



Gangmasters &  
Labour Abuse Authority

# CEO Quarterly Report

January 2018

## Introduction

The third quarter of the year saw the GLAA continue its drive towards firmly establishing itself as the foremost investigative law enforcement agency for labour exploitation in the UK.

This has been a critical period for the organisation in which we have increased and enhanced our resources to reflect the much broader remit and responsibilities the GLAA now has. For the same reason we have continued to go through a period of dynamic organisational change, ensuring the GLAA has the right structure and framework to meet its new challenges.

However, it is a period that ended with the tragic and sudden death of our Chief Executive Paul Broadbent who died at home on 27 December 2017.

Paul's death is a shattering tragedy for the GLAA. He was someone who devoted more than 30 years to public service, including 30 years as a police officer where he ended his career as an Assistant Chief Constable.

He was a visionary when it came to championing the rights of vulnerable and exploited workers and the GLAA is Paul's legacy – an organisation built to protect victims of labour abuse and modern slavery and equipped to tackle a practice he abhorred.

Paul was a charismatic leader and his presence, warmth and wit were hugely influential in forming strong, enduring relationships with so many individuals and organisations. That presence was never more amply demonstrated than at the GLAA's Conference in October 2017 at Edgbaston Cricket Ground.

Almost 500 delegates from the public, private and third sectors saw a man at the peak of his profession, someone who was able to articulate simply and powerfully, the impact of modern slavery on its victims.

The conference was an enormous success and Paul recognised its importance in announcing the arrival of the GLAA on to the national stage. However, he was always looking ahead and talked about the next conference in spring 2019 being an event of even greater importance and resonance.

His colleagues are united in their determination to build upon Paul's legacy and cement the GLAA's position as a dynamic force for good.

In the coming weeks and months the GLAA will look to strengthen further our relationships with operational partners and increase our reach with key stakeholders within the private and third sectors.

We will collaborate with others on awareness campaigns that underpin the prevention agenda to educate the public and stakeholders about labour abuse issues.

Our operational activity will continue to increase as the GLAA leads more and more investigations driven by the intelligence that is fed into us.

It was Paul's ambition that the sphere and influence of the GLAA be broadened further as he genuinely believed we are best placed to tackle head on some of the complexities and issues relating to modern slavery and forced labour.

The Executive Management Team (EMT) would like to place on record our thanks and appreciation for the hundreds of messages of support in the wake of Paul's death; these messages have been a comfort to colleagues during this difficult time.

They also demonstrate the tremendous amount of goodwill the GLAA has across the country and overseas and this reinforces our determination to build upon Paul's legacy and see the organisation go from strength to strength.

Finally, the EMT thanks board chair Margaret Beels and other board members for their tremendous support.

## Operational Statistics

CEO Quarterly Report Statistics Summary 2017-18				
Quarterly totals	Q1	Q2	Q3	Q4
<b>AIs (tasked)</b>	<b>37</b>	<b>43</b>	<b>30</b>	
<b>CIs (tasked)</b>	<b>17</b>	<b>42</b>	<b>11</b>	
<b>New Licences issued</b>	<b>25</b>	<b>43</b>	<b>24</b>	
<b>Licences refused</b>	<b>5</b>	<b>2</b>	<b>6</b>	
<b>Licences renewed</b>	<b>261</b>	<b>248</b>	<b>181</b>	
<b>Revocation with IE</b>	<b>1</b>	<b>0</b>	<b>1</b>	
<b>Revocation w/o IE</b>	<b>4</b>	<b>0</b>	<b>6</b>	
<b>Money recovered- cases</b>	<b>10</b>	<b>0</b>	<b>10</b>	
<b>Amount Recovered</b>	<b>£83,225</b>	<b>0</b>	<b>0</b>	

## Workers Assisted - Results

- Workers subjected to exploitation/abuse: 465
  - Physical 0
  - Mental - 2
  - Financial 2,402
  - Transport 1
  - Accommodation 60
- Workers protected by refusal/revocation: 3,041
- Workers employed by businesses inspected:
  - Inside sector 8,746
- Workers engaged with outside sector 50,434

## Current position:

• Number of GLAA Licences -	1015
• Total ongoing investigations -	175
• Ongoing investigations (criminal) -	113
• Offenders pending trial -	3
• Indictments pending trial -	14

## Finance

The Policing Minister has confirmed that the GLAA will continue to receive £2m from the Policing budget. This funding was originally given in 2017-18 to specifically support the recruitment of Labour Abuse Prevention Officers and associated posts. This allocation was specifically given as a result of identified savings to policing from the GLAA exercising its new PACE powers. In 2017-18 the GLAA was already exceeding the expected savings to police time and it is anticipated that these savings will grow as more officers are trained and deployed.

## Human Resources

As mentioned in the summary, we continue to increase our resources to ensure we have the capability and skills needed to deliver our core objectives. During the third quarter a total of 15 new colleagues joined the GLAA.

Of these seven were investigators, three were intelligence staff whilst the remaining five joined our various back office functions.

All new colleagues are now put through the same rigorous induction and training programme led by our Learning and Development team.

## Communications and Engagement

To reflect the growing need to raise awareness of labour exploitation and modern slavery amongst the public and our wide range of stakeholders, the GLAA has enhanced its communications function.

The third quarter saw a marked increase in overall media coverage, which on the whole was of a positive nature about the work of the GLAA. Featured topics included the GLAA conference, the protocol with the construction industry and a raft of operational activity including significant arrests around suspected slavery of Hungarian nationals in Oldham.

## Freedom of Information Requests

2016-17	FOI Totals	Subjects				
Quarter		Capital budget	Staffing & salaries	Licensing	Operations and tactics	IT
Apr - Jun	9	1	3	2	1	2
July - Sep	7	1	2	2	2	0
Oct - Dec	11	2	1	3	4	1
<b>Total</b>	<b>27</b>	<b>4</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>3</b>

### Subjects covered:

- Number of licence revocations 2015-17
- Number of Convictions 2015-17
- Statistics on formal sharing of data between GLAA and Home Office, HSE and others
- Questions relating to West Mids Police-led op at Wing Wah and Ming Moon restaurants
- List of board members and Chair
- Information about investigations into Local Link Recruitment
- Details of any travel or other expenses paid to the Independent Anti-Slavery Commissioner
- Contracts for PR, social media and external stakeholder comms
- Decision letters for inspections into CIP Recruitment
- Compliance Inspection reports for Iwona Services
- List of the 500 most popular websites accessed by staff

## Parliamentary Questions

2017-18	PQ Totals	Subjects				
Quarter		Finance	Operational	Powers	Staffing	Board
Apr - June	0	0	0	0	0	0
July - Sep	7	0	1	2	1	3
Oct - Dec	5	0	2	0	0	3
<b>Total</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

### Subjects covered:

- Trade Union representation on the GLAA Board
- Information sharing agreement with the Home Office