

# GLA 33/10.1

## Minutes of GLA Board Liaison Groups

18 April 2012

**BOARD PAPER REFERENCE – GLA 33/10.1– Minutes of GLA Board Liaison Groups**

Issue

1. To update the Board on the work of the GLA Board Liaison Groups.

Recommendation

2. The Board is invited to note the minutes of the Supermarket and Suppliers Protocol 3<sup>rd</sup> Review Meeting.

Background

3. The Supermarket Protocol met on 23 January 2012. Draft minutes of the meeting are attached at Annex A.

**Annex A**

**GLA SUPERMARKETS AND SUPPLIERS PROTOCOL**

**3<sup>rd</sup> REVIEW MEETING**

**23 January 2012 12:00, M & S London**

**DRAFT MINUTES**

Present:

Margaret McKinlay	Chair, GLA
Neil Court	GLA
Jennifer Clarke	GLA
Louise Nicholls	Marks & Spencer
Sonya Thomas	Marks & Spencer
Louise Herring	Sainsburys
Laura Falk	Sainsburys
Hayley Campbell- Gibbons	NFU
Russell Jeffrey	LIDL
Shayne Tyler	Manor Fresh
Will Stephens	Tesco
Jo Minikin	Tesco
Aisha Aswani	Co-operative Food
Nigel Jenney	FPC
Sam Cliff	Waitrose
Stephen Grey	Asda
Daniel Staples	Boots
Steve Towle	Boots
Lucy Maule	Centre for Social Justice
Andrew Wallis	Centre for Social Justice/unseen(UK)

Apologies:

Rose Foster  
 Derek Pilcher  
 Steve Mercer  
 Ian Burgess  
 Jim Fallon  
 Karen Murray

Waitrose  
 Morrisons  
 Iceland  
 Co-op  
 Boots  
 Asda

<b>1</b>	<b>Welcome and Introductions</b>	Margaret McKinlay welcomed those in attendance; introductions were made around the table.
<b>2</b>	<b>Previous Minutes and Action points</b>	<p>The minutes of the previous meeting were agreed.</p> <p>Review of Action points:-</p> <p>1.1 GLA to circulate monthly active check figures – work in progress- <b>JC</b></p> <p>1.2 Best Practice Guide reproduce – completed</p> <p>1.3 Best Practice Guide post updated version on website – completed</p> <p>1.4 Best Practice Guide to be issued to those registering for an active check - <b>NC/JC</b></p> <p>1.5 Ethical Auditors – some contact details received from the group - <b>All</b></p> <p>1.7 GLA to look at whether case studies to be added to the Best Practice Guide – work in progress.</p> <p>2.6 Minutes of LP &amp; LU groups to be circulated – <b>JC</b></p> <p>2.7 Review message in online Grower Handbook - <b>NC</b></p> <p>2.8 Consider if LP &amp; LU group could meet jointly – now taking place</p> <p>2.9 Dairy briefing session to be set up – GLA to consider producing powerpoint presentation for retailers to use - <b>NC</b></p>
<b>3</b>	<b>GLA future Update  Red Tape Challenge/Star Chamber</b>	<p>MM thanked all those who had shown support for the GLA articulated in letters to Defra and BIS Ministers.</p> <p>In October, BIS launched its report "Flexible, Effective, Fair: Promoting Economic Growth Through A Strong And Efficient Labour Market". This provided an update on the Davey review of enforcement of employment rights and launched the Red tape Challenge (RTC) spotlight on Employment law.</p> <p>A Star Chamber ministerial meeting took place in November 11, with a further meeting scheduled for next week.</p> <p>Any changes in response to RTC will be proposed to the Board at its meeting in April. Any accepted proposals will then go to public consultation.</p> <p>The GLA is looking at ways of improving its focus on high risk areas and is working closely with similar organisations involved with criminal activity, trafficking of workers and other forms of</p>

		<p>labour abuse.</p> <p>The organisation is reviewing its arrangements for licensing which can be unduly burdensome and are considering the use of civil penalties. Whilst considering ways of becoming more streamlined, more effective and less intrusive the GLA's mission to protect vulnerable workers remains intact.</p> <p>Other reviews:- Lord Taylor answered a PQ from Baroness Young relating to the GLA, an exchange in the House of Lords followed.</p> <p><i>McDonald review</i> - The Government's interim response to the independent Farming Regulation Task Force has published recently. In May the Task Force, chaired by Richard MacDonald, made recommendations to reduce unnecessary red tape and regulation for the farming and food processing industries. Ministers will publish a detailed agenda for implementation of all the Task Force recommendations early this year.</p> <p><i>Forestry Task Force</i> - the report, published on 27 October made over 40 recommendations to improve the regulatory landscape for the forestry sector. The key recommendation for the GLA is that forestry should be excluded from the scope of the Gangmasters Licensing Act. In the short term forestry should be exempt from the cost and administrative burden of the requirement for licensing and inspection under the Gangmasters Licensing Act.</p> <p>It was confirmed there were no moves to widen the scope of the GLA. MM is keen to clarify the scope of licensing.</p> <p>The GLA had budget cuts as set out in the Comprehensive Spending Review 10. It is currently under cost pressures with an office relocation, a reduction in back office staff and a recruitment freeze.</p>
4	<b>Protocol Activity Update</b>	<p>NC reviewed the protocol activity to date.</p> <p>NC is concerned that the alert system is not working particularly well and asked the group what information they required. The GLA had responded to the request for rating of alerts.</p> <p>Responses were not always sent to the GLA due to time restraints.</p> <p><b>Action</b> Subject of alert to be added to the main body of the email to assist those with blackberry devices. <b>JC /NC</b> Read/ Receipt facility to be used on emails. <b>JC/NC</b></p>
5	<b>Revised Protocol document</b>	<p>NC presented version 5 of the protocol document.</p> <p>It is a concern of the GLA that they do not engage enough with</p>

		<p>suppliers ahead of talking to labour users. GLA agreed that where there was a problem the first step should be to talk to the LP and LU together. Only if that process failed, or where it was manifest that such a process would not work (e.g. because of collusion between the LU and the LP) should the retailer be approached directly. The group were in agreement with this approach recognising that the process had to be sufficiently timely to avoid retailers being "ambushed" e.g. by the media.</p> <p><b>3.6 Communications</b> - NC explained that this relates to multi agency enforcement operations where the GLA are not taking the lead. In these circumstances the GLA would not be able to approach the labour user but will provide feedback as and when permitted to do so.</p> <p><b>5. Publicity</b> - It was noted that it was an issue for retailers if suppliers don't report to them critical issues that subsequently appear in the press. If the GLA intends to issue a press release at any part of the investigation the labour user needs to inform the retailer. The GLA will ensure that the retailer is fully aware prior to any media release.</p> <p>LN asked for clear guidance and WS agreed to write the guidance to be added to the Protocol document.</p> <p><b>Appendix 1 – Retailer/Supplier Protocol Decision Tree – reviewed.</b> It was acknowledged that retailers need to take decisive action. The GLA will only contact retailers when there is an unsatisfactory outcome of an LU or LP meeting.</p> <p><b>Action</b> Comments on version 5 to NC by <b>31.01.12</b> - <b>All</b> Retailer Guidance by <b>31.01.12</b> - <b>WS</b></p>
5	<b>Centre for Social Justice</b>	<p>MM welcomed Andrew Wallis from the charity unseen.uk who is taking the lead on the Centre for Social Justice's major inquiry into modern slavery. He gave an overview of their work in combating slavery and trafficking. AW highlighted how slavery can impact on supermarkets and asked the group to consider how they were combating this. Once recognised it was questioned how to take this forward in a positive way. The ALP have produced guidance on identifying abuse of workers. David Camp, ALP to be approached for a copy of document. AW invited retailers hold meetings with him. Andrew Wallis <a href="mailto:Andrew@unseenuk.org">Andrew@unseenuk.org</a> 07958 363492</p> <p><b>Action</b> NC to obtain ALP document and circulate to the group - <b>NC</b> Meetings to be held with Andrew Wallis - <b>All</b></p>

6	<b>Proposal for DVD</b>	<p>It was proposed that the GLA with Manor Fresh and Two Sisters produce a training DVD for cascading through the supply chain via retailers. The DVD will focus on issues experienced by agency workers and in particular what could happen if workers are trafficked. The estimated cost would be £6k and would last for 15 – 20 minutes.</p> <p>It was suggested that the GLA, Manor Fresh and Two Sisters seek potential funding streams from retailers and other suppliers for this project to progress.</p> <p><b>Action</b> Comments to NC by <b>31.01.12 - All</b></p>
7	<b>Any other business</b>	<p>(i) Request for support for the Home Office - the GLA is supporting the Home Office in the discharge of the Home Office's Human Trafficking Action Plan. In supporting the Home Office the GLA wishes to secure the support of supermarkets, through the protocol, to test methods of improving worker awareness and engagement.</p> <p>Immediate term - the GLA proposes to run an exercise in supermarkets in Boston, Lincs. where worker information is on display instore.</p> <p>Longer term – protocol signatories are asked to consider whether there would be an appetite to support a protocol in relation to their clothing supply chain.</p> <p><b>Action</b> Responses on expression of support and view to <a href="mailto:Jennifer.clarke@gla.gsi.gov.uk">Jennifer.clarke@gla.gsi.gov.uk</a> by <b>24.02.12 – All</b></p> <p>(ii) representation at Protocol review meeting – it was suggested that more suppliers should be invited to attend the meeting with a representation from the industry.</p> <p>MM thanked M&amp;S for their kind hospitality.</p>
8	<b>Date of Next Review meeting</b>	<p>Date of the next GLA Supermarket Protocol Review meeting to be circulated.</p> <p>It was suggested that a wider representation from the industry be present at the meetings and more suppliers should be invited to attend future meetings.</p> <p>It was agreed in the interim that a telephone conference would be set up, date tbc. when outstanding action points could be reviewed</p> <p><b>Action</b> JC to circulate date of next meeting and or conference call. NC agreed to speak with NJ about supplier representation.</p>