

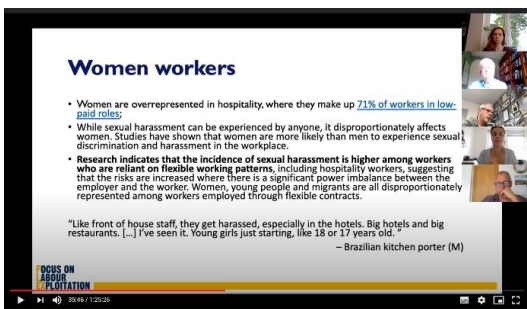


Partnership Bulletin



Prevention

Partnership work seeks to protect hospitality workers



The GLAA continues to work closely with partners to protect workers in the hospitality industry from exploitation. We recently presented at a webinar hosted by the Shiva Foundation and UK Hospitality entitled 'Strengthening Hospitality: How to protect against exploitation post-COVID-19.' You can [re-watch the webinar here](#).

A round-table discussion was held the following week on how the industry can be supported in better addressing the risk of modern slavery and exploitation. Frank Hanson, GLAA Head of Prevention and Partnerships, said: "We wanted to hear and understand from the hospitality sector the challenges they face and what good practice is already in place and can be shared. It was a very honest and positive discussion which has given us all a solid platform to continue working closely together." Sian Lea, Managing Director of the Shiva Foundation, added: "We know that hospitality is a high-risk sector in terms of exploitation. And we can predict that COVID, and the financial strain the sector is currently facing, will exacerbate that risk. Fortunately there is a great deal of work under way from organisations like the GLAA and key hospitality organisations. We wanted to create a dialogue to highlight the risks while encouraging the industry to come together as one to address them. "



GLAA leads Leicester taskforce

Garment factories across Leicester have been visited by enforcement agencies as part of Operation Tacit – a multi-agency drive led by the GLAA to ensure workers are being treated correctly and businesses are following regulations. The operation follows concerns around allegations of unsafe working conditions and the exploitation of workers that arose during



Leicester's recent localised lockdown as a result of the COVID-19 pandemic. In response, several enforcement agencies, working alongside Leicester City Council and Public Health England (PHE), have been conducting unannounced visits at commercial premises in the city. We recently visited

six factories and garment manufacturers as part of this latest activity, and all were compliant with the regulations and there was also evidence of good practice by the businesses in taking proactive steps to protect their workers from COVID-19.

App launched to stop exploitation on farms

A new app designed to help tackle labour exploitation and modern slavery in the farming, horticulture and food production sectors has been launched by the Church of England's modern slavery initiative. The Farm Work Welfare App, developed by [The Clewer Initiative](#), provides information on how to prevent labour exploitation. Farmers will be able to access

practical information on licensed labour providers, document verification and rights of workers. It allows both farmers and workers to flag up concerns about labour exploitation or modern slavery and seek help. It's available free on Google Play and the Apple App Store. [Find out more here.](#)



Exploitation of Latin American women cleaners

The GLAA was interested to hear feedback during a recent meeting with our worker/NGO (Non Governmental Organisation) group about the prevalence of exploitation of Latin American women cleaners during the pandemic. Victims are reportedly particularly vulnerable to violations of rights such as unsafe working environments, unfair dismissals and pay cuts in the context of the COVID-19 crisis. During a four-day social media campaign, where Spanish and Portuguese-speaking women were asked for their views, [Stop the Traffik](#) found that the women surveyed:

- Work primarily in commercial buildings and/or domestic setting in the UK and have at least, at one point, experienced exploitation or abuse in their workplace
- Reported an increase in unfair dismissals, reductions in hours, not receiving the minimum wage and pay cuts
- Were unsure of UK law on the National Minimum Wage
- Believed that an employer had the right to deduct wages for expenses such as travel or food
- Are unsure of whether their ability to be tested and treated for COVID-19 would be affected by their immigration status
- Recognised they were taken advantage of by an employer due to language barrier issues

We believe this is an issue that is under-reported. If you have concerns about exploitation, [contact us.](#)

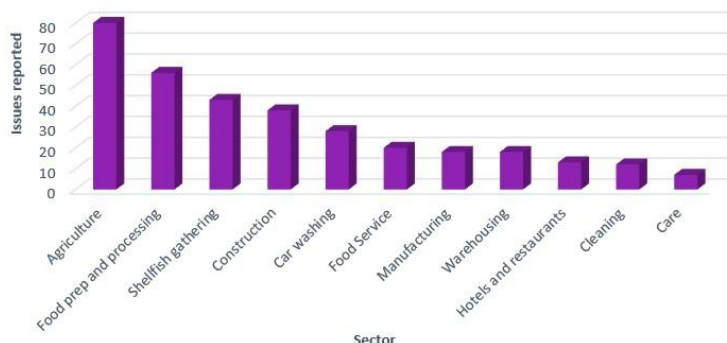
Podcast highlights exploitation in construction industry



The GLAA joined forces with Crimestoppers and Marshalls plc to launch a special [podcast](#) exploring modern slavery within the construction sector. We discuss Crimestoppers' new #SlaveryonYourDoorstep campaign, explain how Marshalls' fleet of drivers are helping to spot and report signs of modern slavery as they go about their work, and how other firms can join the efforts to stamp out the problem. [Read more, and listen to the podcast again, here.](#)

Trends

referrals received by sector April-June 2020



We received most referrals relating to the agriculture sector, followed by food processing and packaging, and shellfish gathering. These sectors have continued to operate during UK lockdown measures, whereas the temporary closure of many businesses operating in the car washing and hospitality, hotels and restaurants industries have resulted in a decrease in referrals in these sectors.

Shellfish gathering sector

Reports of shellfish gathering continue to increase and totals for this year have already surpassed the whole of 2019. In June, the sector accounted for 23% of all referrals and intelligence reports processed by our Intelligence Team. Multiple reports were received in relation to concerns about labour exploitation in this sector, as well as the environmental impact of collecting. In 2020, at least 60 workers have been identified as potentially subject to some form of labour exploitation in the shellfish gathering sector. Investigations into this sector this quarter were primarily located in the South-East.



Enforcement

Between April and June 2020, we...



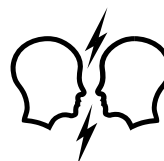
identified 520 potential victims



uncovered 1,632 workers potentially subject to licensing standard breaches



issued two enforcement notices



supported 622 workers in resolving disputes with their employer*



recovered over £4,000 for workers



received 456 referrals

*disputes include discrimination, withheld wages, holiday pay and sick pay entitlements.



At the end of the first quarter the GLAA had **108** live enforcement cases, **44%** of which had indicators of modern slavery.

Licensing and compliance

New 'more efficient' licensing system



We are busy preparing to launch our new licensing system in September. The new system will provide a more efficient service to licence-holders and allow you to manage your own information around renewals. More news will follow over the coming weeks.

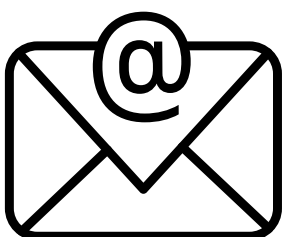
A level playing field for all

We often get questions about the charge rates that are [on our website](#). These are indicative, but if you find that lower rates are being charged, it may be that the business is cutting corners. We aim to ensure that there is a level playing field for all businesses by checking the rates that businesses charge. We have also noticed an increase in the number of online job boards since more businesses moved to working away from the office. An online business advertising a vacancy in the GLAA sectors needs to be licensed if they sift or select candidates for other labour providers

or labour users. No licence is required if the online business only operates a jobs board where labour providers and labour users post vacancies and manage the recruitment process themselves. If you're not sure then please get in touch. During the first quarter, we revoked six licences for issues such as high levels of HMRC debt, and 'fit and proper' failures, including a lack of competence, and liquidation of a business.



Keep in touch



Some of our licence-holders are reporting that emails from us are going in to their spam/junk folder, so please ensure that you add us to your safe email list so that you don't miss out on important emails from us - you could miss out on your renewal reminders. It is the responsibility of every licence-holder to ensure that they remain licensed, so if you don't know when your licence is due to expire [please contact](#) us and we can let you know.

News

GLAA appoints interim CEO



The GLAA has appointed Ziggy MacDonald as its interim chief executive. Mr MacDonald will lead the foremost investigative agency for labour exploitation until a successor for Michael Rich is confirmed. Having previously worked in various policy, strategy, finance and analysis roles across the Home Office since 2002, Mr MacDonald is an experienced executive within Government and the Civil Service. More recently, he was Director of Windrush Lessons Learned Review and for the last few months has been on secondment to the GLAA as a Consulting Director. [Read more here.](#)

17 potential slavery victims safeguarded

GLAA investigators safeguarded 17 workers suspected of being at risk of modern slavery and labour exploitation during a recent operation. The men and women, who were all Romanian nationals, were identified following allegations of labour exploitation at a business in Suffolk. This included a woman who was rescued from a property after allegations had reached the GLAA and partners that she had been prevented



from leaving her home. GLAA Senior Investigating Officer Jennifer Baines said: "These people are not statistics; they are some of the most vulnerable and hidden members of society in desperate need of support. This investigation has also emphasised how important it is for companies to have thorough safeguarding checks in place, to be fully aware of the signs of exploitation, and to report their concerns to us so we can take swift and decisive action to end any abuse taking place." Investigations are ongoing and those safeguarded received specialist support.

GLAA secures first Slavery and Trafficking Risk Orders

The GLAA had its first Slavery and Trafficking Risk Orders (STROs) granted at court to prevent a Romanian couple from trafficking vulnerable and exploited workers to the UK. Orders were granted against Florin-Ciprian Dinu, 20, and Mihaela Dinu, 22 after evidence indicated workers were at risk of being exploited through debt bondage, cramped accommodation and threat of physical violence. The STROs impose strict restrictions on the pair, stopping them from arranging travel or transport into the UK for anyone other than their immediate family. It also prevents them from arranging employment for others, using anyone else's bank card, and renting property. Both defendants, previously of Gladstone Street, Doncaster, have recently returned to Romania and were not present at court to contest the orders which will be in place until further notice. Breaching the order is a criminal offence carrying a maximum penalty of five years in prison.



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