**Gangmasters Licensing Authority**

## Certificate in Professional Development: Investigating Modern Slavery, a programme in partnership with the University of Derby to give individuals the knowledge, skills and confidence to identify labour exploitation.

### Introduction

The Modern Slavery Act 2015 (and equivalent legislation in Scotland and Northern Ireland) has increased awareness of labour exploitation and drawn together various strands of legislation to ensure that the UK has a focussed approach to deal with all forms of slavery. The GLA has been heavily involved in the development of the legislation, in particular using its expertise in the area of labour exploitation. The Modern Slavery Act will require business to consider its approach to tackling this abhorrent crime.

The GLA and law enforcement partners cannot tackle labour exploitation alone. The GLA continues to work alongside businesses to raise awareness and offer support to identify and tackle labour exploitation. This support will now extend to providing a training programme to enable businesses to identify labour exploitation, non-compliance with the GLA Licensing Standards, act as a deterrent to those who seek to exploit workers and support the transparency in the supply chain requirements placed upon business from 1 November 2015. Importantly, it will also ensure that any business which identifies issues of labour exploitation knows when and how to report concerns.

The programme is based upon the training received by GLA Inspectors and uses real life examples of GLA inspections. It utilises the expertise of the University of Derby's International Policing and Justice Institute who are recognised as leaders in the area of investigative interviewing and this programme is being accredited by the University. The programme does not seek to place the responsibility for tackling the most serious forms of exploitation on individuals within a business. It seeks to support them through increased knowledge and awareness with the emphasis that if Modern Slavery or non-compliance is identified it should be reported immediately to the relevant authorities.

### What is included?

The training is provided through a blend of online learning and a two day classroom event.

The online modules cover:

- Human Trafficking and Modern Slavery

- GLA Legislation

- GLA Licensing Standards

The training programme provides an overview, and the indicators, of human trafficking and forced labour, the Gangmasters (Licensing) Act 2004 and the GLA Licensing Standards, to include how they are applied and how non-compliance can be assessed.

The classroom element of the training will enable delegates to understand how compliance can be tested and includes the basic elements of interviewing which can be applied to the interview of workers, along with those who either supply or use workers to ensure compliance with the legislation. It will enable delegates to understand how interviews can be constructed to ensure that information can be assessed and verified through the interview process. This will be delivered through trainer input, group discussions and role plays.

By the end of the programme delegates will have demonstrable knowledge in relation to the requirements of the GLA Licensing Standards, interviewing workers, labour providers and labour users, how to assess compliance and how to identify and report exploitative practice. It will equip delegates to examine the arrangements under which workers are supplied and how they are treated. The skills gained can also be applied to other business areas such as recruitment, appraisals and disciplinary procedures.

The programme will support the examination of the labour supply chain with knowledge and practical tools that can be applied across all areas of labour supply and support businesses in order to meet the requirements of the Modern Slavery Act 2015, particularly with regard to transparency in the supply chain.

## Who is this training for?

This module is relevant to Compliance Managers, Contract Managers, Technical and Field Managers, Labour Co-ordinators, Recruitment Managers, Ethical Auditors, HR Managers and Training Managers with responsibility for delivering training in relation to the recruitment and placement of workers.

## When is it available?

Further training dates for the 2016/17 Academic year will be announced shortly.

## What is the cost?

Each course will be run with a minimum of six and maximum of eight delegates. The cost is £600 per delegate.

## How is it assessed?

The programmed is assessed by:

- e-learning knowledge checks

- demonstration of interviewing skills

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- Completion of a 1,500 word reflective portfolio with an action plan contextualised in the learner's workplace environment.

In addition, there will be a knowledge check in relation to the Legislation and GLA Licensing Standards on the first morning of the classroom event but this will not form part of the overall assessment.

Upon successful completion of the programme the delegate will receive a Certificate in Professional Development: Investigating Modern Slavery.

### How to apply

Email academy@gla.gsi.gov.uk with your preferred training date. We will then contact you for your registration details. These details will be sent on to the University of Derby, who will issue you with a user ID password and links to the enrolment process.

## Further information

1.    If you any questions about this Brief, please contact the GLA helpline on 0345 602 5020 or email academy@gla.gsi.gov.uk

2.    The GLA booklet 'Labour exploitation: Spotting the signs' is available on the GLA website at: bit.ly/GLAbooklet. Please contact us to request a hard copy of the booklet.

3.    For the latest news and updates from the GLA:

    Twitter:        @UK_Gla

    facebook:      www.facebook.com/GangmastersLicensingAuthority

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