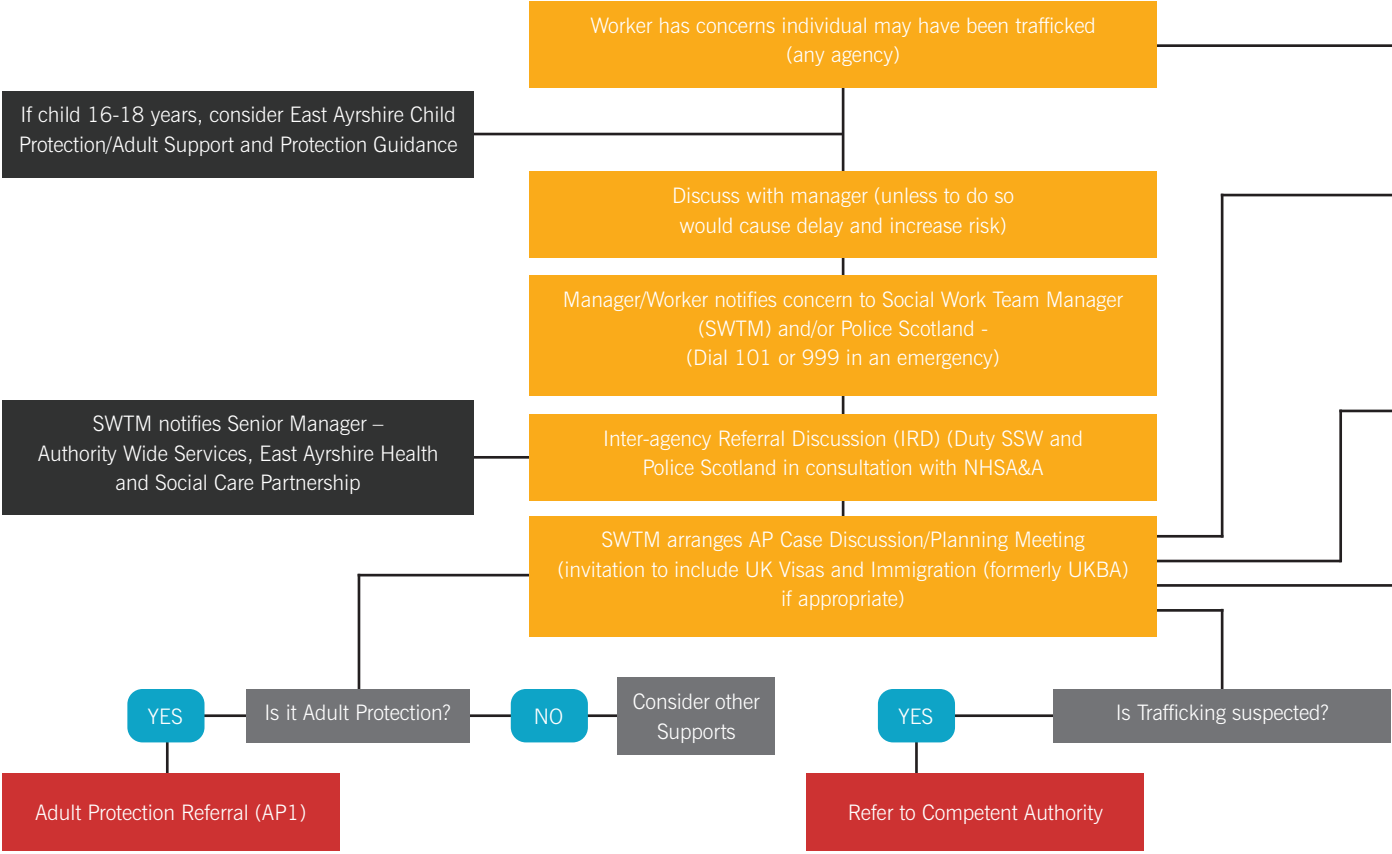




local authority provides support under child protection duties

NRM referral made - no consent required

Appendix 1: Adult Summary Procedure



Consult local guidance/procedures

AP Case Discussion:

- Are there grounds to suspect human trafficking?
- Is the adult at risk referral appropriate?

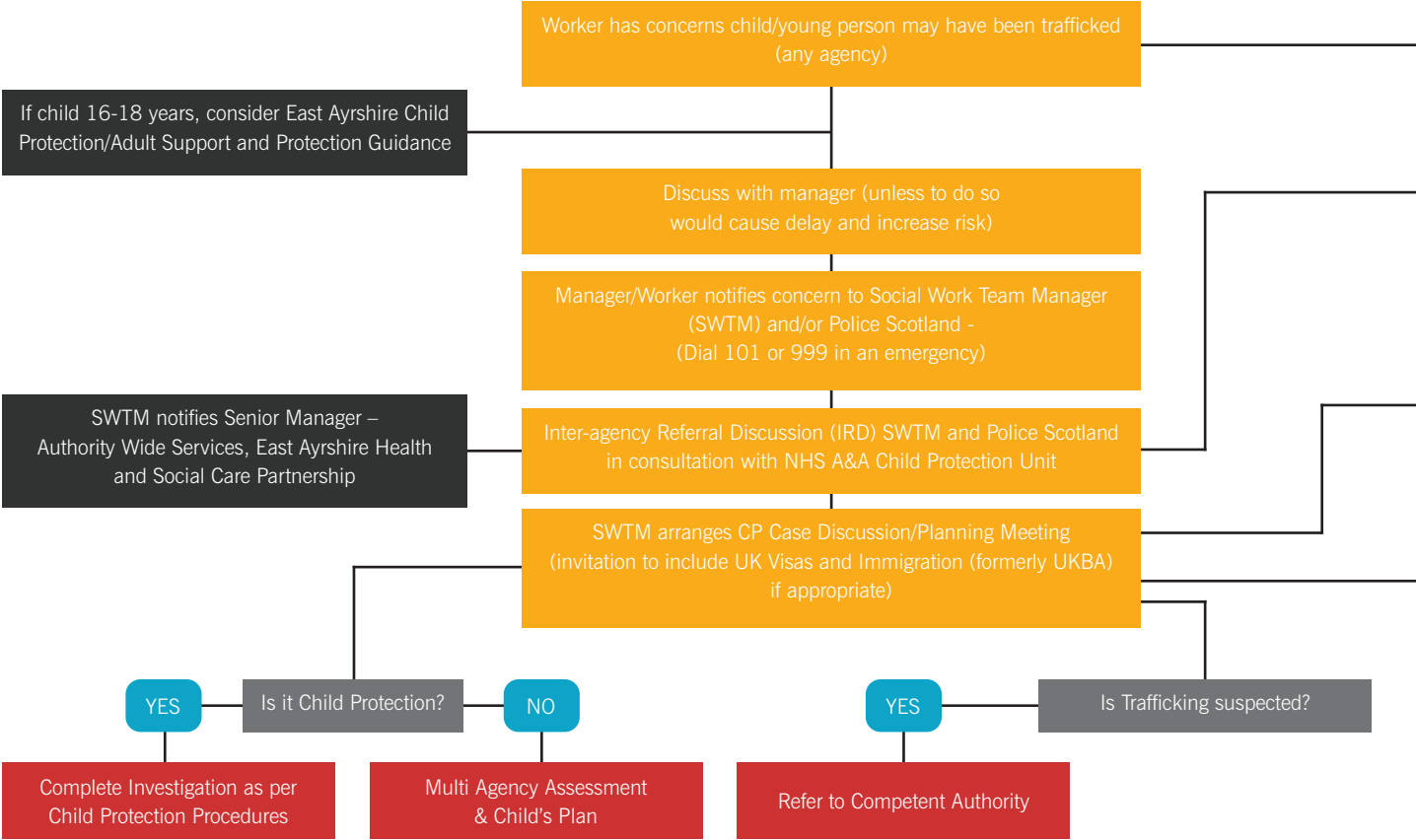
Allocated Worker and Police consider:

- Need for translation and interpreting services
- Safe accommodation (consider need for APO +/- secure accommodation due to risk of flight or abduction)
- Consult health colleagues to consider need for medical examination
- Age assessment (if age disputed)
- Trafficking Assessment using available indicators

Case Discussion/Planning Meeting Considers

- Planning of multiagency response (including plan to complete online NRM form)
- Referral to single Competent Authority

Appendix 2: Child Summary Procedure



Consult local guidance/procedures

IRD considers:

- Are there grounds to suspect child trafficking?
- Is a Child Protection Investigation appropriate?
- Joint Investigative interview
- If a medical is required

Allocated Worker and Police consider:

- Need for translation and interpreting services
- Safe accommodation (consider need for APO +/- secure accommodation due to risk of flight or abduction)
- Need for medical examination
- Age assessment (if age disputed)
- Trafficking Assessment using available indicators along with outcome of IRD

Case Discussion/Planning Meeting Considers

- Planning of multiagency response (including plan to complete online NRM form)
- Referral to single Competent Authority

end **violence** against
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