

FURTHER INDICATORS

ADDITIONAL GENERAL TRAFFICKING INDICATORS

- Their appearance suggests general physical neglect
- They appear to be moving location frequently
- They are not registered with a G.P, nursery or school
- They have old or serious injuries left untreated or treated late and are vague and reluctant to explain how the injury occurred
- They give a vague and inconsistent explanation of where they live, their work or schooling
- Poor nutrition
- The person is withdrawn and submissive

SEXUAL EXPLOITATION INDICATORS

- Women escorted from where they live to where they work and back and appear never to go out socially.
- Women working long hours or having no or few days off.
- Women with very limited amounts of clothing of which a large proportion is 'sexual'.
- Never going to the shop, doctors, bank etc without an escort.
- Not having cash or seen handing cash over to others.
- Food etc paid for by others.
- No ID when asked for it

LABOUR EXPLOITATION INDICATORS

- Individuals or groups of people living on industrial properties etc and leaving only infrequently or never at all / No proper sleeping place / degraded conditions or overcrowding – i.e. 12 people in a 2 bed house.
- Any evidence workers are required to pay for equipment, clothing food or accommodation or that deductions have been made for such reasons.
- Subjected to insults, abuse, threats or violence.
- Never or rarely leaving premises for social reasons.
- Working excessive hours
- Fines used as discipline.
- Dependence on employer for a number of services i.e. work, transport, accommodation, etc
- Lack of suitable clothing for the work they are doing.
- Security measures designed to keep people inside premises

DOMESTIC SERVITUDE INDICATORS

- Living with a family but not eating with the rest of the family
- No proper sleeping place
- Only given left over food to eat.
- Subjected to insults, abuse, threats or violence.

USEFUL CONTACTS

Police Scotland

Phone: **101 and in emergency call 999**

Police Scotland National Human Trafficking Unit, Scottish Crime Campus, Gartcosh

Phone: **01236818745**

Modern Slavery Human Trafficking Unit (MSHTU)

– provides 24/7 tactical and operation advice

Visit: <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre>

Postal address: **MSHTU, PO Box 8000, London SE11 5EN**

Email: modern.slavery@nca.x.gsi.gov.uk

Telephone: **0844 778 2406**

Child Exploitation and Online Protection Centre (CEOP)

– has a dedicated child trafficking unit

Visit: www.ceop.police.uk/

Email: enquiries@ceop.gov.uk

Telephone: **0870 000 3344**

Phone: **0370 496 7622 (available 24/7)**

UK Visas And Immigration (UKVI)

– Intelligence and immigration matters

Visit: <https://www.gov.uk/contact-ukvi>

Gangmasters and Labour Abuse Authority (GLAA)

– labour exploitation

Visit: www.gla.gov.uk

Email: licensing@gla.gsi.gov.uk **0845 602 5020**

Phone: **0345 602 5020**

Trafficking Awareness Raising Alliance (TARA)

– provides support including help to access and pay for accommodation, to women over 18 years of age, who have been trafficked for sexual exploitation recovered from across Scotland

Phone: **0141 276 7724**

Migrant Help

– provides victim support to all other adults who have been trafficked. They cover all of Scotland

Daytime phone: **01418847900**

Out of hours phone: **01412128553**

Email: Scotland@migranthehelpuk.org

National Referral Mechanism (NRM)

– This process is used to identify potential victims of trafficking and ensure they receive the appropriate protection and support. A form requires to be completed within 48 hours by the first responder (please note requirement for signature of adult victims) for further details and the form can be found at:

<http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/national-referral-mechanism>

Crimestoppers - for anonymous reporting

Phone: **0800 555 111**

Modern Slavery Helpline

Phone: **0800 0121 700**

If you require this Aide memoire in another format please contact the **National Human Trafficking Unit** as above to discuss requirements



POLICE
SCOTLAND



The Scottish
Government
Riaghaltas na h-Alba

HUMAN TRAFFICKING



READING THE SIGNS

WHAT IS HUMAN TRAFFICKING?

Human trafficking is about the illegal trade and exploitation of human beings.

The offence has 2 constituent parts.

The Act (what is done) recruitment, transport, harbour, receipt, exchange, or the arrangement or facilitation of these.

For **the Purpose** of exploitation or **in the knowledge** that the person will likely be exploited – including prostitution of others or other forms of sexual exploitation, forced labour, domestic servitude/ slavery, removal of organs or for the purposes of committing criminal acts such as benefit fraud or cannabis cultivation or any combination of the above.

The two combined constitute trafficking. These acts do not have to be carried out by one person and can be carried out by a number of different individuals, however they must be carried out with the purpose or knowledge that the person will be exploited at some point.

For the purposes of trafficking a child is any person under 18 years of age.

A trafficking victim does not have to cross international boundaries but merely being moved from one place to another within Scotland or the UK for the purpose of exploitation is sufficient.

Exploitation types include:

Labour Exploitation
Sexual Exploitation

Domestic Servitude
Organ Harvesting

The safety and welfare of any victim should always remain a priority.

TRAFFICKING IN HUMAN BEINGS IS A HIDDEN CRIME

Trafficking Victims are likely to be discovered when dealing with other matters as they are often reluctant to engage with Police and support services to declare what has happened to them. They are often coerced into committing crime on behalf of their controllers, however the following indicators can help you establish if a person is a potential victim of trafficking.

GENERAL TRAFFICKING INDICATORS

- Passport or documents held by someone else.
- Others speaking for people you are talking to.
- Expression of fear or anxiety.
- Excessive working hours.
- Highly distrustful of law enforcement or authorities.
- Person has false documents.
- Found in/connected to a location likely to be used for exploitation.
- Not knowing address of where they work or live.
- Poor or sub-standard living accommodation.
- Injuries apparently as a result of an assault.
- Injuries apparently from restraint measures.
- Lack of access to earnings.
- Any evidence of control over movement either as an individual or a group.
- The person acts as if instructed by another.
- Afraid of saying what their immigration status is.

FURTHER SUBJECTIVE INDICATORS

- No or very little payment.
- No time off.
- Limited contact with family.
- Lack of access to medical care.
- Discipline' through punishment.
- Very limited social contact.
- Threat to be handed over to the authorities.
- Threats against the person / family members.
- Lack of ability to quit work environment.
- Being placed in a dependency situation.
- Perception of being bonded to a debt.

ADVICE AND GUIDANCE TO FIRST RESPONDERS

DO

- 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.
- Give the victim as much information as you can.
- If you are a first responder make sure the NATIONAL REFERRAL MECHANISM form is completed within 48 hours of encountering a potential victim of trafficking. Please note consent is required for Adult victims. No consent is required for children and all child victims should be entered into the NRM process.
- 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.

DON'T

- Use unofficial interpreters - they may have a hidden agenda.
- Treat victims as suspects or immigration offenders.
- Expect victims to have access to their identity or travel documents.
- Assume all documents are legitimate – check!
- Expect victims to disclose immediately. Some victims may not know they have been trafficked, some may have been told to lie and some victims may not disclose as they are still in fear of their traffickers.
- Judge a victim if they have been working or have been complicit in part of their circumstances.

PASS ON INFORMATION!

- Best details / descriptions of those involved
- Locations
- Nationalities
- Details of any transport used
- Travel routes / methods
- Documents used
- Any financial information
- Method of recruitment
- Methods used to control / manipulate victim

REMEMBER CHILD TRAFFICKING IS CHILD ABUSE