



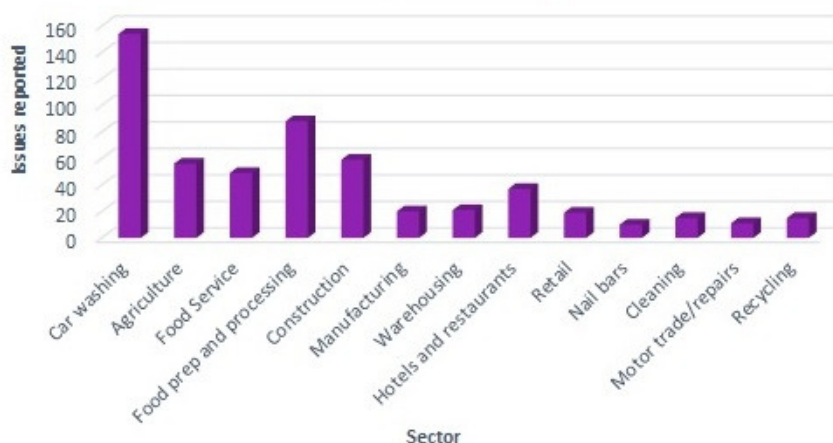
Partnership Bulletin



Welcome to our first partnership bulletin. Here, we'll let you know what we've been doing in the last quarter (April - June 2019) in terms of enforcement, prevention, licensing and compliance as well as sharing other relevant news and information. We hope you find it useful - if you have any feedback, we'd love to hear from you. Simply email us at communications@gla.gov.uk.

Trends

referrals received by sector April-June 2019



Between April-June, we received the most information in relation to the car washing industry. This was followed by the food preparation and processing industry and the construction sector. Just some of the issues we're told about relate to workers not receiving the national minimum wage, terms of employment, intimidation and coercion, and health and safety concerns. Intelligence most

commonly relates to Romanian victims aged between 25-35. Vulnerabilities continue to be targeted by offenders in the recruitment and control of victims. Those who are homeless are considered particularly vulnerable to labour exploitation, as well as asylum seekers, people with disabilities or those with mental health and/or drug or alcohol addictions.





The south-east part of the country received the most labour exploitation referrals. While car wash referrals continue to be the most referred sector, we also noted an increase in referrals relating to the recycling sector, which was three times its annual average. There are also noticeable increases in the amount of information we received about potential exploitation within the food processing and packaging and construction industries.

Enforcement

Between April and June this year, we...



identified 339 victims of labour exploitation



helped 497 workers recover wages and documents



issued 2 warnings and 8 enforcement notices



secured 2 convictions and issued 3 Labour Market Enforcement Undertaking sanctions



recovered £3,852 in withheld wages, £1,076 holiday pay and £7,011 other money*



received 783 referrals from a range of sources, including the Modern Slavery Helpline and Crimestoppers

*other money can relate to cash paid by workers for health and safety equipment



We currently have 118 live enforcement investigations ongoing. These relate to matters across the licensed and wider market, of which around 50% have indicators of modern slavery. The majority of our demand is in the south east - in London and outside the M25. Our relationships with partners remains central to our work and the last quarter has seen us work closely with a range of organisations, including the HMRC National Minimum Wage Team, numerous local police forces and the National Crime Agency.

A man investigated by our officers for gangmaster and fraud offences in the Merseyside area was jailed for 20 months in July. Josh Beesley (pictured), 27, previously pleaded guilty to aiding and abetting an unlicensed gangmaster and conspiring to commit fraud by abuse of position. Forty-one Romanian workers were uncovered by the GLAA during the multi-agency operation - they'd had their wages controlled, were being told where to live and had no control over their lives. They were also given false identities to allow them to work multiple shifts. GLAA Senior Investigating Officer Martin Plimmer said: "The sentencing sends out a clear message - if you break the law and attempt to exploit people for your own criminal gain, we will catch you, it's as simple as that."



Intelligence gaps

We receive referrals from a range of sources and we are extremely grateful for any information that helps us to protect the most vulnerable in our communities. One element that's often missing in the information we receive is in relation to the nationality and ethnicity of potential victims, including how they travelled to the UK and whether their job is linked to their accommodation - ie if the place they're living at is a condition of their employment. We appreciate it's not always possible to provide these details, but it would really help us if you could try to capture this when gathering information. This would ensure we have the full picture and can consider all avenues in terms of prosecution and protecting the victims involved.

Licensing



There are currently 1,033 GLAA licence holders supplying workers to the GLAA regulated sectors (agriculture, horticulture, shellfish gathering, and any associated processing and packaging). In the first quarter, eight licences were revoked and two were suspended, with the most common areas of non-compliance relating to the

licence holder not being fit and proper (where their honesty and/or credibility is called into question), competency, tax and workers' pay. We carried out 26 licence application inspections, 13 compliance inspections and one compliance inspection of a new business. There were five changes of Principal Authority, and three occasions where action was taken against those who breached the Gangmaster (Licensing) Act. The most common issues being dealt with by inspection officers include non-payment of holiday pay and people not receiving a P45 when they leave a workplace and being held on a business's books. We also saw workers not being paid when called into work and having to wait for work to be given, as well as others who received no payment to attend inductions. Another trend is the use of micro-companies to transfer workers from one company to another without their knowledge.

In May, our officers revoked a licence with immediate effect - the first time we'd taken such a measure in two years - after investigations revealed a Lincolnshire-based business was being managed by three people considered not to be fit and proper. An inspection of Sunrise East Ltd found that the principal authority had no control over the company or any idea how it was run. Further investigations led us to conclude that the company was controlled by three other men who were involved with Boston-based Go Solutions Ltd, a recruitment agency which had its GLAA licence revoked in December 2017 after inspectors discovered a multitude of failings.



We take our commitment to protect vulnerable and exploited workers extremely seriously - we simply cannot allow those considered not fit and proper to circumvent the oversight of the GLAA to exploit workers

Charlotte Woodliffe, GLAA Head of Licensing



Protocols



We currently operate protocols in three key industries to support and encourage better understanding and identification of labour exploitation. The **Construction Protocol** currently has 137 signatories, while the **Apparel and General Merchandise Public Private Protocol** has 18. We are also in the process of

re-establishing the **Supplier/Retailer Protocol** network, which has six participants. Our protocols commit signatories to work in partnership to protect vulnerable workers, agree to share information to help stop or prevent the exploitation of workers. It also requires participants to work with us to manage information sensitively and confidentially, commit to raising awareness within their supply chains, and maintain momentum by communicating with the GLAA regularly. All parties agree to help to prevent and protect workers from exploitation or abuse and take necessary steps to ensure that exploitation and abuse of workers is recognised and prevented. For more information about the protocols, [visit our website](#).

Consultation



Did you know the government has launched a 12-week public consultation around proposals to establish a new **single labour market enforcement body**? This would bring together three organisations - the GLAA, Her Majesty's Revenue and Customs' National Minimum Wage team, and the Employment Agency Standards

Inspectorate. [Visit the dedicated government web page](#) to find out how you can contribute.



The GLAA is well placed to adapt to any future service models around tackling labour exploitation and this consultation period could add real value to the debate around how we can enhance service provision to vulnerable workers

Michael Rich, GLAA CEO

Contact us

Do you want to sign up to one of our protocols? Or perhaps you have some information about potential exploitation you'd like to share? There are a range of people and departments on hand to help you with your enquiries. [Visit our website](#) for a list of relevant contact information.

