

## 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- The person is withdrawn and submissive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 -

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

### National Human Trafficking Unit -

Telephone: **01236 818475**

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

**UK Human Trafficking Centre (UKHTC)** - provides 24/7 Tactical and Operational advice.

[www.nationalcrimeagency.gov.uk/about-us](http://www.nationalcrimeagency.gov.uk/about-us)

email: [UKHTC@nca.x.gsi.gov.uk](mailto:UKHTC@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.gov.uk](http://www.ceop.gov.uk)

Email: [enquiries@ceop.gov.uk](mailto:enquiries@ceop.gov.uk)

Telephone: **0870 000 3344**

**UK Visas and Immigration (UKVI)** - Intelligence and immigration matters

Visit: [www.gov.uk/contact-ukvi](http://www.gov.uk/contact-ukvi)

**Gangmasters Licensing Authority (GLA)** – oversee labour in the agricultural, horticultural, forestry, shellfish and related processing industries.

Visit: [www.gla.defra.gov.uk](http://www.gla.defra.gov.uk)

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

Telephone: **0845 602 5020**

### National Referral Mechanism (NRM)

This process is used to identify potential victims of trafficking (PVoT) 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 the form can be found at:

[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)

## USEFUL CONTACTS CONT...

### Migrant Help

Migrant Help provides victim support services to adults who have been trafficked for the purposes of labour exploitation (male and female), domestic servitude (male and female) and sexual exploitation (male only). They cover **all** of Scotland.

Telephone: **07766 668781** (staffed 24/7)

### Trafficking Awareness Raising Alliance (TARA)

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

Telephone: **0141-276-7724**.

### Crimestoppers

– for anonymous reporting.

Telephone: **0800 555 111**

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 3 constituent parts:

**The Act (what is done)** recruitment, transport, transfer, harbouring or receipt of people.

**The Means (how it is done)** threats or violence, coercion, abduction, fraud or deception, abuse of power or vulnerability, giving payment or benefits.

**The Purpose (why it is done)** - exploitation – 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.

All three 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 the final purpose must be for exploitation or intended exploitation.

For the purposes of trafficking **a child is any person under 18 years of age**. Also the “means” section is not required for children and therefore the trafficking of children can be defined as the movement of children for the purpose of exploitation.

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:

**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 therefore it is essential that you maintain an awareness to assist in identifying indicators to 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.

## ASSISTING VICTIMS OF TRAFFICKING – DO’S AND DON’TS 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 !

The following details may assist law enforcement agencies in Investigations:

- 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**