



# HUMAN TRAFFICKING AND EXPLOITATION

Scottish Borders Multi Agency  
Guidance



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# 1. INTRODUCTION

The purpose of this guidance is to support an effective and robust response to any adult and child potential victim of trafficking, to ensure they receive the support they are entitled to, are protected and able to recover from their experience.

It applies to any statutory or third sector organisation, and communities who are often the first to become aware of “concerns”. As such, it gives clear direction for anyone who has a concern with a straightforward referral pathway.

The guidance will become part of the wider Child Protection Procedures and the Adult Protection Procedures.

**Human trafficking happens in Scotland, in both urban and rural communities, and every local authority area.**

## 2. RELEVANT LEGISLATION

[The Human Trafficking and Exploitation \(Scotland\) Act 2015](#) was passed by the Scottish Parliament in October 2015 and received Royal Assent in November 2015. The first provisions of the Act came into force on 31 May 2016 and most of the provisions within the Act are now in force.

The Act:

- introduced a single offence for all kinds of trafficking for the first time, consolidating and strengthening existing law. The new offences of human trafficking and of slavery, servitude and forced or compulsory labour now have a maximum penalty of life imprisonment;
- gives courts new powers and measures to prevent and punish trafficking;
- required the Lord Advocate to issue [instructions](#) to prosecutors about how trafficking victims should be treated if they are alleged to have committed an offence as a consequence of being a trafficking victim; and
- provides clear rights to adult victims to access support and assistance, and places a duty on the Scottish Ministers to ensure that guardians are available for all children who reasonably appear to have been trafficked or to be vulnerable to being trafficked, where no one in the UK holds parental rights and responsibilities in relation to such a child.

Particular attention should be paid to **Section 1 Human Trafficking** and **Section 4 Slavery, servitude and forced or compulsory labour** under [Part 1 \(Offences\) of the Act](#).

The Act also required Scottish Ministers to develop a Scottish Trafficking and Exploitation Strategy. This was published in May, 2017 – [Scottish Government \(2017\): Trafficking and Exploitation Strategy](#)

# 3. DEFINITION OF HUMAN TRAFFICKING AND EXPLOITATION

**Human Trafficking and Exploitation** is the commodification and abuse of people for gain. It is a gross abuse of human rights, happens globally and harms individuals and communities across the world, including in Scotland. Not all cases of human trafficking or exploitation are easy to understand or detect and often the crime may look like something else, such as people smuggling or working illegally.

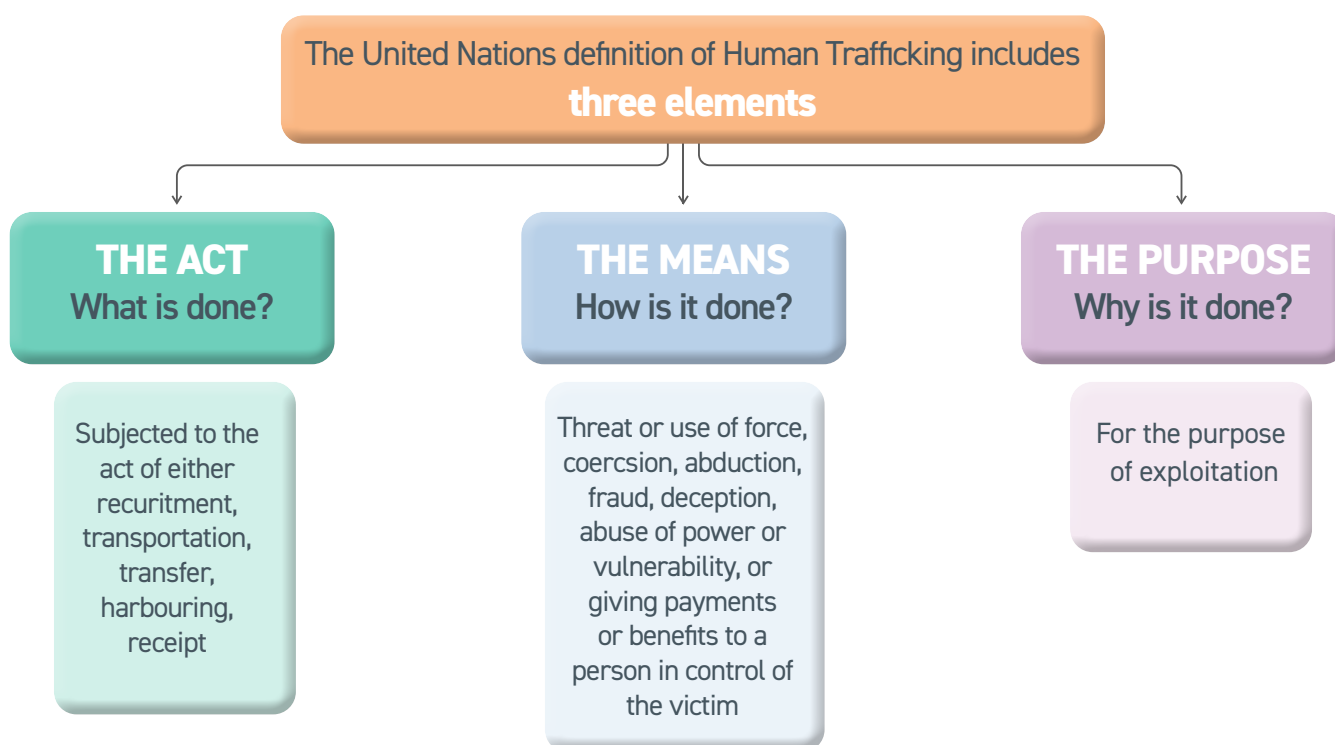
Source: National Referral Mechanism Toolkit, pages 7 and 8  
[National Referral Mechanism Toolkit March 2021.pdf \(migrationscotland.org.uk\)](#)

## Human Trafficking and Exploitation

The United Nations describes **Human Trafficking** as “the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world. The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.”

## Exploitation

In Scotland, the offence of slavery, servitude and forced or compulsory labour should be interpreted in accordance with [Article 4](#) of the European Convention on Human Rights. That Article prohibits a person from being held in slavery or servitude or being required to perform forced or compulsory labour. People who are forced to work or undertake services, against their will, under threat of punishment or who borrow money and are then forced to work to pay off the debt, losing control over both their employment conditions and the debt are examples of this offence.



**Human Trafficking** is a criminal offence. There are two parts to this offence - a *relevant action* and an *intention to exploit or knowledge of likely exploitation*. **Both parts are needed for an offence to be committed.**

**Relevant Action** means carrying out a relevant action with regard to another person. It does not matter whether the other person consents to that action being taken. A relevant action is any of the following:

*recruiting another person;*

*transporting or transferring another person;*

*harbouring or receiving another person; and*

*exchanging control over, or transferring control over another person;*

*arranging or facilitating (without necessarily doing), any of the actions above.*

**However, travel from one place to another is not a required action for there to be an offence of human trafficking in Scotland. Trafficking can take place within a building, room to room.**

## Exploitation

**Exploitation** means the person doing the **relevant action** must either be doing so with *the intention of exploiting the other person or, in the knowledge that the person is likely to be exploited*. The word *exploitation* is given a defined meaning under [Section 3 of the Human Trafficking and Exploitation \(Scotland\) Act 2015](#). The *exploitation* must fall within that meaning for there to be a criminal offence.

The Act defines four types of *exploitation*. They are:

### 1. Slavery, Servitude and Forced or Compulsory Labour

where a person is a victim of conduct, which is an offence [under Section 4 of the Act](#).

### 2. Prostitution or Sexual Exploitation

is the exercise of control, direction or influence over prostitution by another person, which shows that the person is aiding, abetting or compelling the prostitution. Involving a person in the making or production of materials which are classified as obscene under the [Civic Government \(Scotland\) Act 1982](#) is also exploitation. Finally, where the person has been the victim of certain sexual offences listed in [Section 3 \(5\) of the Act](#) then that is exploitation.

### 3. Removal of Organs

where a person is encouraged, required or expected to do anything which would be an offence related to the removal of organs or human tissue. This includes things done outside Scotland which would amount to such an offence if they happened inside Scotland.

#### 4. Securing Benefits and Services

is a general category and brings two sets of circumstances within exploitation. First are cases where any person is subjected to force, threats or deception designed to induce that person to provides services of any kind, provide another person with benefits of any kind, or to enable another person to acquire benefits of any kind. Second are cases where a child, young person or vulnerable adult is used to provide services of any kind, provide another person with benefits of any kind or to enable another person to acquire benefits of any kind without the use of force, threats or deception, but in circumstances where a person who was not a child or vulnerable adult would be likely to refuse to be used for that purpose. **Benefits** in this section is a general word and has a meaning wider that social security benefits.

## 4. HUMAN TRAFFICKING VERSUS PEOPLE SMUGGLING

Human trafficking and people smuggling may seem the same, but they are not.

Smuggling is the illegal transportation of people across borders, often for a fee, but there is no ongoing interaction. Once the destination is reached, the arrangement ends and the person being smuggled is not subject to any ongoing control. People smuggling is a crime against the **state** whereas trafficking is a crime against **the person**.

It might be very difficult to distinguish human trafficking from people smuggling, as in both cases persons may be moved illegally across borders. In certain circumstances, arrangements which commence as people smuggling can transition into human trafficking. This is a concern especially at borders or where it is challenging to identify planned or actual exploitation.

Human Trafficking v People Smuggling		
Victims of human trafficking are forced, defrauded, or coerced into trafficking. Even if victims consent initially, that consent is rendered meaningless by the actions of the traffickers.	<b>CONSENT</b>	While often extremely dangerous, most individuals consent to being smuggled. Children/young adults especially may be smuggled without fully understanding what is happening.
Trafficking involves the ongoing exploitation of an individual.	<b>EXPLOITATION</b>	Smuggling ends when an individual arrives at their destination.
Human trafficking is a crime committed against an individual person.	<b>CRIME</b>	Smuggling is a crime committed against a country by violating a country's law regarding its borders.
Human trafficking does not always include the transport of a person.	<b>MOVEMENT</b>	Smuggling always involves the illegal transport of a person across international borders.
Human traffickers derive profit from exploiting individuals.	<b>PROFIT</b>	Smugglers derive profit from the movement of individuals.

Source: *Human Trafficking Search (HTS)*

# 5. INDICATORS OF HUMAN TRAFFICKING – ADULTS AND CHILDREN

## General trafficking indicators for adults and children

### Accommodation

- Not knowing address of where they work or live
- Found in/connected to a location likely to be used for exploitation
- Poor or sub-standard living accommodation
- They appear to be moving location frequently

### Appearance/Demeanour

- Their appearance suggests general physical neglect
- Injuries apparently because of an assault
- Injuries apparently from restraint measures
- They have old or serious injuries left untreated or treated late and are vague and reluctant to explain how the injury occurred
- The person is withdrawn and submissive
- Poor nutrition
- Expression of fear or anxiety
- Highly distrustful of law enforcement or authorities
- They give a vague and inconsistent explanation of where they live, their work or schooling

### Controlling behaviour

- Others speaking for people you are talking to
- Any evidence of control over movement either as an individual or a group
- The person acts as if instructed by another

### Legal Documents/Status

- Passport or documents held by someone else
- Person has false documents
- Afraid of saying what their immigration status is

### Other

- Excessive working hours
- Lack of access to earnings
- They are not registered with a G.P, nursery or school

## Child Trafficking Indicators

### ***IN RELATION TO CHILD TRAFFICKING IN SCOTLAND, CHILDREN ARE THOSE UNDER THE AGE OF 18***

The following are a list of indicators that might suggest a child has been the victim of trafficking or is at future risk. The indicators are adopted from the National Referral Mechanism indicator matrix and while the presence of any of these factors does not provide definitive evidence, the presence of indicators in the high concerns sections should raise specific suspicions about the possibility of trafficking, in addition to child protection concerns.

The indicators apply to both UK nationals and/or migrant children and to both boys and girls and should be kept in mind when working with children when making an initial assessment. They are not questions that should be directly asked of children at the initial stage of enquiry.

***The indicators do not replace child protection investigations and the presence, or otherwise, of trafficking suspicions should not preclude the standard child protection procedure being implemented.***

#### **Living arrangements**

- Separate sleeping accommodation to other family members
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- Separate sleeping accommodation to other family members
- Sleeping in a communal living space such as a living room
- Sleeping in cupboards, huts etc
- Small beds and other furniture
- Evidence of eating separately to other members of family
- Only given left over food to eat
- No time for play
- No access to education or health services

#### **Workplace/Locations**

- Equipment adapted for children
- Toys and children's clothing at inappropriate locations i.e. brothels, factories
- Child sized clothing, particularly work or 'sexualised' clothing

#### **Travel**

- Children travelling unaccompanied by adults
- Children travelling in groups with adult they are not related to
- Claims of 'finding' an unaccompanied child (this may not mean finder is a trafficker, but the child may be trafficked)
- Children arriving at port etc unaccompanied with a phone number for a taxi on a phone or paper.
- Evidence of destroyed or discarded identity documents on transport such as planes or at transport terminals

Further information about child trafficking can be found in the [Scottish Government Inter-Agency Guidance For Child Trafficking](#).



## 6. WHAT ARE PEOPLE TRAFFICKED AND EXPLOITED FOR?

<b>Sexual Exploitation</b>	<p>Such as prostitution, online sexual services, web camming, pornography, other forms of commercial sexual exploitation.</p> <p>In addition, children and young people who are the victims of child sexual exploitation within Scotland may also be victims of internal trafficking and this should always be considered within the assessment and planning in all child sexual exploitation cases.</p> <p>Duty Social Workers within Scottish Borders Council will also use <i>The Child Sexual exploitation (CSE) Vulnerability Checklist and Risk Factors Matrix</i> (CSE Tool) where there is suspicion that a child under 18 may be at risk.</p>
<b>Labour Exploitation</b>	<p>Agriculture, seafood/ fishing industry, car washes, restaurants/ takeaways, hospitality, construction, factories, delivery drivers and agency work are common sectors where people are exploited for their labour.</p>
<b>Domestic Servitude</b>	<p>Staff living and working on premises of a family home, usually with little to no time off, limited food provided, no comfortable/private place to sleep, in exploitative conditions.</p>
<b>Criminal Exploitation</b>	<p>Benefit and other types of fraud, begging, cannabis cultivation, drug dealing or transportation (county lines), petty crime such as shoplifting, burglary etc, sham marriage, sham adoptions.</p>
<b>Organ Removal</b>	<p>Illegal purchase, sale or theft of organs.</p>

Source: : National Referral Mechanism Toolkit, page 8 [National Referral Mechanism Toolkit March 2021.pdf \(migrationscotland.org.uk\)](#)

## How Are Victims Controlled?

Victims of trafficking are controlled at all times by the traffickers. The methods of control may change over time and can include:

<b>Withholding documents</b>	Documents and money may be taken from victims under the pretence of keeping them safe or of using them to obtain visas. This takes away the victim's official identity and makes it difficult for them to get help in a foreign country.
<b>Control of physical movements</b>	This may occur especially at the initial phases of the trafficking process and at the beginning of the exploitation.
<b>Isolation</b>	Traffickers may tell the victim that if they go to the police they will be deported or that the police are corrupt. A victim may be kept apart from non-victims who speak the same language. Traffickers may also move victims regularly to prevent them establishing social contacts or trust in authorities.
<b>Use of violence</b>	A variety of methods are used to restrain victims, including incarceration, rape, beatings and drugging.
<b>Threatening victims and their loved ones</b>	Traffickers sometimes threaten victims, for example, with telling their families and/or communities that the victim was a prostitute. Photographs or films that are taken may be used as blackmail. Within some cultures the victim will know that their family will disown them if they are exposed. The trafficker may also threaten to harm the victim's family.
<b>Enforcing debt bondage</b>	This is a key feature in the recruitment of victims of trafficking where the victim is expected to use his or her labour or services to repay a debt. The debt is often more than the costs involved and often un-payable. A new debt may also be incurred when the victim of trafficking is sold. It is often the case that the family that remains in the source country are seen as owning the debt and the victim of trafficking pays that off.
<b>Cultural practices</b>	Practices familiar to the victim can make them susceptible to being controlled, eg the use of ritual oaths (Voodoo/Juju)

# CONTROL TACTICS USED BY TRAFFICKERS

## INTIMIDATION

- Harms other victims, children or pets
- Displays or uses weapons
- Destroys property
- Lies about police involvement in trafficking situation

## COERCION and THREATS

- Threatens to harm victim or family
- Threatens to expose or shame victims
- Threatens to report to police or immigration

## DENYING, BLAMING, MINIMISING

- Makes light of abuse or exploitation
- Denies that anything illegal or exploitative is occurring
- Places blame on the victim for the trafficking situation

## ISOLATION

- Keeps confined
- Accompanies to public places
- Creates distrust of police/others
- Moves victims to different locations
- Doesn't allow victim to learn English or go to school
- Denies access to children, family and friends

## SEXUAL ABUSE

- Uses sexual assault as punishment or means of control
- Forces victim to have sex multiple times a day with strangers
- Treats victims as an object for monetary gain
- Normalises sexual violence and selling sex

## EMOTIONAL ABUSE

- Humiliates in front of others
- Calls names
- Plays mind games
- Makes victim feel guilt/blame for situation
- Convinces victim they're the only one that cares about them

## USING PRIVILEGE

- Treats victim like a servant
- Uses sex, age or nationality to suggest superiority
- Uses certain victims to control others
- Hides or destroys important documents

## PHYSICAL ABUSE

- Shoves, slaps, hits, punches, kicks, strangles
- Burns, brands, tattoos
- Denies food/water
- Exposes to harmful chemicals
- Forces pregnancy termination
- Induces drug addiction as means of control

## ECONOMIC ABUSE

- Creates debt that can never be repaid
- Takes money earned
- Prohibits access to finances
- Limits resources to a small allowance

## 7. UNACCOMPANIED ASYLUM-SEEKING CHILDREN (UASC)

UASC are children who have fled, been smuggled or trafficked to the UK from their country of origin and who are separated from their families. Local authorities are responsible for assessing their needs and offering support.

They will often be vulnerable due to their unaccompanied status and perhaps their experiences in their home countries, as well as during their journey to the United Kingdom. They may also not carry or have access to any identifying documents to help establish or validate age.

Children and Young People in the Borders with this status may be placed here as part of the National Transfer Scheme (NTS) or may present in this area having fled from those exploiting them. Children may arrive in the Borders having already had an NRM submitted at the point they enter the country.

All children and young people referred via the NTS will be provided a local placement dependent on their age and are considered Looked After under S25 Children (Scotland) Act 1995 until the age of 18. If child protection concerns arise, they should be addressed in the same way as though the child was a UK national, bearing in mind differences in culture and experiences the child may have endured.

If not already confirmed, contact should be made with the United Kingdom Border Agency, to establish the child's current status as to whether they have been given leave to stay in the United Kingdom up to the age of seventeen years and six months and whether any formal age assessment is known to have been carried out in cases where the young person was already known in a different local authority area.

Particular consideration also needs to be given on the use of interpreters for UASC and to accessing specialist legal advice.

### Guardianship

The [Human Trafficking & Exploitation \(Scotland\) Act 2015](#) provides a statutory obligation upon Ministers to provide guardianship for every eligible child and furthermore that relevant authorities will be under a duty to refer any eligible child to a guardian referred to as the Independent Child Trafficking Guardian. The guardian will:

- act as a point of contact and continuity as the child progresses through the asylum and immigration system.
- make the child aware of their rights.
- explain to the child the aspects of the asylum, trafficking and welfare system.
- introduce the child to social opportunities and begin to integrate them into community life.

Guardianship Scotland is a partnership between Aberlour Childcare Trust and Scottish Refugee Council. It works to help young asylum seekers to feel supported and empowered throughout their journey whilst their asylum claim is assessed, and their status determined.

## 8. WHAT IS THE NATIONAL REFERRAL MECHANISM (NRM) REFERRAL PROCESS

The National Referral Mechanism (NRM) is the UK-wide framework for identifying victims of human trafficking and ensuring they receive the appropriate support.

Referrals to the NRM are made by First Responder organisations, working within the guidelines set by the Home Office. A list of First Responder organisations in Scotland can be found at [National referral mechanism guidance: adult \(Northern Ireland and Scotland\)](#) All 32 local authorities in Scotland are First Responders.

Detailed guidance on referral procedures and subsequent process can be found within the [NRM Toolkit](#).

For adults, support is offered by Trafficking Awareness Raising Alliance (TARA) or Migrant Help. Local authority child protection procedures are applicable if the individual is under 18 with additional support from Guardianship Scotland if the child is unaccompanied. Adult support can include emergency accommodation for up to 90 days or longer in certain circumstances. Care planning, access to health services, help to access legal services and support through any legal process and language translation are just some of the supports available.

When a potential victim of trafficking is discovered, a referral, irrespective of their nationality, should be made. However, the First Responder is responsible for ensuring that the adult understands the NRM Privacy Information Notice - adults can only be referred into the NRM if they provide informed consent. However, it is good practice to ensure the child is informed by explaining the NRM process to them.

There is no specific timescale within which a referral to the NRM should take place. Individual circumstances will vary and it is vital to ensure appropriate information to support the referral has been gathered and included. The [NRM Toolkit](#) includes helpful guidance on best practice to gather this information.

***For cases where an adult is potentially identified as having been trafficked and/or exploited when they were under 18 years then their NRM assessment must be undertaken using the criteria for children.***

## 9. LOCAL REFERRAL PROCESSES

### 9.1 Scottish Borders Communities

If anyone has a concern or reason to believe that a that a child, Young Person and/or Adult is being trafficked, a Child and/or Adult Support and Protection Referral should be made following the [Scottish Borders Child Protection & Adult Support and Protection Procedures](#)

- Child Protection Referrals should be made by telephone to Children and Families Duty Social Work Team: 01896 662787.
- Adult Protection Referrals should be made via SBC customers services team: 0300 100 1800
- Emergency Duty Team for Child and Adult out of Hours: 01896 752111
- If there are immediate concerns for the safety of the Child, Young Person or Adult contact Police on 999.

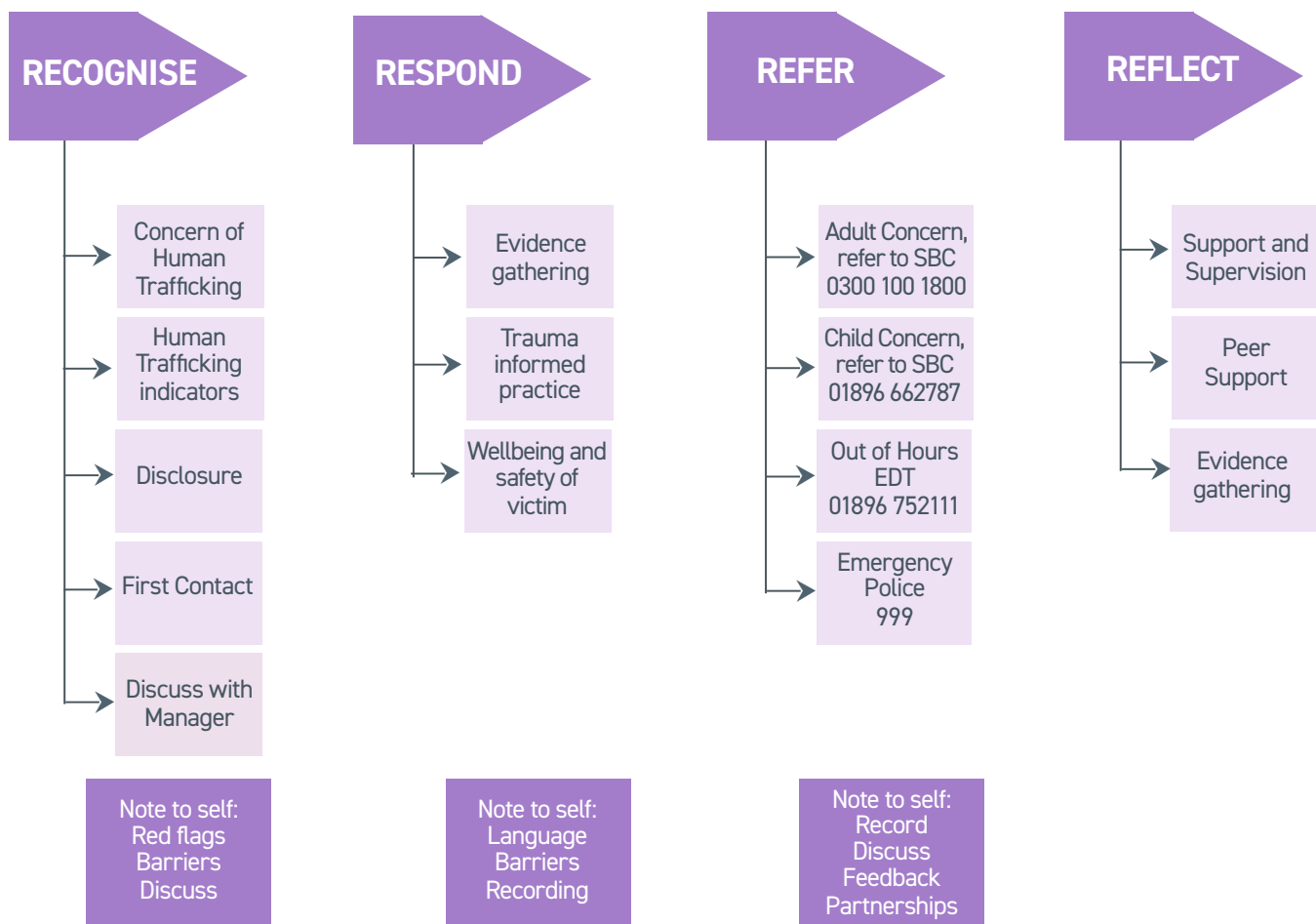
Once you have made your referral it is the responsibility of the Children and Families Duty Team and the Adult Locality/Mental Health/Learning Disability Social Work Team Leaders to then refer to the First Responders Team in Public Protection Unit.

### 9.2 Services and Organisations

It is important that any agency which works directly with people in the Scottish Borders is aware of their responsibility under the Human Trafficking legislation and the locally develop referral pathways.

Many agencies will work with adults, children and young people and are in a unique position to build relationships with people or have a role that supports other issues eg mental health where trafficking may be "hidden". But by adopting professional curiosity, knowing the indicators and what to do next, agencies can be play a pivotal role in getting trafficked victims the support and protection they need. A trauma informed approach is critical and for many agencies this is core business.

Disclosures about trafficking may come in several ways. Staff in all agencies should be aware of those more at risk of exploitation and ensure information is accurately recorded following any disclosure but more importantly, they can recognise the indicators and ask in a trauma informed way: this may be the one and only time someone discloses.



### 9.3 First Responder Team

First Responders are agencies and organisations with specific responsibilities and duties for responding to trafficking, which includes the National Referral Mechanism (NRM).

In the Scottish Borders the first responder team is based within the Public Protection Unit and consists of Adult Support and Protection Officers, Child Protection Reviewing Officers and Police Scotland.

### 9.4 Actions/Responsibilities of the First Responder Team

First Responders are responsible for supporting the national pathway to identification and protection by:

- Identifying potential victims
- Explaining the support available and gaining consent, where applicable
- Referring them into the NRM, where appropriate
- Safeguarding individuals
- Seeking legal advice as soon as practicably possible

[Section 38 of the Human Trafficking and Exploitation \(Scotland\) Act 2015](#) places a duty on public authorities to notify Police Scotland, however this is not yet in force.

## 9.5 Working with the First Responder Team

The First Responder is the person who makes the referral using the online NRM referral form (see 9.7 for how to contact them). The First Responder will require specific information to be able to complete the referral and will need to consider who is best placed to gather this information if it is not already known by the referrer.

It is important to have as much information as possible about the potential victim, for example, how they were trafficked to the UK. The person referring\* the potential victim to the First Responder Team should try to provide as much detail as possible. This allows the referral to be submitted timeously and to avoid repeat questioning of the victim, which could lead to further re-traumatisation.

See [Appendix 6 – NRM Referral form prompt sheet](#) for a summary of the questions asked.

At the point that contact is made by the referrer with the First Responder Team they will note details including the name, age, country of origin and how the person was trafficked. Where information is not available from the referrer to complete the NRM, consideration will be given by the First Responder as to who is most appropriate to follow this up with the potential victim.

The Single Competent Authority (SCA) may request further information following the submission of the NRM. Where this is the case, the First Responder will receive this request from the SCA and forward this to the most appropriate person to follow up with the potential victim.

Where new information comes to light that means an NRM requires to be updated, it is good practice to ensure that this is shared with the potential victim's solicitor and/or Guardian, in the event that this may impact on the person's claim for asylum in the UK.

***\*In the Scottish Borders, referrals are made through the existing Adult Protection and Child Protection processes***

## 9.6 A trauma informed approach to victim support

By taking a trauma-informed approach we can use universal principles to help us to recognise the impact trauma may be having on the people we aim to work with and respond in a way that supports recovery, whilst doing no further harm.

For people with lived experience of psychological trauma, trauma-informed approaches can:

- improve wellbeing;
- reduce emotional difficulties for children and young people;
- have a positive impact on families and caregivers;
- increase knowledge and skills of people with experience of trauma;
- improve access to specialist treatment or services where required;
- increase completion rates of treatment; and
- result in a reduction in the experience of seclusion and physical restraint.



## Key principles of trauma-informed practice

There are 6 principles of trauma-informed practice: **safety, trust, choice, collaboration, empowerment and cultural consideration.**

### Safety

The physical, psychological and emotional safety of service users and staff is prioritised by:

- people knowing they are safe or asking what they need to feel safe
- there being reasonable freedom from threat or harm
- attempting to prevent re-traumatisation
- putting policies, practices and safeguarding arrangements in place

### Trustworthiness

Transparency exists in an organisation's policies and procedures, with the objective of building trust among staff, service users and the wider community, by:

- the organisation and staff explaining what they are doing and why
- the organisation and staff doing what they say they will do
- expectations being made clear and the organisation and staff not overpromising

### Choice

Service users are supported in shared decision-making, choice and goal setting to determine the plan of action they need to heal and move forward, by:

- ensuring service users and staff have a voice in the decision-making process of the organisation and its services
- listening to the needs and wishes of service users and staff
- explaining choices clearly and transparently
- acknowledging that people who have experienced or are experiencing trauma may feel a lack of safety or control over the course of their life which can cause difficulties in developing trusting relationships

### Collaboration

The value of staff and service user experience is recognised in overcoming challenges and improving the system as a whole, by:

- using formal and informal peer support and mutual self-help
- the organisation asking service users and staff what they need and collaboratively considering how these needs can be met
- focussing on working alongside and actively involving service users in the delivery of services

### Empowerment

Efforts are made to share power and give service users and staff a strong voice in decision-making, at both individual and organisational level, by:

- validating feelings and concerns of staff and service users
- listening to what a person wants and needs
- supporting people to make decisions and take action
- acknowledging that people who have experienced or are experiencing trauma may feel powerless to control what happens to them, isolated by their experiences and have feelings of low self-worth

### Cultural consideration

Move past cultural stereotypes and biases based on, for example, gender, sexual orientation, age, religion, disability, geography, race or ethnicity by:

- offering access to gender responsive services
- leveraging the healing value of traditional cultural connections
- incorporating policies, protocols and processes that are responsive to the needs of individuals served



## Trauma Informed Code of Conduct (TiCC) | Helen Bamber

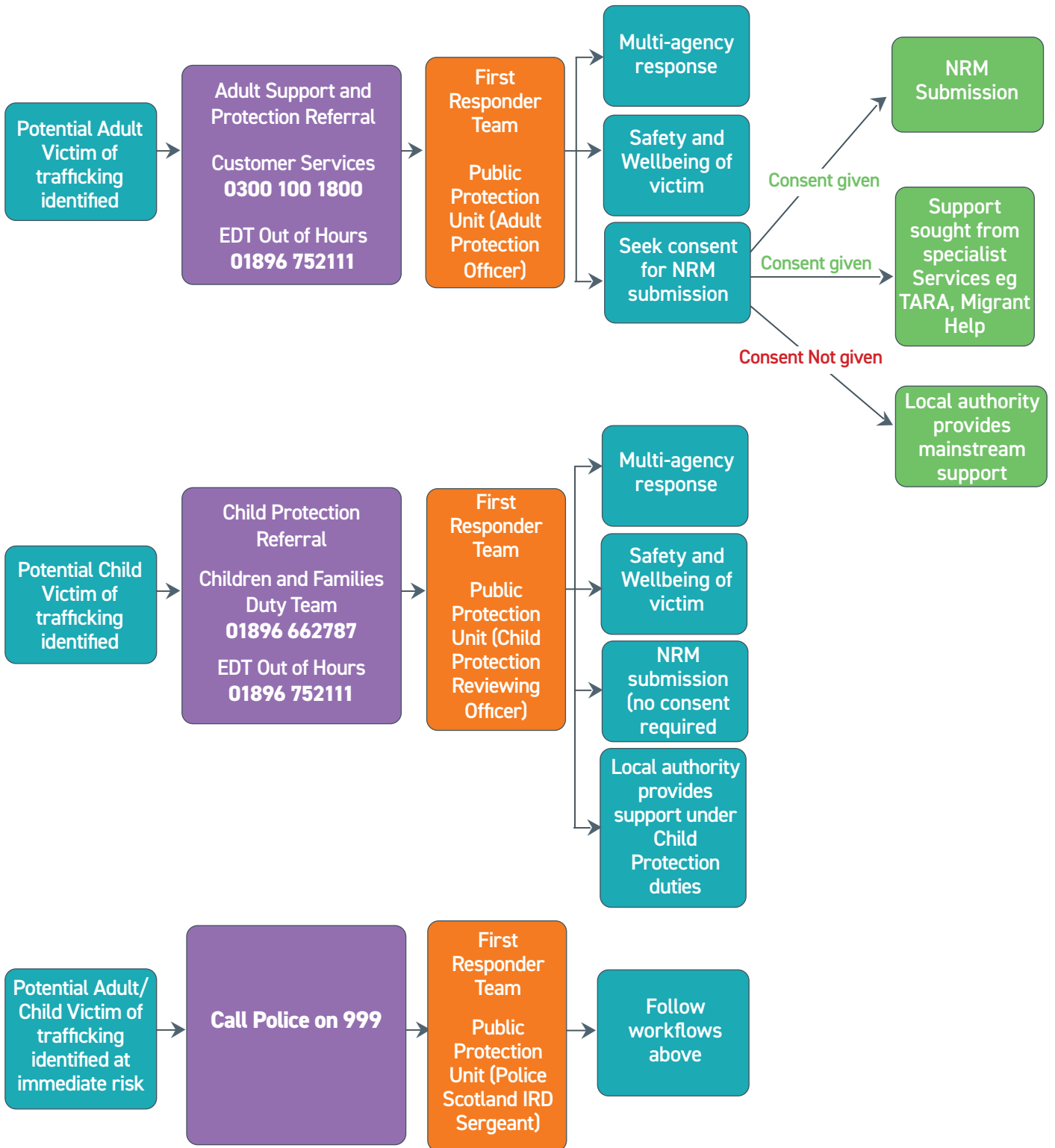
Trauma-informed methods of working are based upon an understanding of the harmful effects of traumatic experiences together with fundamental principles of compassion and respect. Any form of professional communication with a person who has suffered human trafficking or slavery should be treated as an opportunity to help them to progress towards a long-term situation of safety, stability and well-being.

The Trauma-Informed Code of Conduct (TiCC) is designed to enable professionals in all fields of discipline to:

- Establish and maintain a mutual relationship of trust with survivors in any working context or environment
- Impart a consistent sense of calm, security and safety throughout the course of their work.
- Increase the confidence of survivors and minimise the risks of causing distress and re-traumatisation.
- Remain safe and well in the course of their work, avoiding secondary traumatisation and professional 'burnout'

The Code is intended for use only within the strict parameters of each professional's allocated role and remit. It is equally applicable to individuals who have been internally trafficked as to those who have crossed international borders. Its methods are designed to be adaptable to all environments and situations in which professionals may encounter survivors, bearing in mind that specialist services for survivors vary widely across international regions. In emergency and conflict settings it may be more difficult to apply every principle, but the ethos of the guidance can still be maintained.

## 9.7 Referral process flowchart (to first responders)



## 10. SUPPORT FOR VICTIMS

Voluntary sector agencies carry out a range of activities in relation to human trafficking including:

- Provision of accommodation and support.
- Provision of outreach and resettlement services.
- Collaborative work with other organisations.
- Advocating and campaigning on behalf of victims of trafficking.

It is the responsibility of **all** agencies to outline what services; processes and support are available for individuals who have been trafficked. It is imperative to make clear to adults suspected of having been trafficked, that it is their decision as to whether they want to disclose that they have been, or think they have been trafficked. Children **must** be referred to Police and social work services.

It is the obligation of the statutory agencies to keep the original referrer informed of progress, particularly as many voluntary organisations will be continuing to provide care and assistance.



# APPENDIX 1 – CROWN OFFICE AND PROCURATOR FISCAL SERVICES RESPONSIBILITIES

The complex nature of human trafficking is such that early liaison with the COPFS is encouraged. In serious sexual and other offences early contact with the Procurator Fiscal is regarded as good practise and this should be adopted with human trafficking offences also.

In the case of sexual exploitation each area Procurator Fiscal will provide a point of contact for local police officers to obtain immediate advice and direction on legal and evidential matters of law within office hours. Where the advice is required out of office hours, police should contact the on-call Procurator Fiscal for the relevant area.

The Crown Office and Procurator Fiscals Service have nominated a senior prosecutor as a single point of contact for trafficking reports/investigations within each of the six Sheriffdoms in Scotland. Local COPFS offices are nonetheless able to assist with enquiries for partner agencies and to draw upon specialist resources as required.

Officers should be aware of the need to investigate a claim of trafficking even where there is a prima facie immigration offence, or any other substantive offence and the claim is not believed. Article 26 of the Convention provides that states shall, provide for the possibility of not imposing penalties on victims for their involvement in unlawful activities, to the extent that they have been compelled to do so.

A recent EU directive, 2011/36 has also been ratified by the UK Government for the non-conviction of persons where it can be shown that they were coerced or forced to commit crimes or offences through being a victim of trafficking. This was re-enforced by ACC Major Crime and Public Protection in April 2013.

In these cases, liaison with the area Procurator Fiscal will decide whether it is in the public interest to continue with the prosecution of a PVOT (Presumed Victim of Trafficking).

# APPENDIX 2 – NHS BORDERS HEALTH SERVICES RESPONSIBILITIES

Human Trafficking survivors require healthcare that is trauma informed and sensitive to their needs. Coordination will be required between health providers and partner agencies to ensure that their immediate health needs are assessed and that they have access to ongoing support and care to address health needs as appropriate.

## Emergency Assessment and Treatment

- If immediate medical assessment and treatment is required, this can be accessed via the Emergency Department at Borders General Hospital.
- 999 should be used when there is a critical need for medical intervention.

## Registration with GP

Human Trafficking survivors who are residing within the Borders should be registered with a GP practice within the locality they are living to enable them to access primary health care (including midwifery and health visiting services). This can be facilitated by contacting the local GP practice directly to request registration.

Further information about registering with a GP can be sought via:

- NHS Inform Helpline – 0800 22 44 88 (Mon-Fri 8am-6pm)
- [NHS Inform - Registering with a GP Practice](#)
- Practitioner Services - [nss.psdedinburgh@nhs.scot](mailto:nss.psdedinburgh@nhs.scot)

## Normal working hours

- the person's GP should be contacted for advice and treatment.

## Out of business hours

If medical attention is required, but it's not a critical emergency **NHS 24** can be contacted on **111**. The person will be assessed by the triage team and an appointment, where required, will be made for them. This may involve a telephone or video consultation with a clinician or an appointment to attend the emergency department avoiding a long wait in a hospital waiting room.

[NHS inform](#) provides reliable health information about:

- Illnesses and conditions
- Symptoms and self-help
- Care, Support and Rights
- Healthy Living
- Tests and treatments

## Dental treatment (not registered with a Dentist)

- Borders Dental Help line Mon-Fri 8:30-6pm – 03007900710
- For out of hours, NHS 24 can be contacted on **111**

## Pregnancy and Antenatal Care

- Borders General Hospital Labour Ward – 24hr advice line 01896 826897
- If immediate medical attention is required attend the Emergency Department or phone **999**.

## Sexual Health

If the person has been the victim of a sexual assault(s) care and medical treatment can be accessed via the following routes:

- BGH Emergency Department or phone **999**
- [NHS Scotland sexual assault self-referral](#) phone service 24 hours a day  
7 days a week - **0800148 88 88**

**NB** if someone over the age of 16 years self-refer for a forensic medical examination (FME), it doesn't mean they have to report their assault to the police. Police Scotland aren't involved in FME self-referrals, and it's their choice whether to report their assault to them.

The person should be supported to make a report to the police if they have not been notified.  
[Borders Sexual Health Clinic](#) provides contraception and sexual health testing, treatment and advice;

- Phone 01896 663700

**Further information about NHS Borders Services** <https://www.nhsborders.scot.nhs.uk/>

## APPENDIX 3 – POLICE SCOTLAND RESPONSIBILITIES

On being informed of a Human Trafficking incident, Scottish Borders Division of Police Service of Scotland will identify an appropriate liaison officer or officers to deal with the victim(s) in terms of the criminal justice process. An investigating officer of the rank of Detective Constable will thereafter complete police investigations, with a Senior Investigating Officer having oversight. It is recognised that victims will have a multitude of needs and longer-term support may be necessary. At an early stage, the Investigating Officer will consider whether it is appropriate to identify a support service to offer this longer-term support.

In terms of the [Victim and Witnesses \(Scotland\) Act 2014](#), a person who is or appears to be the victim of offences under Section 22 of the Criminal Justice (Scotland) Act 2003 (Traffic in Prostitution) and Section 4 Trafficking people for exploitation, of the Asylum and Immigration (Treatment of Claimants, etc.) Act 2004), must be afforded the opportunity to specify the gender of the interviewing officer (deemed to be the officer noting full statement).

If a person is also believed to be a victim of sexual offences consideration should be given to the preservation of forensic evidence at initial presentation. In this respect where presentation is not directly to the police immediate advice should be sought from Police Scotland Public Protection Unit, Scottish Borders.

**Scottish Borders Police Scotland Public Protection Officers are predominantly day shift and not always available at weekends. Out of hours reports should be raised via 101 or Duty Inspectors.**



# APPENDIX 4 – SINGLE AGENCY INFORMATION

## Education Services responsibilities

Trafficked children may be registered at school for a term or longer, before being moved to another part of the UK or abroad.

Child Protection Co-ordinators in schools and staff responsible for children missing from education may encounter children who have been or who they suspect may be trafficked. These staff should refer to police and social work services **immediately**.

Any person, including school staff, may refer to the Reporter directly when a child may be in need of compulsory measures of supervision.

## Homeless Services responsibilities

Homeless Services have a role to play in the prevention and detection of those who have been subject to human trafficking. Staff have a duty to inform the appropriate Social Work services if they suspect a child, young person or adult who has presented as homeless, has been trafficked.

### Provision of accommodation for those who have been trafficked

The Housing (Scotland) Act 1987, as amended, sets out the powers and duties of local authorities in dealing with applications from people seeking help on the grounds that they are homeless or threatened with homelessness.

All local authorities have a statutory duty under the Housing (Scotland) Act 2001 to carry out an assessment of homelessness in their area, people who have been trafficked can be here legally or illegally and this will impact upon the roles and responsibilities of the homeless service in relation to provision of accommodation.

[The Homelessness Code of Guidance](#) provides a detailed summary of Local Authorities duties to assist people who are homeless or threatened with homelessness.

### Children & Young People

Under [Section 25 of the Children \(Scotland\) Act 1995](#) Local Authorities can provide accommodation to young people in order to safeguard and protect their welfare:

Therefore, in the case of suspected young people being subject to trafficking, Homeless Services should make a referral to Children and Families Social Work Services.

### Houses in Multiple Occupations (HMO)

The Private Rented Housing Team/Licensing Team is responsible for the licensing of houses with multiple occupations, registering private landlords on to the national database, enforcement issues and pursuing non-registered landlords.

HMO's are properties that are occupied by 3 or more unrelated persons.

Where the Private Rented Housing Team/Licensing Team suspects that a property is operating as an unlicensed HMO they have powers to gain access with a warrant through the [Civic Government \(Scotland\) Act 1982](#) and other legislation i.e. [Housing \(Scotland\) Act 2006](#).

The Council also maintains an HMO register which is available for public viewing upon request.

## Landlord Registration

All private landlords are required to register as per the [Anti-Social Behaviour etc. \(Scotland\) Act 2004](#). The information is entered into a national database, which can be viewed by the public, only if they are registered or have been approved as a private landlord.

Find out more at [Landlord Registration Scotland](#) (search for “registered landlords, agents and properties”).

## Illegal Entry/Illegal Immigrants (Adults)

[National guidance](#) for Scottish councils sets out the current legal framework and good practice to assist local authorities in meeting their statutory duties and delivering an effective service response when working with people who have no recourse to public funds (NRPF).

The national guidance was first published in 2019 and further updated in August 2023. It provides the following:

- General guidance about the issues a local authority officer would need to consider when working with migrant individuals and families in Scotland.
- Information for people working in all sectors, who need to establish a migrant individual or family's support options and entitlement to services.
- Supplementary guidance that must be followed by social workers and other professionals, for example, when assessing a child's needs.
- Examples of good practice and guidance with regards to responding to the needs of destitute migrant individuals and families with No Recourse to Public Funds (NRPF).

## Social Work Services responsibilities

### Children

As child trafficking is child abuse, social workers are responsible for co-ordinating the completion of the Child Trafficking Assessment and a National Referral Mechanism referral report where appropriate, in conjunction with the police, and incorporating information from partner agencies. **These actions should run parallel to local child protection procedures and UASC procedures**

The local authority (Social Work Service) has a general duty to safeguard and promote the welfare of all children in need in our area, regardless of their immigration status. Additionally, Social Work Services have responsibilities for unaccompanied children, as well as those who arrive in the UK with their parents and for whom there are concerns regarding their safety and welfare.

The [Children \(Scotland\) Act 1995](#) sets out the duties and powers for public authorities to protect and support young people from abuse and neglect through a range of measure including the provision of accommodation and services for the child, young person or wider family.

[Section 22 \(1\) \(a\)](#) of the Act states that a local authority shall safeguard and promote the welfare of children in their area, who are in need and this is regardless of immigration status.

“Children in need” are defined in [section 93\(4\) of the Act](#).

[Section 25](#) of the Act requires that a local authority shall provide accommodation for any child residing or found in their area, where no parental responsibility is apparent.

The welfare aspects of the local authority are carried out by the local authority department with responsibility for Social Work Services.

The responsibilities of the Social Work Services in relation to child victims of trafficking may include:

- Identifying victims/potential victims.
- Providing victims/potential victims with a place of safety.
- Providing support services (e.g. legal advice, counselling).
- Ensure referrals are made to the Scottish Guardianship Service
- Contributing to joint interagency profiling of victims/potential victims.
- Undertaking initial interviews, including joint interviews with the police to assess risk, harm and agreed child protection actions (IRD).
- Follow the local Looked After Children's Procedures.
- Providing advice on whom to contact concerning a victim's immigration status.
- Assisting in the identification of possible traffickers masquerading as relatives.
- Ensuring contact with the police and providing information to the police.
- Finding the location of relatives in the country of origin and verifying what would be in the best interest of the child and whether they should be able to remain in the UK or if it is safe for them to return home.
- Ensuring the voluntary organisations or other support services are available if they are returned to their country of origin.
- Monitoring of looked after children for signs that they are meeting with traffickers.
- Providing a supportive environment so that victims do not leave with traffickers. This may necessitate legal steps to ensure protection of the victim.

## **Adults**

[The Children \(Scotland\) Act 1995, S29](#) also sets out a duty for the local authority to promote social welfare by making available advice, guidance and assistance to a person aged eighteen years of age or over who has previously been in the care system and looked after for thirteen weeks or more (Aftercare). Where the local authority decides to provide 'assistance' this can be given 'in kind' or, in exceptional circumstances constituting an emergency, in cash. However, there is some exclusion to the provision of this assistance where the person is subject to certain sections of the Immigration and Asylum Act 1999 and further clarification should be sought. Where a child has been placed in care, they have a right to access Continuing Care up to age 21 (Children and Young People (Scotland) Act 2014).

In all situations involving victims of human trafficking the local authority would seek to provide advice and guidance. The person may also be entitled to an assessment under the Community Care and Health (Scotland) Act 2002 or require interventions under adult protection or mental health procedures or legislation.

The Duty worker in Adult Social Work to whom the referral is made should obtain as much information as possible from the referrer or person themselves. Initial consideration of the situation should include whether there are concerns about the persons health and wellbeing or actual and/or potential harm which could indicate the need for further assessment.



Other actions may include:

- Ensuring contact with the police and providing information to the police.
- Liaison with Children & Families Social Work Teams where children are involved.
- Seek out specialist legal service as a matter of priority.
- Referral to councils for advice on - immigration status cultural advice.
- Referral for urgent health assessment/treatment for physical and mental health – many victims have had very traumatic experiences.
- Referral to other relevant bodies e.g. housing services, the benefits agency etc.
- Provision of approved interpreting services.
- Arranging or providing victims/potential victims with a place of safety.
- Referral to specialist support services.
- If someone presents as a child (under 18) they must be treated as such unless a formal age assessment has been conducted in another Local Authority that indicates, they are older.

Frontline social care staff may be the first external link that the victim has to get out of a very harmful situation. Recognising this and acting accordingly is crucial in ensuring the individual is securely and appropriately supported.

Notwithstanding the foregoing, the adult concern may represent an “Adult at Risk of Harm” and therefore constitute intervention under the [Adult Support and Protection \(Scotland\) Act 2007](#) or associated legislation which is summarised as follows:

Under the Adult Support and Protection (Scotland) Act 2007 an “adult at risk” means a person aged sixteen years or over who:

- (a) is unable to safeguard their own well-being, property, rights or other interests;
- (b) is at risk of harm, and
- (c) because they are affected by disability, mental disorder, illness or physical or mental infirmity are more vulnerable to being harmed than adults who are not so affected.

All of above criteria must apply to class an individual as an “*adult at risk*”.

The presence of a particular condition does not automatically mean an adult is an “adult at risk”. Someone could have a disability but be able to safeguard their well-being, property, rights or other interests; all three elements of this definition must be met. It is the entirety of an adult’s particular circumstances which can combine to make them more vulnerable to harm than others.

An adult is at risk of harm if another person’s conduct is causing or is likely to cause the adult to be harmed or the adult is engaging, or is likely to engage in, conduct which causes or is likely to cause self-harm.

## APPENDIX 5 – VOLUNTARY SECTOR REFERRALS TO AND WORKING IN PARTNERSHIP WITH

Consider referral and working in partnership with a range of local voluntary sector organisations which will depend on the age and gender of the victim. All local specialist gender based violence services have experience of working with recovered victims and are a good source of support to ensure a trauma informed approach.

**Details of organisations can be found in Appendix 8 – Useful Contacts**

# APPENDIX 6 – NRM REFERRAL FORM PROMPT SHEET

Below is a summary of the questions asked within NRM. See examples for guidance regarding information to be gathered if not already known prior to submission of NRM. It may be that some information is not known, or the potential victim (PV) cannot provide details for each question.

You can download the most up to date Home Office prompt sheet here [Prompt sheet for working offline – GOV.UK \(modernslavery.gov.uk\)](https://www.gov.uk/modernslavery.gov.uk)

<p><b>Potential victim (PV) details</b></p> <ul style="list-style-type: none"> <li>• First name:</li> <li>• Surname:</li> <li>• Alias:</li> <li>• Date of birth:</li> <li>• Preferred contact method: <i>e.g. own email/phone number/via allocated worker or advocate</i></li> </ul>	<p><b>What is their background</b></p> <ul style="list-style-type: none"> <li>• PV Birthplace:</li> <li>• PV education: <i>e.g. what school grade did they reach?</i></li> <li>• PV family: <i>Did they live with parents before coming to the UK? Brothers/sisters older or younger. Are family alive? Do they have contact now?</i></li> <li>• PV employment history and working conditions: <i>include reported child labour/forced labour etc</i></li> </ul>
<p><b>Evidence of human trafficking and exploitation</b></p> <ul style="list-style-type: none"> <li>• Where were they exploited? <i>e.g. home country/on journey to UK/trafficked from country to country etc</i></li> <li>• Country of exploitation:</li> <li>• Address or location (overseas):</li> <li>• PV current city or town:</li> <li>• PV current county:</li> <li>• Who exploited them?</li> <li>• Forced to work for nothing or almost nothing? <i>examples can include forced to work to fund part/full journey to the UK or forced to work to continue a journey</i></li> <li>• Forced to do unpaid household work by relatives or strangers?</li> <li>• Any other PV's?</li> <li>• When did the exploitation take place?</li> <li>• Have they been in more than one exploitative situation? <i>examples may include financial or sexual exploitation</i></li> <li>• How they came to be exploited:</li> <li>• Were they taken somewhere by their exploiters (s)?:</li> <li>• Journey details:</li> <li>• What were they required to do?</li> <li>• How were they treated?</li> <li>• Why they stayed:</li> <li>• How and why did they leave the situation:</li> <li>• Is this the first chance they have had to report this?</li> <li>• Why are you making the referral: <i>e.g. recent disclosure or update on previously disclosure.</i></li> <li>• Where and how was the interview carried out?</li> <li>• Are there other professionals or organisations involved with this case?</li> <li>• Details of other professionals or organisations involved:</li> <li>• Are there indicators or evidence that they could be acting dishonestly?</li> <li>• Detail the indicators or evidence that they could be acting dishonestly:</li> <li>• What documents or evidence will you submit with this referral?</li> </ul>	

<p><b>Nature of Referral</b></p> <ul style="list-style-type: none"> <li>• Country where reporting:</li> <li>• Country label:</li> <li>• PV under 18?</li> </ul>	<p><b>Local authority details</b></p> <ul style="list-style-type: none"> <li>• Local authority:</li> <li>• First Name:</li> <li>• Last Name:</li> <li>• Email:</li> <li>• Phone:</li> </ul>
<p><b>Details</b></p> <ul style="list-style-type: none"> <li>• Reported to Police?</li> <li>• Police force:</li> <li>• Crime reference number:</li> <li>• Can Police contact them about their case?</li> <li>• Home office reference:</li> <li>• Want their case referred to the NRM?</li> <li>• Do they need support?</li> <li>• Who to contact in your absence?</li> </ul>	

# APPENDIX 7 – LINKS TO LEGISLATION AND OTHER USEFUL LINKS

## Legislation

Human Trafficking and Exploitation Act (Scotland) 2015	<a href="https://www.legislation.gov.uk/ukdsi/2015/01/01/ukdsi31101a0001_1-1">Human Trafficking and Exploitation (Scotland) Act 2015 (legislation.gov.uk)</a>
Part 1 Human Trafficking	<a href="#">Part 1 Human Trafficking</a>
Part 1, section 3 (5) Exploitation for purposes of offence of human trafficking	<a href="#">Section 3 (5) Exploitation for purposes of offence of human trafficking</a>
Part 1, section 4 Slavery, servitude and forced or compulsory labour	<a href="#">Section 4 Slavery, servitude and forced or compulsory labour</a>
Part 2, section 8, Lord Advocate's instructions on prosecution of victims of offences	<a href="#">Section 8, Lord Advocate's instructions on prosecution of victims of offences</a>
Part 2, section 11, Independent child trafficking guardians	<a href="#">Section 11, Independent child trafficking guardians</a>
Part 5, Section 38 Duty to notify and provide information about victims (not yet in force)	<a href="#">Section 38 Duty to Notify</a>
Children (Scotland) Act 1995	<a href="#">Children (Scotland) Act 1995</a>
Civic Government Scotland Act 1982	<a href="#">Civic Government Scotland Act 1982</a>
Criminal Justice and Licensing (Scotland) Act 2010 – Section 99	<a href="#">Section 99 Closure of premises associated with human exploitation etc.</a>
Proceeds of Crime Act 2002 – Schedule 4	<a href="#">Schedule 4 Lifestyle Offences: Scotland</a> Section 4 People Trafficking and 4A Slavery, servitude and forced or compulsory labour

## Scottish Borders Public Protection Committee

Scottish Borders Child Protection & Adult Support and Protection Procedures	<a href="#">Scottish Borders Child Protection &amp; Adult Support and Protection Procedures</a>  Includes hyperlinks to:  Adult Support & Protection Procedures  Child Protection Procedures (opens as Word document)  Vulnerable Young Persons Protocol (under CP <i>Section 3: Additional protocols, forms and templates.</i> Opens as Word document)
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## Other

Children and Young People's Centre for Justice	<a href="#">Introduction to CCE in Scotland (info sheet 108)</a> <a href="#">Understanding Child Criminal Exploitation in Scotland: A Scoping Review</a>
COSLA Guidance (2019)	<a href="http://www.migrationscotland.org.uk/resources/human-trafficking-exploitation-guidance">www.migrationscotland.org.uk/resources/human-trafficking-exploitation-guidance</a>
Council of Europe	<a href="#">Action Against Trafficking in Human Beings</a>
European Court of Human Rights	<a href="#">Guide on Article 4 of the European Convention on Human Rights</a>
Gov.UK	<a href="#">Modern Slavery Guidance (non-statutory for Scotland and Northern Ireland)</a>
Gov.UK	<a href="#">National Referral Mechanism Guidance (Northern Ireland and Scotland)</a>
Helen Bamber Foundation	<a href="#">Trauma Informed Code of Conduct (TICC)   Helen Bamber</a>
NHS Guidance (2019)	<a href="#">Human trafficking and exploitation: guidance for health workers - gov.scot (www.gov.scot)</a>
Multiple First Responder agencies and other stakeholders in Scotland	<a href="#">National Referral Mechanism (NRM) Toolkit for First Responders in Scotland</a>
Police Scotland/Scottish Government	<a href="#">Human Trafficking Reading the Signs leaflet</a>
Scottish Government	<a href="#">Age assessment: practice guidance - gov.scot (www.gov.scot)</a>
Scottish Government	<a href="#">Human trafficking and exploitation strategy - gov.scot (www.gov.scot)</a>
Scottish Government	<a href="#">Inter-agency guidance on child trafficking - gov.scot (www.gov.scot)</a>
Scottish Government	<a href="#">Refugees and asylum seekers - Unaccompanied children</a>
Scottish Government	<a href="#">The Human Trafficking and Exploitation (Scotland) Act 2015 - A Guide</a>

## APPENDIX 8 – USEFUL CONTACTS

### **Border Force**

Intelligence matters in relation to movement of vehicles and persons through ports and airports throughout the United Kingdom.

Telephone: Border Force North Intel (Glasgow): 0141 847 5394

### **Children 1st**

The Children 1st Abuse and Trauma Recovery Service provides support to children and young people up to the age of 18 within the Scottish Borders, who are victims of trafficking.

They use a range of therapeutic skills such as art, play and other forms of creative communication to help children and young people make sense of their experiences and encourage them to develop trusting relationships with safe boundaries. Support for children and young people for whom English is not their first language is done with the support of a translator.

Telephone: 01750 22892

Email: [ettrick@children1st.org.uk](mailto:ettrick@children1st.org.uk)

### **Child Exploitation and Online Protection Centre (CEOP)**

CEOP has a dedicated child trafficking unit

Telephone: 0870 000 3344

Website: [www.ceop.police.uk](http://www.ceop.police.uk)

### **Clan Childlaw**

Provides information about the law to children and young people throughout Scotland and professionals working with children and young people.

Freephone: 0808 129 0522

Text: 07527566682

E-mail: [info@clanchildlaw.org](mailto:info@clanchildlaw.org)

### **First Responder Team (Scottish Borders)**

Responsible for supporting the national pathway to identification and protection by:

- Identifying potential victims
- Explaining the support available and gaining consent, where applicable
- Referring them into the NRM, where appropriate
- Safeguarding individuals
- Seeking legal advice as soon as practicably possible

### **Scottish Borders area only**

Public Protection Unit (PPU) – 0300 100 1800 / 01896 664580

Emergency Duty Team (EDT) – Out of Hours – 01896 752111

**Gangmasters and Labour Abuse Authority (GLAA)**

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

**For general enquiries:**

Telephone: 0345 602 5020 Lines open Monday to Friday 9.00am-5.00pm

Email: [licensing@gla.gsi.gov.uk](mailto:licensing@gla.gsi.gov.uk)

Website: [www.gla.gov.uk/who-we-are/what-we-do/scotland/](http://www.gla.gov.uk/who-we-are/what-we-do/scotland/)

Address: Gangmasters and Labour Abuse Authority, PO Box 10272, Nottingham, NG2 9PG

**For reporting:**

Telephone: 0800 432 0804 to report concerns.

0115 959 7052 or 0115 959 7052 to speak to one of the Intelligence team.

Email: [intelligence@gla.gsi.gov.uk](mailto:intelligence@gla.gsi.gov.uk)

**Guardianship Scotland**

In partnership with Aberlour Childcare Trust and Scottish Refugee Council, this service provides help for refugee children and young people, and victims of trafficking who arrive in Scotland alone.

Telephone: 0800 085 6150

Website: [www.aberlour.org.uk/service/scottish-guardianship-service](http://www.aberlour.org.uk/service/scottish-guardianship-service)

**Home Office Visas & Immigration**

Intelligence and Immigration matters.

Glasgow Enforcement Unit: 0141 555 1200

Edinburgh Enforcement Unit: 0131 335 4864

Scottish Regional Intelligence Unit, Glasgow: 0141 555 1360

Command and Control Unit, Manchester (out of hours service): 0161 261 1640

Email: [intelscotland@homeoffice.gsi.gov.uk](mailto:intelscotland@homeoffice.gsi.gov.uk)

**Just Right Scotland**

Provides direct legal advice and representation to child and adult survivors of trafficking and exploitation in Scotland, through their Scottish Anti-Trafficking & Exploitation Centre

Telephone: 0141 406 5350

Website: [www.justrightscotland.org.uk](http://www.justrightscotland.org.uk)

Address: 66 Hanover Street, Edinburgh, EH2 1EL and 1/1 Libertas House, 39 St Vincent Place, Glasgow, G1 2ER

Referrals/Message can be made via the website: [Contact us – Just Right Scotland](#)

**Migrant Help UK**

Specialist support for victims of Human Trafficking. Practical care and support provided for survivors across Scotland.

**Trafficking**

Telephone: 0141 884 7900 (Mon – Thurs 09:00 – 17:00, Friday 09:00 – 16:30)

Out of Hours (emergencies only): 0141 212 8553

Email: [TraffickingScotland@migranthehelpuk.org](mailto:TraffickingScotland@migranthehelpuk.org)

**Asylum Services**

Free helpline: 0808 801 0503 (24/7)

Email: [ASCcorrespondence@migranthehelpuk.org](mailto:ASCcorrespondence@migranthehelpuk.org)

Website: [www.migranthehelpuk.org/i-might-be-a-victim](http://www.migranthehelpuk.org/i-might-be-a-victim)

**Modern Slavery Helpline**

Telephone: 08000 121 700

Website: [www.modernslaveryhelpline.org/report](http://www.modernslaveryhelpline.org/report)

**National Human Trafficking Unit**

Telephone: 0121 368 18745

Email: [SCDNationalHumanTraffickingUnit@scotland.pnn.police.uk](mailto:SCDNationalHumanTraffickingUnit@scotland.pnn.police.uk)

**National Referral Mechanism Forms**

Forms can be accessed through the weblink below:

Website: [www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms](http://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms)

- [Online Form](#)
- [Privacy Notice](#)

**Scottish Government**

Online help, support, advice and signposting.

Website: [www.mygov.scot/human-trafficking-support/](http://www.mygov.scot/human-trafficking-support/)

**Scottish Child Law Centre**

Helps children and young people, their families and carers, and professionals working for and with children by providing free expert legal advice and information through their advice line, email and website.

Advice Line: Mon-Fri 9.30am-4.00pm

Telephone: 0131 667 6333 Free-call Under 21s (landlines) 0800 328 8970 (mobiles) 0300 330 1421

Admin Line: 0131 668 4400

General enquiries: [enquiries@sclc.org.uk](mailto:enquiries@sclc.org.uk)

Legal advice: [advice@sclc.org.uk](mailto:advice@sclc.org.uk)

**TARA – Trafficking Awareness Raising Alliance**

Provides support, including help to access and pay for accommodation, for women over 18 years who have been trafficked for commercial exploitation, and who have been recovered in Scotland.

Telephone: 0141 276 7724 (24/7)

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

Website: [www.tarascotland.org.uk/](http://www.tarascotland.org.uk/)

**The Anchor**

Offers a service to all adult victims of human trafficking and exploitation in Scotland. They offer both individual and group interventions in line with a phased based model for Complex PTSD

Telephone: 0141 303 8968

Email: [GlasgowPsychological.TraumaService@ggc.scot.nhs.uk](mailto:GlasgowPsychological.TraumaService@ggc.scot.nhs.uk)

Website: [Glasgow Psychological Trauma Service - The Anchor](http://GlasgowPsychologicalTraumaService-TheAnchor)

The Anchor, Brand Street Festival Business Centre, 150 Brand Street, Govan, Glasgow, G51 1DH

**Victim Support Scotland**

You do not have to report a crime to Police to access support and services.

Provision of emotional support, practical information and advice and assistance through prosecution and court processes.

Website: <https://victimsupport.scot/>

## 11. ACKNOWLEDGEMENTS

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