

## Business Impact Target Reporting Period Covered: 17 December 2021 and 16 December 2022

### Gangmasters and Labour Abuse Authority (GLAA)

Exclusion category	Summary of activity
<p>Measures certified as being below <i>de minimis</i> (measures with an EANDCB below +/- £5 million)</p>	<p>During the period of this report the GLAA issued the following guidance notes to its licence population:</p> <p><a href="#">GLAA Brief 76 - Change of Principal Authority - March 2022</a> – explained the process for a licence holder to arrange a replacement Principal Authority – the businesses key contact with the GLAA concerning the maintenance of the licence.</p> <p><a href="#">GLAA Brief 77 - Guidance on buying a GLAA licence holding business</a> – explained that a licence is non-transferable, and that if a business buys an existing licensed business the licence does not transfer, and a new licence is required. This protects against abuse of the licensing framework.</p> <p><a href="#">GLAA Brief 78 - Charge Rate Guidance - April 2022</a> - To provide guidance on the legal minimum charge rate to pay all statutory deductions for tax/NI and meet the National Minimum wage rate. This supersedes Brief 68 covered in the 2021 BIT return.</p> <p><a href="#">GLAA Brief 79 - How licensing applies to businesses outside of the UK - July 2022</a> – provided up to date guidance on the requirement for overseas agencies to hold a licence if they were able to supply workers to the UK, and therefore to ensure that any UK based licence holders, who sought to use an overseas sub-contractor understood the rules and did not commit a criminal offence of using an unlicensed gangmaster.</p>
<p>Casework</p>	<p>There are currently just over 1000 licence holders, each of which require renewal after a year. Decisions on application inspections and compliance inspections may occur based on the compliance strategy, set in 2021.</p> <p>As a result of the Covid-19 pandemic the number of physical inspections has reduced, as alternative methods to conduct interviews through video conferencing is used. In 2022 to date, 10 cases have been tasked for compliance inspection, and 113 for application inspections, for new licenses.</p>
<p>Education, communications and promotion</p>	<p>The GLAA continues to promote its national education qualification working with the Skills and Education Group, who are the awarding body. The target audience are vulnerable workers entering or re-entering the labour market who may benefit from awareness and understanding of their employment rights and signs of labour exploitation.</p>

Exclusion category	Summary of activity
	The GLAA also engaged with a diverse range of business stakeholders using a variety of media and communication channels. This included a webinar co-hosted with NMW & EASI, to raise awareness of the importance of being a compliant business, ensuring workers are treated fairly and legally in respect of their working conditions and pay.

