



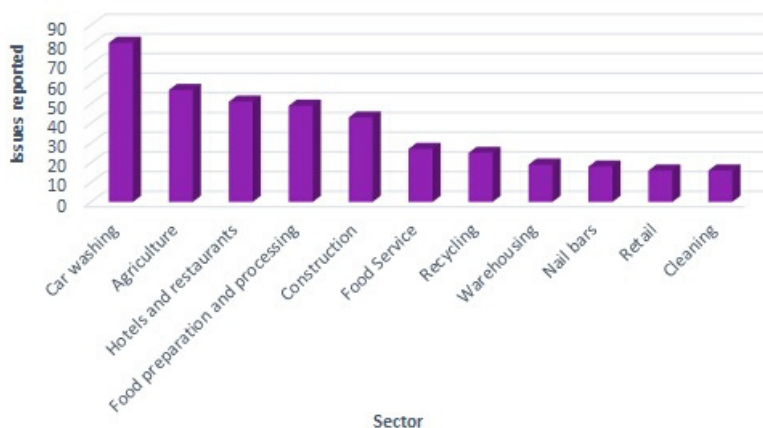
Partnership Bulletin



Welcome to our latest partnership bulletin. Here, we'll focus on the fourth quarter of 2019/20 - January to March, as well as some data covering the entire financial year. We'll let you know what we've been doing 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 January-March 2020



Between January and March 2020, we received the most information in relation to the car washing industry. This was followed by the agriculture sector and the food processing and packaging industry.

This graph shows the top sectors for referrals - lower numbers of reports were made in other sectors too, like manufacturing and the courier industry.

Car washing sector

Investigations into car washes this quarter were primarily located in the North-East of England, mainly in Yorkshire and Durham. Allegations primarily related to underpaid wages, and there have also been suggestions of car wash owners arranging transport and accommodation for workers, potentially leading to [debt bondage](#). The vast majority of investigations were carried out in partnership with police forces, however HM Revenue and Customs (HMRC), the National Minimum Wage Enforcement Unit, the Health and Safety Executive and local authorities also assisted.



Enforcement

Between January - March 2020, we identified **573** potential victims as well as nearly **9,000** workers potentially subject to licensing standard breaches. We issued eight warnings and 11 enforcement notices. We recovered over **£10,000** for **436** workers relating to withheld wages and other benefits like sick pay. We received a total of **554** referrals and, as of the end of March, we had **123** live enforcement cases, **52%** of which had indicators of modern slavery.

Over the entire financial year (April 2019 - March 2020), there has been a substantial increase in both the number of cases led by the GLAA, and a greater proportion of all cases were conducted in partnership with other agencies, most commonly the police, HMRC and local authorities. The results this year show good disruption of criminal activity within [GLAA-regulated sectors](#), with victim identification more than doubling in 19/20.

Between April 2019 and March 2020, we...



identified 15,186 potential victims of labour exploitation



secured eight convictions



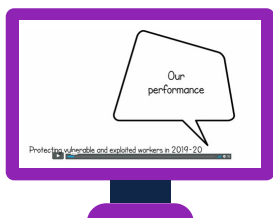
recovered over £166k for workers in holiday pay, withheld wages and other costs



issued 23 warnings and 43 enforcement notices



received 2,741 referrals from a range of sources, including the Modern Slavery Helpline and Crimestoppers



If you'd like to know more about our performance in 19/20, [click here](#) to see a short video outlining just some of what we achieved.

'Business as usual' for exploitation investigators

Investigators from our North East team proved it's business as usual at the GLAA after investigating worker exploitation at a business in West Yorkshire. Three of our investigating officers visited the premises in Silsden on Wednesday 13 May after receiving information to suggest vulnerable workers were living there. Concerns had been raised over their living conditions and their welfare, so our investigating officers Chris Dunleavy, Mick Coles, and Ivana Glassner (pictured left to right) donned their PPE to work proactively with West Yorkshire Police to carry out a joint visit at the address. Enquiries at the location found no workers were present and did not identify people living in concerning conditions. The GLAA will not hesitate to use its full range of powers to ensure businesses remain compliant and those criminals exploiting workers are pursued and brought to justice. Despite the lockdown, we continue to conduct investigations and inspections to ensure workers are protected.



Licensing and compliance



Since January 2020, 78 inspections were allocated to the Compliance Team. This included 45 new applications for a GLAA licence and 33 compliance inspections - including inspections relating to changes of Principle Authority, new businesses, and as a result of intelligence received. A list of all inspections is kept on the GLAA website [here](#). There has been a

significant change in the inspection process due to COVID -19 in light of travel restrictions and many businesses now operating from home. Inspections are now carried out over the telephone, but visits continue to be carried out where necessary and our investigators have continued to provide support despite current restrictions.

Since January 2020, issues that have become apparent through our inspection regime include:

- Lack of understanding of national minimum wage offset regulations for those supplying accommodation
- Placing workers at a micro company and then regularly moving them from one micro company to another
- Charges/deposits being made for PPE
- Assignment schedules not being provided in support of a worker's contract
- Induction periods not being treated as working time and workers not being paid for the induction
- Not keeping records relating to welfare
- Workers with additional driving duties who breach working time directives, particularly within poultry sectors
- Workers not knowing their annual holiday period
- Labour providers not paying outstanding holiday pay when a worker's contract is terminated
- Labour providers not issuing a P45 to workers who have not worked for more than three months
- Contracts still stating workers are self-employed when they clearly don't meet the HMRC criteria

Our officers remain alert to such breaches and won't hesitate to use the full range of their powers to ensure businesses remain compliant and workers are protected and get what they deserve.

In response to the coronavirus crisis, the GLAA implemented a temporary licensing scheme to ensure critical food supply was able to run as smoothly as possible during the outbreak. We worked quickly to set up the process to provide greater flexibility to the food production sector during unprecedented times, whilst maintaining our core commitment to protect vulnerable and exploited workers. The scheme was always intended to be time-limited, and we believe the sector has now adjusted to the current situation and is now able to plan for the workers required, so the temporary licensing scheme will close on 1 June. [Read more about this here](#).

Prevention

Facebook ads highlight false recruitment

The GLAA teamed up with Crimestoppers to educate job-seekers about fake recruitment adverts on Facebook. We identified that gangs have been running ads through the social media network targeting young, Romanian men. The ads promote job opportunities for highly paid labour/construction work in London. In reality, this is often not the case and no job exists. The GLAA joined forces with the crime-fighting charity to educate potential



victims that these ads are not always what they seem. Playing perpetrators at their own game, adverts were placed on Facebook appealing to those searching for work. The ads then clicked through to a Crimestoppers webpage, full of information about what to look out for when seeking employment in the UK construction industry. The campaign, which targeted Romanian men age between 18-34, reached over 900,000 people. There was a 13% increase in reports relating to modern slavery, and a 400% increase in modern slavery reports relating to Romanian victims.

Labour exploitation explained in webinar



GLAA's Head of Prevention and Partnerships, Frank Hanson (pictured), recently held a webinar training session for faith leaders around modern slavery and labour exploitation during the Covid crisis. He explained the role of the GLAA in tackling worker exploitation, and the role faith leaders can play in supporting their communities and work with the GLAA to protect potential victims. The webinar was recorded and is available to [view online here](#).

News

Support for farmers during pandemic

The GLAA has contacted all agricultural labour sites in the south of England and Wales to provide farmers with ongoing support during the coronavirus (COVID-19) pandemic. Advice on [how to spot the signs of labour exploitation](#) and where to report concerns has been issued ahead of the GLAA visiting farms directly over upcoming weeks to give further guidance to the industry. [Read more here](#).



GLAA welcomes new Board member



We have recently welcomed Julia Mulligan as the GLAA's newest Board member. She has worked in the private sector running her own business but most recently Julia has been the Police and Crime Commissioner for North Yorkshire since 2012. She is also a member of the Independent Anti-Slavery Commissioner's advisory panel and has chaired the Rural Crime Network. [Watch a video message from Julia here](#).

Government issues guidance over worker pay

The government has issued guidance that outlines how holiday entitlement and pay operate during the coronavirus pandemic. It's an explanation of how holiday entitlement and pay operate during the crisis and how it differs from the standard holiday entitlement and pay guidance. It is designed to help employers understand their legal obligations, in terms of workers who continue to work or have been placed on furlough as part of the government's [Coronavirus Job Retention Scheme \(CJRS\)](#). [Read more here](#).



If you'd like to contact us, [visit our website for a list of relevant information](#)