



Gangmasters &
Labour Abuse Authority

MODERN SLAVERY

HELP

THEM

Working in partnership to protect vulnerable and exploited workers

Labour exploitation and modern slavery - make the right choice **HELP** them

Modern slavery and labour exploitation affects thousands of people in the UK and is happening right now. You can play a part in stamping it out by spotting the signs and taking action if you see anything suspicious.

Get advice rather than confronting anyone and report your concerns. We are here to help individuals and businesses affected by labour exploitation and modern slavery.

Modern slavery: **the signs**



WORKERS' DETAILS

Check mobile numbers, bank accounts, email addresses and home addresses to reduce risk of them being controlled by a third party.



APPEARANCE

Are there signs of injury or malnourishment? Do they look unkempt? Are they wearing the same clothes all the time?



BEHAVIOUR

Do they appear frightened, sad or anxious? Are they always accompanied by others and unwilling to engage or talk to anyone? Is someone normally speaking on their behalf?



WORKING CONDITIONS

Do they work excessively long hours without days off? Do they appear isolated and interact little with other colleagues? Do they have the right equipment for the tasks they perform?



RESTRICTED FREEDOM

Do they always travel with others and never alone? Do they appear to be dependent on others? Are they in possession of their own identification documents?

What next?

The most important thing to remember is not to approach anyone or take matters further without assistance. You may put victims or even yourself in danger or compromise any subsequent investigation.

The GLAA can send investigating officers out within 24 hours in response to your suspicions and help you through the correct process. This will include interviewing the workers and managers to identify if labour exploitation or modern slavery is taking place. If that is confirmed, the victims will be taken to a safe place through the National Referral Mechanism.

If necessary the police or other agencies may become involved, however disruption to the business will be kept to a minimum. The GLAA will provide support to victims and legitimate businesses targeted by those who exploit vulnerable workers.

H HEAR IT OR SEE IT?

- ☑ Engage with workers, talk to them and get to know them
- ☑ Look out for suspicious or unusual behaviour when they arrive and leave work or spend time in communal areas
- ☑ Watch for individuals who may dominate or control
- ☑ Listen to comments and rumours about bullying, injuries, food theft etc
- ☑ Discuss your concerns with others to see if they have spotted similar signs and share your worries

E ENGAGE WITH IT

- ☑ Record anything you see or hear however minor, it could be vital evidence
- ☑ Seek advice immediately and call the GLAA for advice and guidance
- ☑ Do not intervene without guidance as you may put yourself and the workers at risk
- ☑ Help the authorities to identify and deal with those responsible
- ☑ If you feel there is danger to life or violence is being used or threatened, **CALL THE POLICE USING 999**

L LEARN FROM IT

- ☑ Make sure you are fully aware of what to look for and make regular checks
- ☑ Help and train others to be aware
- ☑ Make contact with those that can help and guide you such as the GLAA
- ☑ Attend training and seminars on labour exploitation and modern slavery
- ☑ Keep up to date with changes and updates through alerts and social media [#modernslavery](#) [#UK_Glaa](#)

P PREVENT IT

- ☑ Be vigilant at all times and don't ignore the signs
- ☑ Make sure there is a policy in place and people know what to do and who to contact
- ☑ Gain workers' trust, offer your help
- ☑ Educate people on the signs throughout the business
- ☑ Share good practice and experience

Gangmasters and Labour Abuse Authority (GLAA)

The Gangmasters and Labour Abuse Authority (GLAA) is the foremost investigative agency for labour exploitation in the UK. Our mission is to prevent, detect and investigate worker exploitation across the entire economy and we work in partnership to protect vulnerable and exploited workers.

We have powers under the Immigration Act 2016 to investigate all forms of labour abuse, including modern slavery offences across England and Wales. Our investigating officers can arrest suspects, seize evidence and conduct searches as part of investigations into alleged offences.

There are believed to be more than 40 million victims of modern slavery across the world – 25 million are in forced labour. The GLAA seeks to protect all workers, regardless of employment status and we are committed to helping eradicate labour exploitation in all its forms.

Find out more at www.gla.gov.uk

ACT NOW

GLAA CONFIDENTIAL HOTLINE
0800 432 0804

GLAA INTELLIGENCE TEAM
0115 959 7052

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Stop labour exploitation and modern slavery by calling the GLAA

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