



Minutes

Title of meeting	52nd GLA Board Meeting		
Date	18 January 2017	Time	11:00
Venue	London		
Chair	Margaret Beels (MB)	Secretary	
Attendees	Simon Allbutt (SA) William Butler (WB) Angela Coleshill (AC) Linda Dickens (LD) Marshall Evans (ME) Paul Williams (PW)		

In attendance

Paul Broadbent (PB)	Chief Executive by teleconference
Nicola Ray (NR)	Director of People & Licensing
Darry Dixon (DD)	Director of Strategy
Offer Stern-Weiner (OSW)	Home Office (part)
Ziggy Macdonald (ZM)	Home Office (part)

Observers

Matthew Taylor	RSA
David Camp	ALP

1	Introductions	<ul style="list-style-type: none">MB welcomed members of the Board to the meeting, Home Office colleagues and observers.
2	Apologies	<ul style="list-style-type: none">Ian Waterfield
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 51st Board meeting were agreed.
5	Employment Practices Review	<p>Note</p> <ul style="list-style-type: none"> MT explained the areas that the review was covering: tackling exploitation; improving clarity and underlying incentives; The review is currently gathering information and will shortly be running a series of 10 roundtable events; Each member of the review team has a different lead and PB is looking at enforcement The report will be published in June/July
6	Action Points from Board Meetings	<p>Note</p> <ul style="list-style-type: none"> The outstanding action points were noted by the Board. <p>Action</p> <ul style="list-style-type: none"> PB to write to the HO sponsor team concerning licence fees and set out the impact on costs of licensing and what the ambition of the GLA is on fees. A paper on the Licensing standards is required setting out the issues and impact on timescales.
7	Declaration of Urgent Business	<ul style="list-style-type: none"> None.
8	Home Office Update	<p>Note</p> <ul style="list-style-type: none"> ZM set out the current budgetary position including the reallocation of monies from the policing fund. OSW updated the Board on progress towards the GLAA receiving its new powers in the Spring which is dependent on the IPCC regulations being laid in April. Arrangements for HMIC to inspect the new GLAA powers will not be in place for April with an inspection from Q3 2018/19. The Director of LME is now in place and is working on a preliminary strategy for publication in March. <p>Action</p> <ul style="list-style-type: none"> OSW to identify a contact for the Food Industry to engage on BREXIT issues GLAA to share operational success stories with OSW

9	GLAA Transition	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the paper giving an overview of the transition to the Gangmasters and Labour Abuse Authority, the transition of IT provision and support to Home Office Technology platforms, and the development of a replacement for the current GLA licensing system (LAWS). • The Board noted that there were still a number of risks around the IT transition due to uncertainty over the transfer of GLA systems to a “cloud” environment as opposed to local server hosting. • Procurement of a new licensing system is in progress. Up from processes have taken longer than planned but the schedule is based on the transfer taking place next summer • As a contingency, DEFRA have agreed that LAWS could be moved to a new data centre when the existing one is closed.
10	Chief Executive’s Report	<p>Note</p> <ul style="list-style-type: none"> • The Chief Executive’s Quarterly Report October – December 2016 was noted by the Board detailing operational activity and events. • PB highlighted that the GLA was on track to receive its first proceeds of crime money (£39k). • PB commented on broad support for GLAA from the first 3 regional “Pop-up” seminars noting a wider stakeholder base than previously reflecting the prospective increase in GLA powers.
11	Performance	

a)	Performance and Insight Report	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the Performance and Insight Report October – December 2016. • The P and I report is subject of review and will change by the next board. The report will measure the impact of the operational activity as well as the activity itself. • Performance is down in two areas: Intelligence reporting and Compliance Inspections. The factors that have influenced these outcomes include: businesses are more compliant (ALP reference), reduced operational activity due to GLAA training commitments, activity in non GLA sector and other intelligence recording matters. • The Board agreed that stakeholder satisfaction could be measured in a different way using external surveys such as the 2 yearly ALP survey. The ALP will consider if they are happy with this approach. This would be complemented by live time GLA surveys subsequent to GLA interaction with licence holders. An annual survey at conference is also due to take place. <p>Action</p> <ul style="list-style-type: none"> • Board to send any “must have’s” for the P&I report to Ian Waterfield by end of January 2017.
b)	Performance against Strategic Plan	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the Performance against the Strategic Plan.
d)	Labour Exploitation Threat Assessment	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the Labour Exploitation Threat Assessment.
12	Approval of Strategic Plan 2017- 2020	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the Strategic Plan and agreed its content in principle. <p>Action</p> <ul style="list-style-type: none"> • PB to send Strategic Plan to Board after considering comments by 23 January 2017 with a view to getting comments back by 30th January 2017.
13	Approval of Business Plan & Performance Indicators for 2017- 2018	<p>Note</p> <ul style="list-style-type: none"> • The Board noted the Business Plan and agreed its contents in principle. <p>Action</p> <ul style="list-style-type: none"> • The Business Plan and Strategic Plan should reflect each other so any amendments made to the strategic plan will need to be factored in to the Business plan.

14	Approval of budget for following financial year/medium term forecast	<p>Note</p> <ul style="list-style-type: none"> The Board noted the budget and agreed to the proposals for spending. The Budget would be presented to the SLT on 24/1/2017 for approval. <p>Action</p> <ul style="list-style-type: none"> PB to consider what contingency should be in place in case recruitment slips.
15	Stakeholder Engagement	<p>Note</p> <ul style="list-style-type: none"> The Board noted the minutes of the Labour User/Labour Provider Liaison Group meeting held on 23 November 2016 and the Worker/ NGO Liaison Group held on 1 November 2016. The Board noted that the next LP/LU liaison meeting would be a joint meeting with the worker/NGO group on 2 March. PB is developing a communications plan which will be prepared by 30th January 2017.
16	Audit & Risk Committee	<p>Note</p> <ul style="list-style-type: none"> The Board noted the report of the meeting held on 8 December 2016. The Board noted the current position of the civil action being taken against the GLA.
17	Remuneration Committee	RESTRICTED ITEM
18	Review of Board Performance	<p>Note</p> <ul style="list-style-type: none"> MB set out that the process would be the same as last year.
19	Register of Interests	<p>Note</p> <ul style="list-style-type: none"> The Board to send their returns in.
20	Anti-Bribery Policy for Board Members	<p>Note</p> <ul style="list-style-type: none"> The Board are required to return a signed copy of the policy.
21	Any other Business	
	a) Clearview Scheme	<p>Note</p> <ul style="list-style-type: none"> DC gave a presentation on the two schemes he is involved in Clearview and Stronger Together.
	b) GLAA submission to relevant inquiries	<p>Note</p> <ul style="list-style-type: none"> To be discussed at the next telecon as LD had to leave before this item was discussed.
22	Date of next meeting	<ul style="list-style-type: none"> Date of next meeting 26 April 2017, Nottingham.