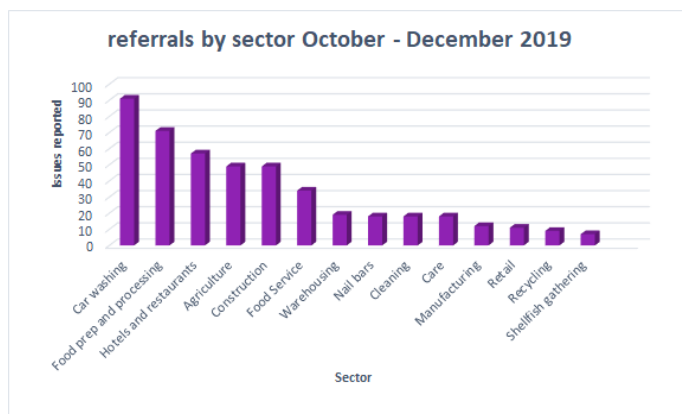




Welcome to our partnership bulletin. Here, we'll let you know what we've been doing in the last quarter (October - December 2019) in terms of enforcement, prevention, licensing and compliance as well as sharing other relevant news and information. We hope you find it useful - if you have any feedback,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

Trends



Between October and December, we received the most information in relation to the car washing industry. This was followed by the food preparation and processing sector, and the hotel and restaurant industry. The South East continues to see the most referrals, followed by the North-East.

Agriculture

An upsurge in referrals in the agriculture sector led to an increase in operational activity in the industry between July and December. This involved unannounced compliance inspections in rural Lincolnshire to check on agency workers' welfare and tackle any potential unlicensed activity. In addition to this, the GLAA launched four investigations into people potentially acting as unlicensed gangmasters, as well as another investigation into a business potentially using an unlicensed gangmaster. Six of the investigations launched in the agriculture industry between October and December had indicators of modern slavery and were most commonly located in the South-West of England.





The last quarter also saw a slight increase in the number of investigations tasked into the warehousing and storage sector in response to allegations of people being charged work-finding fees, having their bank accounts controlled and their identification documents withheld.

Enforcement between October and December 2019, we...



identified 1,659 potential victims of labour exploitation*



recovered over £1,100 for two workers for unpaid sick pay and holiday pay



issued six warnings and 12 enforcement notices



received 667 referrals from a range of sources, including the Modern Slavery Helpline and Crimestoppers



helped 270 workers with non-monetary issues like accommodation standards

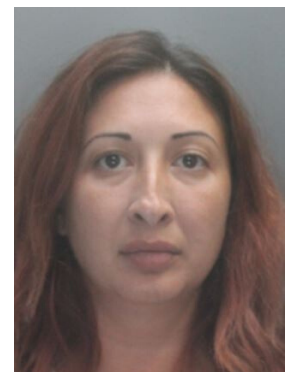
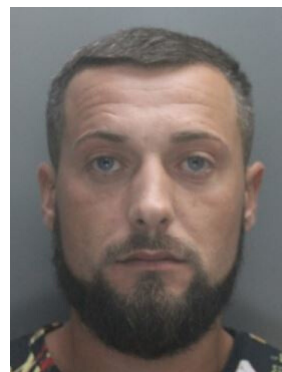
*potential victims were identified during enforcement activity (734 potential victims), as part of licensing standards breaches (908 potential victims), and via intelligence reported to us (17 potential victims)



There are currently **110** live enforcement investigations ongoing. These relate to matters across the licensed and wider market, of which **57%** have indicators of modern slavery and human trafficking.

Couple jailed for exploiting workers

A husband and wife were jailed for a total of nearly five years after admitting exploiting at least 41 workers. Alexander Goran and his wife Ana Marie Goran (pictured L-R) recruited workers from Romania with the promise of employment and accommodation. Once they were in the UK, Alexander - supported by his wife - controlled their wages, directed them to live in cramped, sub-standard housing, and even gave some of them



false identities so they could work two separate shifts at a food processing factory in Greater Manchester. The pair were arrested following a multi-agency operation in March 2018, which saw victims removed from the properties and taken to a reception centre. The Gorans, both Romanian nationals, fled to Spain but were arrested by Spanish authorities. Alexander pleaded guilty to acting as an unlicensed gangmaster and conspiring to commit fraud by abuse of position and was jailed for three-and-a-half years. His wife was jailed for 15 months after admitting aiding and abetting an unlicensed gangmaster.



Licensing



There are currently 1,045 GLAA licence holders supplying workers to the GLAA regulated sectors (agriculture, horticulture, shellfish gathering, and any associated processing and packaging). During the last quarter, two licences were refused, five were accepted with Additional Licence Conditions (ALCs), four ALCs were applied to existing licences, and five licenses were revoked without immediate effected.

GLAA compliance officers support national operation

The GLAA has been playing a supportive role in a seasonal workers pilot being carried out by the Home Office Immigration Visa Compliance Team. The pilot focuses on workers from outside the EU who are brought to the UK to work on farms and in food packaging houses. Our officers have been working with the Home Office team to visit farms growing seasonal



fruit and vegetables at locations throughout Scotland and England, where workers are offered advice around areas of potential exploitation, including accommodation, pay and holiday pay. This not only alerts workers to their rights but also allows both organisations to gather intelligence.

Prevention



Anecdotal evidence suggests homeless people are deliberately being targeted by organised criminal gangs for exploitative purposes. The GLAA is currently working with [the Clewer Initiative](#) to map homeless shelters, drop-in centres and church groups to raise awareness of labour exploitation and modern slavery

amongst front-line workers who interact with the most vulnerable in our society. We've launched pilots in London, Brighton, Hove and Bristol. Our people are working with a range of partners including homeless charities, faith groups and local authorities to better understand the sector and prevent and detect exploitation.

Modern slavery awareness event

An event encouraging businesses, volunteers and faith leaders to protect their communities from modern slavery was held in Leicester in October. The workshop helped community leaders learn about the signs of modern slavery and labour exploitation, with a specific focus on the textile industry in the city.



Protocols



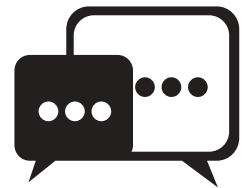
The GLAA has joined forces with the [Shiva Foundation](#) to launch a protocol to tackle human trafficking and modern slavery in the hospitality sector - which encompasses hotels, accommodation, catering, restaurants and bars, and recreational services. The hotel industry in particular is recognised as high-risk for labour exploitation and modern slavery. A number of major hotel and hospitality groups are already

involved with the protocol. Signatories will meet twice per year, with the next meeting taking place in London on 20 February, after which the protocol will be formally approved and launched. The GLAA currently operates protocols in three other key industries - construction, apparel and general merchandise, and retail. It commits signatories to work in partnership with the GLAA to protect vulnerable workers and prevent and identify exploitation. The Construction Protocol currently has 198 signatories, including some of the biggest names in construction like Balfour Beatty, Bellway and Barratt. The next construction protocol meeting is on 9 March. Would you like to be involved with any of our protocols? [Visit our website to learn more.](#)

News

GLAA responds to Single Enforcement Body consultation

The prospect of a Single Enforcement Body to deal with employment rights is thought to be more likely following December's general election result, given it was a manifesto commitment by the Conservatives. CEO Michael Rich says the GLAA will remain closely linked to the Home Office, BEIS and ministers over the proposals, which would see our agency brought together with HMRC's National Minimum Wage Team and the Employment Standards Agency Inspectorate.



[Read the GLAA's response to the consultation here.](#)

OBE for GLAA Board Chair



After more than eight years at the helm of the GLAA Board, Chair Margaret Beels has been honoured with an OBE. Margaret was celebrated in the 2020 New Year's Honours List for her services to tackling and preventing modern slavery and labour exploitation. She said "I am honoured and delighted; in addition to my own contribution, this recognises the importance of the GLAA's work in protecting vulnerable and exploited workers."

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.](#)

