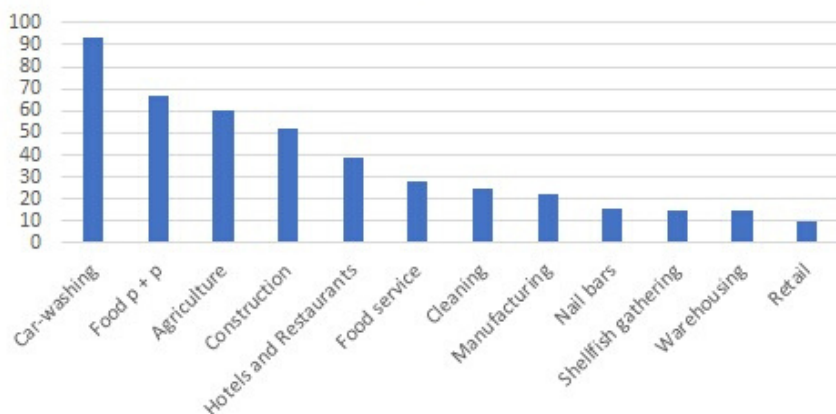




Welcome to our partnership bulletin. Here, we'll let you know what we've been doing in the last quarter (July-September 2019) in terms of enforcement, prevention, licensing and compliance as well as sharing other relevant news and information. We hope you find it useful - if you have any feedback, we'd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

Trends

Q2 2019-20 Referrals

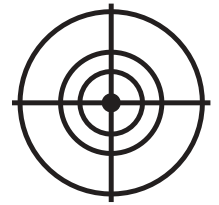


Between July-September we received the most information in relation to the car washing industry. This was followed by the food processing and packaging industry and the agriculture sector. Just some of the issues we're told about relate to workers not receiving the National Minimum Wage, terms of employment, intimidation and

coercion, and health and safety concerns. In the second quarter, we've seen investigations into hotels, restaurants and the hospitality sector double from nine investigations to 18 investigations in quarter two. The allegations primarily relate to the non-payment of the National Minimum Wage, cash-in-hand payments and poor/overcrowded accommodation. The nationalities are mixed, though mainly Romanian, and the premises tend to be Chinese restaurants. There were two investigations of alleged exploitation involving Romanian workers at Chinese restaurants in the North East between July and September.



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.



Enforcement

Between July and September this year, we...



identified 2,599 potential victims of labour exploitation*



helped 1,050 workers recover wages and documents



issued 7 warnings and 12 enforcement notices



secured 2 convictions



recovered over £138,000 in withheld wages and holiday pay. A further £5,000 was recovered for things like back-dated overtime pay



received 738 referrals from a range of sources, including the Modern Slavery Helpline and Crimestoppers

*potential victims were identified during enforcement activity (445 potential victims), as part of licensing standards breaches (2,116 potential victims), and via intelligence reported to us (38 potential victims)



We currently have 117 live enforcement investigations ongoing. These relate to matters across the licensed and wider market, of which around 54% have indicators of modern slavery/human trafficking.

Two men and a woman were charged with modern slavery offences following an operation in Newport, South Wales, in September. The allegations relate to a temporary worker who had been supplied to a food processing and packaging company. The victim was entered into the National Referral Mechanism, which enables him to access support from a range of agencies.

Single Enforcement Body

In July, the Government 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. The GLAA told the Government that, in principle, it supports such a move, believing it could bring real benefits in protecting victims.



Such a body will need to be properly resourced, suitably structured and empowered with an ambitious remit, if it is to succeed

Michael Rich, GLAA CEO



Industry profiles

We have developed new industry profiles providing a summary of the nature and scale of exploitation across the main sectors in the UK labour market. The profiles - covering 17 sectors ranging from shellfish gathering to construction and car washes - include a breakdown of where our intelligence is focused, the main ways in which people are exploited in each sector, and how to report concerns. They are all [available on our website](#).



A spotlight on: Construction

Our [industry profile for the construction sector](#) reveals that intelligence relates overwhelmingly to the London area, and also concentrated in smaller numbers in the West Midlands, Nottinghamshire, Essex and

Bedfordshire. Potential victims are often Romanian, male, and can be of any age. Just some details to consider when reporting concerns include: are the workers minors? Are they male or female? How many people are affected? How are they arriving to work - are there any vehicle details? How were they recruited? Where are they living? Whilst not all factors may be known, any additional details will help us identify potential victims and locations involved.

Licensing



There are currently 1,041 GLAA licence holders supplying workers to the GLAA regulated sectors (agriculture, horticulture, shellfish gathering, and any associated processing and packaging). In October, we conducted unannounced compliance

inspections in Lincolnshire to check on agency workers' welfare and tackle any potential unlicensed activity. Lincolnshire and the east of England is a key region for the GLAA due to its high levels of agricultural, food processing and packaging work, all of which requires licensed labour providers. The GLAA is responsible for inspecting businesses that are licensed and investigating those operating without a licence or where there are allegations of worker exploitation. In total, 24 agency workers were interviewed about their working hours, conditions, pay, holiday entitlement, and accommodation. Our officers found the workers were happy with their labour providers but the operation was an example of the work being undertaken to ensure compliance in the regulated sectors.





The public has a crucial role to play - have you seen people being forced to work excessively long hours over a long period of time? Do they know their home and work address? These are just some of the many signs of exploitation. Let us know if you spot any of these signs and we can investigate

Martin Jones, GLAA Head of Compliance



Prevention

The GLAA continues its work with the [Clewes Initiative](#), a Church of England project raising awareness of modern slavery. A current focus is around homeless people, who are anecdotally vulnerable to being targeted by perpetrators of slavery at drop-ins, shelters and on the streets. We have reviewed and refreshed our training materials and plans are in place to carry out awareness-raising at night shelters over the winter months.

HOMELESS PEOPLE ARE AT RISK OF MODERN SLAVERY They are targeted by traffickers at drop-ins, shelters, and on the streets.  They are offered work and promised money, and sometimes alcohol or drugs.	RISK OF MODERN SLAVERY  The promises will turn out to be a lie. They will work long hours for little or no pay and under threat of violence.	Have you heard stories of... <ul style="list-style-type: none">• Being approached at a shelter or drop-in by someone offering work• Physical abuse or untreated injuries• Unusual anxiety of those in positions of authority• Extreme fear of being watched• Working for no/little pay• Working in high risk areas like construction or hand car washes• Not being allowed to leave their place of work• Having no control of ID
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Protocols



Members of the GLAA Construction Protocol forum met on 20 September to discuss current trends in the industry and what they are doing to identify exploitation in their supply chains, drawing on case studies and personal experiences. The openness and willingness of the businesses involved to share information was a significant step forward. Also this quarter, we held our first meeting with the [Shiva Foundation](#) in relation to a hospitality protocol, which

was attended by a number of major hotel groups, non government organisations and law enforcement partners. There was a real appetite to explore opportunities for partnership working and develop an agreement for sharing information to help protect workers. A draft protocol is currently in development and updates will follow. We currently operate protocols in three key industries - construction, apparel and general merchandise and retail. They commit signatories to work in partnership to protect vulnerable workers. Want to sign up? [Visit our website](#) to learn more.

Training

In September, we provided training to over 500 frontline operational colleagues at the Department for Work and Pensions. We provided an insight into the role of the GLAA, the nature and scale of labour exploitation and advice around spotting the signs and how to report concerns. This is in addition to bespoke training delivered to partners in the public and private sector.



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.](#)

