



Gangmasters
Licensing Authority

Prevention Strategy

August 2013

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1. Purpose of the Report

1.1 The GLA Strategy for Protecting Vulnerable and Exploited Workers 2013 -2016 sets three priorities in order to meet the stated aim of working in partnership to protect vulnerable and exploited workers:

- Preventing worker exploitation
- Protecting vulnerable people
- Tackling unlicensed/criminal activity and ensuring those licensed operate within the law

1.2 This report is produced to agree a Prevention Strategy to be implemented by the GLA to support the GLA Strategic Aim

2. Recommendation

2.1 That the GLA adopts the Prevention Strategy as at appendix 1

2.2 Once the Prevention Strategy is agreed it should be publicised through GLA website and any other means

2.3 When the Prevention Strategy is agreed a Prevention Plan is developed and implemented to ensure the Strategic Aim is met

3. Reasons for Recommendation

3.1 The GLA should have a clear Prevention Strategy to publicise the manner in which it will address the stated aim of preventing worker exploitation

3.2 A Prevention Strategy will provide the basis for introduction of any plans and processes to meet strategic aims and objectives

3.3 Partners and Stakeholders will expect a clear strategy in order to work alongside the GLA in achieving its aim and objectives through working in partnership

4. Summary of Key Points

4.1 The GLA requires a Prevention Strategy

4.2 The Prevention Strategy falls into five categories:

- Partnership Working
- Education
- Engagement
- Deterrence
- Disruption

4.3 Work undertaken in these areas will seek to engage with those who wish to work alongside the GLA to protect vulnerable and exploited workers, giving them a framework in which to do so

4.4 The Prevention Strategy will form the basis of a Prevention Plan

5. Financial Implications and Budget Provision

5.1 There are no financial implications resulting from adopting the strategy. Any costs will be detailed within the Prevention Plan and managed through that process

6. Organisational Risks

6.1 The GLA would be criticised if it did not have a clear preventative strategy

6.2 If a strategy was not in place it would be unreasonable to expect any partners to engage fully in order to meet the aims of the GLA

6.3 The GLA is required to be open and transparent with regard to its aims and objectives, an agreed and published document will address this

7. Policy Implications and Links to Strategic Priorities

7.1 The Prevention Strategy is developed directly from the GLA Strategy for Protecting Vulnerable and Exploited Workers 2013 - 2016

8. Details of Consultation/EQIA

8.1 Consultation with SLT

8.2 EQIA is not applicable

9. Background Papers and Relevant Published Documents

9.1 The GLA Strategy for Protecting Vulnerable and Exploited Workers 2013 - 2016

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GLA Strategy for Preventing Worker Exploitation

The Gangmasters Licensing Authority (GLA) has the very clear aim of “Working in partnership to protect vulnerable and exploited workers”.

The GLA Strategy for Protecting Vulnerable and Exploited Workers 2013-2016 sets three priorities to meet that aim:

- Preventing worker exploitation
- Protecting vulnerable people
- Tackling unlicensed/criminal activity and ensuring those licensed operate within the law

Prevention forms a key element of the GLA approach to protecting vulnerable and exploited workers. The GLA will seek to prevent the opportunity for, and reduce the risk of, workers being exploited.

This will be achieved through a number of activities within the areas of:

Partnership Working

Working alongside partners to identify and prevent exploitation including:

- Police, NCA, UKHTC and other law enforcement agencies
- Other Government Departments
- Overseas Authorities
- Labour Providers, Labour Users and other Stakeholders
- Voluntary Sector

Education

Raising awareness through various means to include:

- Utilising GLA Learning and Development developed training products
- Conducting visits to Labour Providers and Users to offer advice and guidance
- Conducting Seminars
- Having a dedicated prevention and guidance page on the GLA Website
- Production of a DVD that can be used nationally and internationally

Engagement

With those who seek to protect and vulnerable workers:

- Police and other law enforcement agencies
- Providing clear advice on relevant legislation and possible offences
- Continuing support of initiatives

Labour Providers and representative bodies

- Demonstrating a joined up approach
- Promoting best practice and support those who need it

Labour Users, Retailers and other Stakeholders

- Workers and businesses through Our Watch and Business Alert systems by disseminating relevant information to prevent opportunity for exploitation

Deterrence

Reducing opportunities for those behind exploitative practice by:

- Making all stakeholders aware of key indicators of trafficking, forced labour and non-compliance
- Publicising successful cases and promotion of joint work initiatives
- Ensuring workers are educated and do not accept exploitative practices
- Making full use of the law to bring most serious cases to account
- Taking swift and decisive action to tackle exploitative behaviour

Disruption

Using innovative, traditional and non traditional methods for disruption to make it difficult for those who exploit vulnerable workers to operate in order to:

- Prevent exploitation escalating and bring swift resolution for vulnerable workers
- Show there is no hiding place
- Raise awareness of GLA activity and highlight those conducting business in an exploitative manner