



Human Trafficking and Exploitation Guidance for NHSGGC Health Workers

This guidance aims to support NHSGGC health workers to identify and respond to patients who are victims of human trafficking and who are **aged 18 and over**. More comprehensive information can be found at [Human Trafficking and Exploitation: What health workers need to know](#)

Guidance for Safeguarding Children in Scotland who may have been trafficked is available at <http://www.gov.scot/Publications/2013/11/3285>

Trafficking exists in Scotland and victims or potential victims of trafficking are entitled to all health service treatment including GP services, free of charge.

Women, men, children, UK and non-UK citizens may be trafficked and exploited.

Contact with a health worker may be the one chance for a trafficked person to get help and protection.

All health workers are asked to look out for the signs of trafficking and take action when you see them.

Victims are likely to be severely traumatised and a trauma-informed approach is essential.

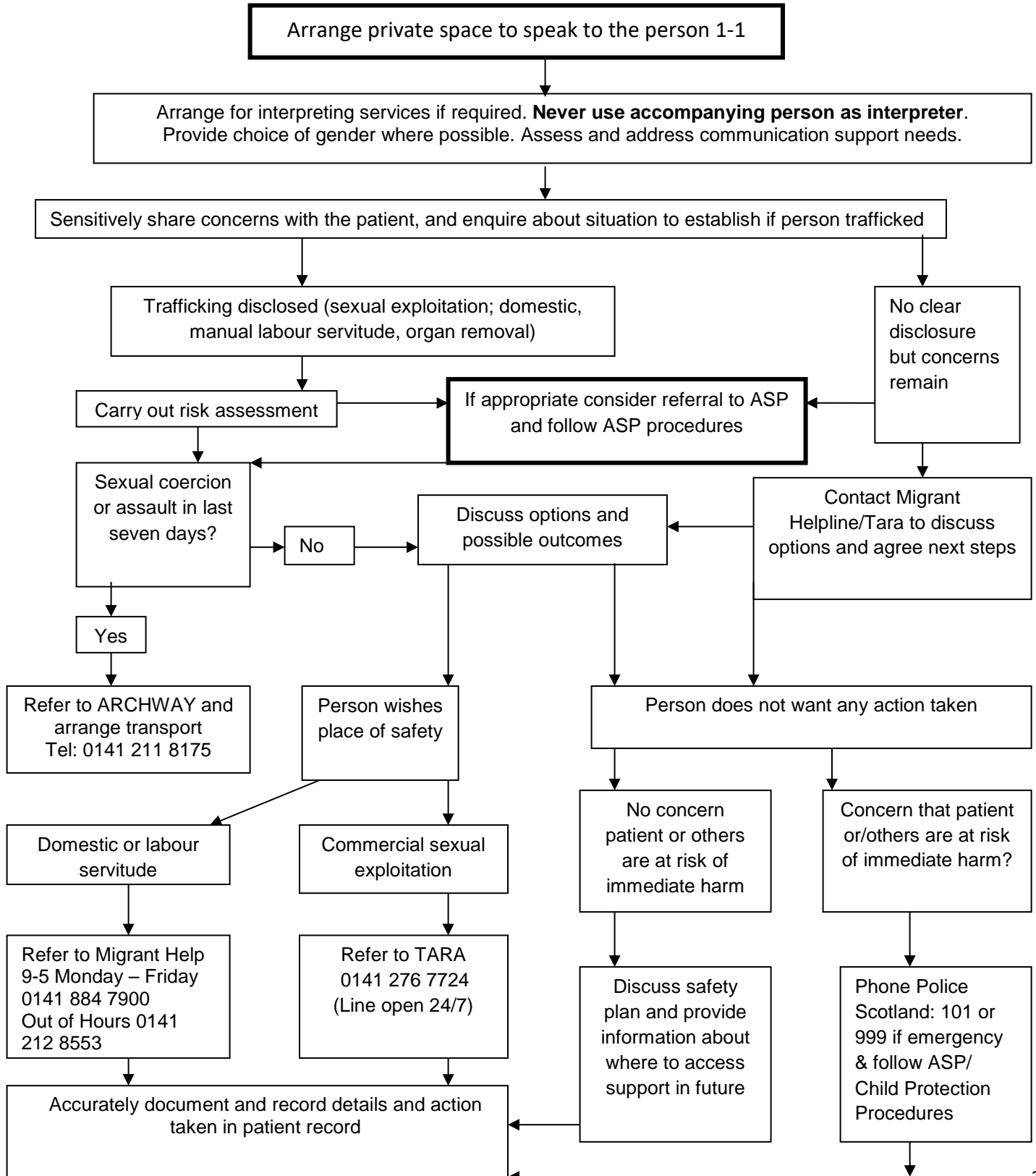
Any combination of the following factors may indicate that a person has been trafficked.	
<ul style="list-style-type: none"> • Injuries from assault, bruising or scars • Post-traumatic stress or psychological disorders • Work-related injuries that suggest poor health and safety in the workplace • Sexually transmitted diseases/signs of rape or sexual abuse • Repeated termination unwanted pregnancy • Untreated medical problems 	<ul style="list-style-type: none"> • From a migrant community • English not first language • Distrust of authorities/expressing fear /anxiety • Accompanied by a 'minder' who speaks for patient / patient may defer to. • Found in or connected to a type of location likely to be used for exploitation • Involved in work commonly associated with trafficking • Passport or documents held by someone else

Scottish Legislation defines four types of exploitation:

Slavery, servitude and forced or compulsory labour	Prostitution or sexual exploitation
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Removal of organs	Securing services and benefits
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If you suspect a patient may have been trafficked you should take the following steps:



1. GUIDANCE ON IMPLEMENTING THE PATHWAY

- **Treat the person with respect and dignity.** Understand the grave risks they may be face in talking about trafficking.
- **Interpreting services** should be arranged using NHSGGC protocol. If no face to face interpreter available arrange for telephone interpreting. To provide continuity, the interpreter should accompany the patient to the support service where possible.
- **To enable private time**, direct anyone accompanying the patient to the waiting area. To gain privacy with the patient, you could, for example, suggest that a private examination is required. Speak to the patient in a private area where the conversation will not be overheard.
- **To facilitate disclosure** about their circumstances/trafficking start by asking the patient about how they received an injury or whether they are frightened by anyone or have restrictions in accessing health care. Be prepared with appropriate and up-to-date referral information.
- **Prioritise their safety** and listen to their assessment of their situation and risk.
- **Where possible seek agreement for referral** to Archway/ Migrant Helpline/Tara. Where a decision has been taken to refer to another service without consent e.g. Police Scotland the reasons for this decision should be communicated to the person (e.g. you believe that the victim or others are at risk of immediate or serious harm). Keep the patient informed of progress on the agreed course of action. It is important to remember some trafficking victims have a great fear of the police because of experiences of uniformed services in their country of origin and well-founded threats of reprisals by the traffickers to themselves, friends or family back home if the police become involved.
- **If a 'minder' is present, keep patient safe** in the private area while awaiting transport to support service.
- **Document disclosures and actions** in the patient record. Be aware documentation may be used as evidence in the event of any criminal justice proceedings.

2. FURTHER INFORMATION

A. LEGISLATIVE DUTIES

In Scotland, the *Human Trafficking and Exploitation (Scotland) Act 2015*, (the Act) introduced new offences and powers to detect and tackle trafficking and required a [national strategy](#) to be developed and new duties on public services to support victims to safety and recovery.

B. SUPPORT SERVICES

MIGRANT HELP (MH) is based in Paisley and provides support including short term accommodation and living expenses to **female and male adult victims** who have been trafficked for the purpose of

domestic or labour servitude and organ removal. **MH** can be accessed 7 days per week, 24 hours a day including public holidays.

The **Migrant Help** anti-trafficking helpline can be called for confidential help and advice if you, or someone you know has been trafficked, is over 18, and is not a woman involved in commercial sexual exploitation. **Tel: 0141 884 7900 (Monday – Friday 9am-5pm) or 0141 212 8553 (Out of Hours)** Email: scotland@migranthelpuk.org

TRAFFICKING AWARENESS RAISING ALLIANCE (TARA)

TARA is a national service based within Glasgow City Council and provides information, support and short-term crisis accommodation for **female adult trafficking victims** throughout Scotland who have been trafficked for the purpose of commercial sexual exploitation. TARA can be accessed 24/7. **Tel: 0141 276 7724**

ARCHWAY

Archway is a Sexual Assault Referral Centre based within Sandyford Initiative, NHSGGC's Sexual Health Services. It provides services for **female and male victims** of recent rape and sexual assault, aged 13 years and over and includes follow up clinical care, support sessions and referral to appropriate health services and agencies.

Tel: 0141 211 8175 to arrange access. For further information visit: <http://archway.sandyford.org/>

THE ANCHOR – Glasgow Psychological Trauma Service provides specialist psychological assessment and treatment to victims of human trafficking in Scotland, many of whom will have experienced complex trauma. It accepts referrals from GPs, community and primary care mental health teams as well as specialist victim support organisations. **TEL: 0141 303 8968**

NATIONAL REFERRAL MECHANISM (NRM)

The National Referral Mechanism <https://www.gov.uk/government/publications/human-trafficking-victims-referral-and-assessment-forms/national-referral-mechanism-guidance-adult-northern-ireland-and-scotland> is a process set up by the Government to identify and support victims of trafficking in the UK. The NRM is also the mechanism through which the [UK Human Trafficking Centre](#) (UKHTC) collects data about victims. This information aims to help build a clearer picture about the scope of human trafficking in the UK

Victims of human trafficking and modern slavery may receive support assistance in connection with (but not limited to) the following—

- a minimum recovery and reflection period of 90 days) with help from support services
- support if they decide to talk to the police
- independent emotional, medical and practical help
- help finding temporary safe accommodation
- help with medical treatment
- someone to help them cope with their experience
- an interpreter or translator to help them communicate in English, if needed
- protection – human trafficking is a crime and, if a person chooses to report it to the police, the police must respond to protect them
- independent legal advice

Migrant Help and TARA are able to provide victims with further information about the NRM process and what help may be available out with the NRM referral process.

MODERN SLAVERY HELPLINE

If a patient does not wish their information to be shared with Police Scotland they can contact the Modern Slavery Helpline on **0800 0121 700** or fill out the [Modern Slavery Helpline online form](#). An advisor will read your message within 24 hours and decide what should happen next.

5. SCOTTISH GOVERNMENT /POLICE SCOTLAND LEAFLET

Human Trafficking: Reading the Signs. Includes signposts to other orgs and information

http://www.scotland.police.uk/assets/pdf/keep_safe/294802/human-trafficking

6. UK GOVERNMENT leaflet '[Help for Adult Victims of Modern Slavery](#)' informs patients of their rights if they have been trafficked into exploitation in the UK.

For any further information about this pathway or about guidance for health workers please contact: kath.gallagher@ggc.scot.nhs.uk