



Minutes

Title of meeting	49th GLA Board Meeting		
Date	20 April 2016	Time	11:00
Venue	Nottingham		
Chair	Margaret Beels (MB)	Secretary	Jennifer Clarke (JC)
Attendees	Simon Allbutt (SA) Angela Coleshill (AC) Linda Dickens (LD) Marshall Evans (ME) Paul Williams (PW) William Butler (WB)		
	In attendance	Paul Broadbent (PB) Chief Executive Darryl Dixon (DD) Director of Strategy Nicola Ray (NR) Director of People & Licensing Jennifer Clarke (JC) Communications/L&D Officer	
	Observers	Peter Andrews British Retail Consortium (part) Justin Rumball Gangmasters Licensing Authority (part) David Camp Association of Labour Providers (part)	

Apologies

1	Introductions	<ul style="list-style-type: none">MB welcomed the observers and Board members to the meeting.
2	Apologies	<ul style="list-style-type: none">None.
3	Declaration of Interest	<ul style="list-style-type: none">ME as a licence holder.
4	Minutes of the Previous Meeting	<ul style="list-style-type: none">The minutes of the 48th Board meeting were agreed.

5	Action Points from Board Meetings	<p>Note</p> <ul style="list-style-type: none"> • The outstanding action points were noted by the Board. • PB updated the Board on Operation Clover run jointly with EAS & NMW in the south west. • NR reported to the Board that the pulse survey of licence holders will be run during the next quarter.
6	Declaration of Urgent Business	<ul style="list-style-type: none"> • None.
7	Chief Executive's Report /End of year Performance	<p>Note</p> <ul style="list-style-type: none"> • The CEO report January - March 2016 was noted by the Board. • The Performance and Insight Report April 2015 - 2016 was noted by the Board detailing operational activity and events and the Home Office Performance dashboard for the GLA for April 2016. • The GLA Conference held on 8 March 2016 was a success it was anticipated the next conference would be held in October 2017. • An analysis of attendance was provided by sector at the GLA Pop-Up Events 2016 86% of attendance at these events was by labour providers 22% by labour users 146 organisations were represented <p>Action</p> <ol style="list-style-type: none"> 1. Include summary of licence holders by size of business and identify in the Performance Report.
8	Staff Survey	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the outcomes of the Staff Survey conducted in December 2015 and the first Pulse Survey in October 2015. <p>Action</p> <ol style="list-style-type: none"> 2. Produce an analysis of the survey results excluding the effect of the "neutral" comment box. Consider removing neutral comment from survey options.
9	Impact of the Immigration Bill	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the paper which provided an assessment of the likely impacts on the GLA of the Immigration Bill provisions. The Immigration Bill (Part 1, Chapter1) contains those provisions which alter the landscape for labour market enforcement, including extended remit, change of name and powers for the GLA. The Bill has yet to receive Royal Assent which is anticipated imminently. The Board discussed items to be referred to the Home Office Policy team, identifying core risks.

9	Impact of the Immigration Bill Cont'd	Action 3. Invite the Director of Labour Market Enforcement to the Board Strategy Day 22 September 2016.
10	2016-17 Budget Approval	Note <ul style="list-style-type: none"> • Noting that the GLA had yet formally to be advised of its 2016-17 budget and that the 2017-18 budget had not been indicated, even provisionally the spending proposals based on the indicative 2016-17 budget was approved by the Board. Action 4. PB and MB to seek a meeting with Ziggy Macdonald.
11	Strategic Plan 2016-19	Note <ul style="list-style-type: none"> • PB presented the draft Strategy for Protecting Vulnerable and Exploited Workers 2016-19. • Having suggested amendments to the Strategic Objective 2, the Board agreed the Strategic Aim, Priorities and Objectives for 2016-2019. Action 5. Include effectiveness/insight to 7.4/Strategic Objective 2.
11a	GLAA Training Plan	Note <ul style="list-style-type: none"> • The Board noted the paper detailing the current plan for recruitment and training as part of the implementation of the GLAA. • The Home Office policy team have provided an indicative plan for bringing the legislation in Chapter 1 of the Immigration Bill in to force in 2016/2017. • The paper gave the proposed timing of the recruitment and training required to meet the requirements of the Bill. • Once the relevant budget increase has been confirmed by the Home Office then the process for recruitment can commence. • The report also showed how the recruitment will supplement existing resources and how the GLAA will look in 2017 subject to the corresponding budget. Action 6. Produce organogram showing current GLA and the future GLAA.
12	Risk Management	Note <ul style="list-style-type: none"> • DD updated the Board on the GLA/HMRC working party pilot.
13	Managing the Media	Note <ul style="list-style-type: none"> • PB updated the Board on the frequency and approaches made by media and the criteria for engagement. • The GLA has an Internal and External Communications

13	Managing the Media Cont'd	<p>Note</p> <p>policy.</p> <ul style="list-style-type: none"> The Labour User/Labour Provider Liaison Committee has formed a Communications group.
14	Earned Recognition	<p>Note</p> <ul style="list-style-type: none"> DD updated the Board on the GLA's approach to Earned Recognition. The GLA is trialling the introduction of a Principal Authority résumé form for applicants to complete when making an application for a GLA Licence as set out in GLA Brief 48.
15	BRE – Business Impact Test	<p>Note</p> <ul style="list-style-type: none"> DD updated the Board on the Small Business, Enterprise and Employment Act 2015 which has introduced the Business Impact Test The Board noted the reporting requirements and processes for regulators which seemed burdensome.
16	Stakeholder Engagement	<p>Note</p> <ul style="list-style-type: none"> The Board noted the minutes of the Labour User Provider Liaison Group meeting held on 18 February 2016 and the Worker/NGO Liaison Group held on 1 March 2016. <p>Action</p> <p>7. Circulate future dates of LP/LU and Worker/NGO Liaison Group meetings.</p>
17	Audit & Risk Committee	<p>Note</p> <ul style="list-style-type: none"> The Board noted the report of the ARC meeting held on 1 February 2016. The Board noted ARC's continuing concerns in respect of the IT and LAWS systems risks.
18	Remuneration Committee	<p>Note</p> <ul style="list-style-type: none"> The committee has not formerly met since the last meeting of the Board, there was no update.
19	Review of Standing Orders	<p>Note</p> <ul style="list-style-type: none"> This item was deferred to the July 2016 Board meeting. <p>Action</p> <p>8. Add to July agenda.</p>
20	Any other Business	<ul style="list-style-type: none"> None.
21	Date of next meeting	<ul style="list-style-type: none"> The next meeting will be held on 13 July 2016, commencing at 11:00, Nottingham.

22	Board Evaluation	Note <ul style="list-style-type: none">• This item was deferred to the July Board meeting. Action <ol style="list-style-type: none">9. Add to July agenda.
23	Close	