

TRUSTEE RECRUITMENT PACK

SPRING 2022

**WE BELIEVE EVERYONE DESERVES TO LIVE
IN FREEDOM WITH DIGNITY & RESPECT**

ENQUIRIES@SOHTIS.ORG

WWW.SOHTIS.ORG

Scottish Registered Charity No: SC048296

Limited Company No: SC595053



THANK YOU!

Thank you for your interest in joining our SOHTIS team as a Trustee.

We believe that everyone deserves to live in freedom with dignity and respect and we are looking to recruit people who share our values, to partner with us in making that a reality for all.

This pack is an introduction to us, the beginning of a conversation about our work and an opportunity to join us in. It includes:

- Our Vision, Mission & Values
- Our Story, Governance & Team
- What You Should Know about Human Trafficking
- Our Work
- Trustee Roles & Responsibilities
- Trustee Application Process



Our Mission

To ensure the recovery and long-term wellbeing of survivors of human trafficking in Scotland. Supporting them to rebuild their lives, minimising the risk of re-trafficking and empowering their integration into society.

We deliver our mission along two main Lines of Operation which ensure our efforts are focused most effectively:

- Raising Awareness
- Supporting Survivors

Our Vision

A Scotland where human trafficking has been eliminated and the survivors of trafficking are recognised and looked after by a caring society.

Our Values

We are a flexible and dynamic organisation that is responsive to individual and societal needs, however, some things never change! These are our core values:

- a commitment to compassion, hope and justice
- prioritising empowerment, freedom, dignity and respect for all
- working in partnership with others
- investing in our team
- being transparent and accountable to our supporters

Our Story

Freedom, Dignity, Respect

The Beginnings

SOHTIS is a Scottish Registered Charity, founded in 2018 by Sir Jack Stewart-Clark and Brigadier Paul Harkness. Together Sir Jack and Paul spent a year researching human trafficking in the UK and particularly in Scotland.

Consulting with experts in the field, meeting with service providers and survivors, they became convinced that survivors in Scotland deserved longer-term care, which would empower them to rebuild their lives and avoid the risk of being re-trafficked.

The 'Into the sunlight' vision of survivors having a bright and positive future based upon their basic rights to freedom, dignity and respect was born.

Our Governance & Team

SOHTIS is a registered charity and limited company by guarantee. The organisation is governed by a group of dedicated Trustees who meet on a quarterly basis and have involvement within their expertise at other times. They are supported by an Advisory Group of experts. The work of SOHTIS is delivered by a passionate team of staff, consultants and volunteers.



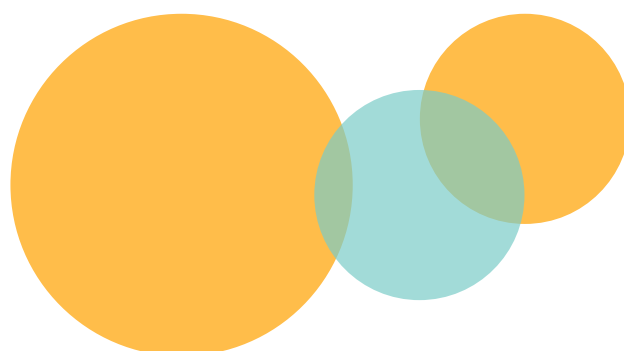
Encourage, Enable, Empower

Our Encourage, Enable, Empower moto is the hallmark of our work.

We aim to prevent trafficking by enabling and empowering groups most at risk to avoid exploitative situations and encourage them to seek help.

We aim to build trust with victims of trafficking leading to their safe recovery.

We work alongside survivors to provide encouragement and stability, enabling them to take control of their lives, and become independent. We empower survivors to make decisions which are liberating and realise their potential.



What You Should Know

“Slavery is what slavery’s always been: About one person controlling another person using violence and then exploiting them economically, paying them nothing.

That’s what slavery’s about.”

Professor Kevin Bales, Slavery Expert

Human trafficking is a hidden crime which reduces people to commodities for financial gain. It is the buying and selling of men, women and children. Despite it being illegal worldwide, it can be found in almost every country. Human trafficking is said to be the greatest human rights issue of our time.

Human trafficking and modern slavery happens here in the UK. The National Crime Agency data shows that the largest percentage of people being recovered from trafficking in the UK are British men who have been subjected to forced labour. In 2015, legislation was passed in Scotland to tackle the problem of human trafficking and in 2017 the Scottish Government launched its first Human Trafficking and Exploitation Strategy.

Most commonly, people are held for forced labour in industries such as; catering and hospitality, construction, agriculture, fishing, and service industries, such as; nail bars and car washes. They are also recruited into sexual and criminal exploitation.

- 40 million people are estimated to be in slavery across the world today.
- This is three times the number of people enslaved during the three centuries of the transatlantic slave trade.
- There is an estimated 136,000 victims of modern slavery and human trafficking in the UK.
- Human trafficking is hidden in plain sight – it is all around us but it is difficult to spot.
- Human trafficking has been identified in every local authority in Scotland – in cities, towns and villages.
- In 2019, there was a 125% increase in people rescued from human trafficking in Scotland.
- Despite the 2020 COVID lockdowns the number of people recovered from trafficking remains high.

OUR WORK, WHAT WE DO

Human trafficking is a dark and difficult subject to talk about. The problem almost seems overwhelming and can leave us feeling we cannot make any difference. However, the SOHTIS team do not believe that slavery is inevitable in Scotland. We are committed to finding solutions and in the midst of the enormity and awfulness of trafficking we seek to bring hope to individuals and families.

Our Projects are rooted in freedom, dignity and respect:

RAISING AWARENESS

Project Light

Exposing Exploitation, Inspiring Hope

We train and work with homelessness organisations, food banks, street outreach workers and others, in Edinburgh and the East of Scotland to identify victims of trafficking and bring them to safety.

We gather intelligence and carry out operations with Police Scotland to recover victims of trafficking.

Project ESOL

People who don't speak English are at increased risk of being trafficked. We create resources and deliver training workshops for ESOL teachers to reduce the risks of their students being trafficked.

We also provide CPD sessions for teachers helping them to identify potential victims and ensure they know how to support survivors of trauma in their classrooms.

Project Freedom

Don't Leave Freedom to Chance

Young people are increasingly at risk of being trafficked and especially vulnerable to being recruited into criminal exploitation and County Lines.

We provide training for youth leaders, teachers and others who engage with young people, equipping them to recognise the signs of exploitation and providing resources which helps them to build resilience and knowledge amongst young people which prevents trafficking.

'John' was sleeping rough, he had run away from the people who had made him work for no pay and beat him up when he refused to do so. The crisis recovery support from Project Light is so important for people like 'John'.

Learning about human trafficking in his English class, 'Karam' was able to alert a friend to the risks and avoid being recruited into labour exploitation. Project ESOL is supporting people like 'Karam' to spot the signs of trafficking and build resilience.

16 year old 'Scott', owed a drug dealer £55 for cannabis and didn't have the money to pay it. He was scared and was forced to sell drugs to around 90 heroin addicts to pay his debts. He was eventually recovered and brought to safety.

SUPPORTING SURVIVORS

“the journey from being a victim to survivor is unique and one that many cannot make alone.”

UK Government, Dept. of Work & Pensions

Project Integrate

We provide a trauma informed support service for victims and survivors of human trafficking in Scotland. This three tier practical support helps people to rebuild their lives and move away from the vulnerability that can result in them being re-trafficked. We support them to work towards independent living by providing group, one to one and telephone support. We also provide a safe repatriation programme for people trafficked from other countries and wishing to return home.

Project Shine

Believing in Brighter Futures for Women

Levels of PTSD among female victims of human trafficking has been shown to be higher than those fleeing from war or mass violence. Project Shine provides tailored support to female victims including a specialist birthing support service for women who are pregnant or have babies.

Project Soar

Believing in New Beginnings

The biggest percentage of people recovered from human trafficking in the UK are British men who have been subjected to forced labour. Project Soar helps to find men who have been trafficked, recover them to safety and supports them to rebuild their lives.

Safe House

We hope to develop a property in the Edinburgh area into a place of refuge for victims and survivors of human trafficking. We provide other routes to safe accommodation and independent living.

Trustees Roles & Responsibilities

We are grateful to our Trustees who give their time voluntarily for the development and governance of SOHTIS.

The Collective Role of Trustees is to:

- provide strategic leadership
- ensure SOHTIS delivers on their stated charitable objects
- uphold the values and safeguard the good name of SOHTIS
- ensure the charity complies with its Memorandum and Articles of Association, charity law, company law and any other relevant legislation or regulations.
- ensure the financial viability and sustainability of the charity
- ensure the effective policies and procedures are in place to safeguard individuals and the organisation
- manage and review the organisational Risk Register

Our Commitment:

- to provide Trustees with an induction which allows them to understand the organisation fully
- to provide Trustees with advance notice of all meetings including Board papers one week in advance
- to ensure access to the Chair and the CEO to discuss any matters
- to reimburse pre-agreed expenses

Trustee Commitment:

- to act within the values of SOHTIS upholding the policies and procedures of the organisation
- to support the vision and mission of SOHTIS, championing it within your personal and professional community
- to use your skills, knowledge and expertise to further the SOHTIS mission
- to attend, in person or remotely, quarterly Trustees meetings
- to give an agreed time commitment to engage on specific areas of expertise between Board meetings
- to develop and maintain a sound knowledge of the work of SOHTIS and the social, political and economic environment in which it operates

Trustee Terms:

- Trustees are also considered Members of the organisation on appointment. There are no Members of the organisation other than the appointed Trustees.
- SOHTIS is a limited company by guarantee and therefore Trustees are required also to become directors.
- Trustees are invited to serve a four year term at the end of which time they may be eligible for re-election

Trustees Roles & Responsibilities

We are grateful to our Trustees who give their time voluntarily for the development and governance of SOHTIS.

We are currently looking to recruit Trustees with expertise in fundraising and safeguarding/child and vulnerable adult protection.

Fundraising

We are fortunate to have some of the most amazing supporters and fundraising opportunities. We would love to think creatively about how to maximise these and provide a strong financial foundation to support our aims. We take seriously our responsibilities to delivering for our clients, supporters and funders adopting ethical and transparent practices.

Role & Responsibilities

- Development & Review of the Fundraising Strategy in accordance with the Good Governance Code, including supporting other Board members to play an active role in regularly reviewing the Strategy and its implementation.
- Set Guidelines for Ethical Fundraising
 - Develop an Ethical Fundraising Policy which is adopted by the Board and implemented by the team.
- Operational Delivery of Fundraising
 - Understanding the fundraising resource available within the organisation, looking to add and strengthen the capacity and nurturing and supporting everyone involved

Safeguarding/Child & Vulnerable Adult Protection

Ensuring the safety and wellbeing of our clients and our team is paramount and at the heart of everything we do.

Role & Responsibilities

- Ensuring safeguarding policies, procedures and measures are fit for purpose and are regularly updated.
- Ensuring everyone in the organisation is aware of their safeguarding responsibilities and know how to respond to concerns.
- Challenging any decisions which adversely affect anyone's wellbeing.
- Managing allegations of abuse against someone involved in the organisation.
- Reporting serious incidents as necessary.

We are looking to recruit people who:

- demonstrate: integrity, acceptance, leadership, compassion
- will commit time and effort to SOHTIS
- will provide strategic vision
- have good, independent judgement
- have an ability to think creatively
- are willing to speak their mind
- can work effectively as part of a team

**'Alone we can do so little,
together we can do so much!'**

To apply to join our Board of Trustees, please complete our electronic Trustee Application and email it along with the signed Privacy Notice to: Joy Gillespie, CEO, joymg@sohtis.org and complete our anonymous Equal Opportunities Google Form.

All applications will be considered by our Board and will receive a written response. You may be invited to meet with the Board to discuss your application further.

If you would like to have an informal discussion prior to submitting your application, please contact, Joy Gillespie.



www.sohtis.org

Scottish Registered Charity: SC048296
Scottish Limited Company: SC594053