



Gangmasters &
Labour Abuse Authority

CEO Quarterly Report

June 2018

Introduction

Our aim of working in partnership to protect vulnerable and exploited workers has been amply demonstrated by our continued focus on public and stakeholder engagement over the last two months.

We laid bare the extent of labour abuse and slavery in modern-day Britain in the release of our *Nature and Scale of Labour Exploitation* report drew on our extensive work with victims and offenders, as well as inspections at hundreds of workplaces.

The report, along with the results of our first year as the GLAA, attracted significant media and social coverage and has dominated the content of our regional seminars that are happening across the country.

We also met with the Director of Labour Market Enforcement, Professor Sir David Metcalf, to discuss the scope of his strategy. Published in May, the document sets out 37 recommendations to help stop the exploitation of the UK's lowest paid workers.

They include enforcing holiday pay, locally or regionally piloting licensing of hand car washes and nail bars, which have been identified as sectors at risk of labour exploitation, and making it the law that employers must provide a payslip for all workers.

There will be a Government response to the recommendations, including those in which the GLAA is specifically mentioned.

Our innovative work with the construction industry – that last year saw a protocol developed between ourselves and the sector – attracted the signature of another major player in the building industry.

Aggregate Industries is the latest addition to the protocol, a joint agreement aimed at bringing an end to labour abuse across the UK.

In June Boston College in Lincolnshire became the first college in the UK to join forces with the GLAA to teach students about modern slavery and labour exploitation within its curriculum.

The pilot project for the 2018-19 academic year will see a number of activities taking place from September, helping students gain a better understanding of modern slavery and labour exploitation.

Plans to update our licensing standards have gone out for public consultation. The proposed revisions and clarifications cover a range of issues from providing greater clarity on the payment of holiday pay, to strengthening our review of forced labour, and ensuring that licence holders have an agreement when they make a loan to workers.

And finally, the GLAA has been praised by the United Nations (UN) in a report on trafficking and human rights.

A report by Maria Grazia Giammarinaro, UN Special Rapporteur on trafficking in persons, especially women and children, highlighted the GLAA's licensing scheme as an example of good practice in the enforcement of labour standards.

This activity was in addition to our ongoing operational and enforcement work, which included us leading a week of action with the National Crime Agency (NCA) focusing on labour exploitation – Operation Aidant.

Organisational management

We have been reviewing our internal governance framework to ensure the GLAA has the appropriate oversight, time, resource and decision making capability built in. The CEO continues, with the support of the EMT, to consider a range of structures, roles and responsibilities, links and alternative processes and to identify improvements, where possible.

The CEO has focused upon the acceptance of the Accounting Officer (AO) role following a letter of AO nomination from the Permanent Secretary back in April 2018. The CEO has confirmed in writing, his acceptance of the role with effect from 16 April 2018 and a letter was sent to the Permanent Secretary on 18 June 2018.

As a result, we are creating two new quarterly meetings which will focus on risk, information governance, strategic planning and finance.

These will be chaired by the Chief Executive and will ensure our executive management team (EMT) and the GLAA Board receive relevant and timely information updates relating to risk and other issues from across all sections of the GLAA.

Strategic Organisational Risk Board (SORB)

SORB is part of this new governance framework. The pace of change affecting the GLAA along with our increasing workload means that our existing structure has become extremely congested.

The Authority has a significant number of action plans and audit actions which require ownership and accountability to ensure progress is being made and recorded for transparency.

The SORB will obtain its information from the Risk and Information Governance Group (RIGG) – another of the meetings to be implemented. This meeting will sit below the SORB and is aimed at managers and/or practitioners who will have the ability to own and update actions from within their specific business area.

The RIGG will also be held quarterly prior to SORB and will discuss issues such as audit actions, data protection action plan, information governance, complaints, data breaches, new risks and issues – both local and strategic, and business continuity planning.

Risks and Issues can be updated and where there is a clear lack of progress or inability to mitigate against specific problems than these can be escalated to the SORB. This will

ensure EMT Members are aware and sighted on all potential risks across the service and take ownership and where necessary

Strategic Planning and Finance

The SP & F meeting will focus on Medium Term Financial Planning; savings plans progress and in year variance reporting. This meeting will also support Business Planning and reporting. This meeting will be attended by EMT and the Finance Manager.

General Data Protection Requirements

The GLAA was recently audited on its preparations for new data protection legislation which came into force 24 May 2018. This audit was positive about the preparations the organisation had made for this and specific requirements that apply to the GLAA under the Law Enforcement Directive (LED).

Performance

The GLAA's operational activity is covered separately within our Performance and Insight Pack.

Human Resources

A draft People Strategy 2018 – 2021 has been produced setting out five inter-related aims which will support the delivery of our overall strategic priorities as well as our values and behaviours. The document has been formally considered in the June EMT meeting and Board members will shortly be circulated the document for comments.

The five overarching aims are to attract and recruit the best staff, develop and support our staff to fulfil their potential, retain and reward our staff through recognising their contribution in the delivery of the GLAA's strategic priorities and to promote and secure excellent leadership and management.

Communications and Engagement

A campaign to promote the release of our *Nature and Scale of Labour Exploitation* report attracted significant coverage. Potential reach on social media channels was in excess of 24m people while the potential audience for coverage in traditional media was 90m.

Our social media activity was picked up extensively with more than 700 re-tweets from the likes of Barclays, the Church of England and Anti-Slavery Commissioner Kevin Hyland.

And in the Director of Labour Market Enforcement's strategy, Professor Sir David Metcalf praised the GLAA's communications and engagement activity and approach.

He said the “**GLAA generally has more proactive communications than the other enforcement bodies ... have a more proactive media presence than the other two bodies and make use of social media ... makes extensive use of press releases and social media announcements.**

Regional Seminars

On 10 May we began a series of regional seminars across the country aimed at engaging directly with stakeholders across the public, private and third sectors. These events demonstrate our commitment to continually engage with businesses and strategic partners to raise awareness of labour exploitation, the work of the GLAA and how they can help.

At the time of writing we have held events in London, Nottingham, Birmingham, Manchester, York and Cambridgeshire, with seminars in Scotland, Northern Ireland, Wales, Taunton and Canterbury to follow.

In total more than 320 organisations engaged and, aside from the information we shared with them, the seminars have generated real discussion and debate across a range of topics.

These have included supply chains and what else businesses can do to ensure their lines are free from exploitation; acknowledgement that the GLAA is doing much to raise awareness with businesses but that more can still be done; the GLAA inspection and compliance process, a real appetite to understand more about our role and remit; enhancing consumer awareness of slavery and exploitation and publicising more of the work we do.

Following the final seminar in Canterbury on 12 July 2018 we will collate the feedback from those who attended to shape future events as well as analysing some of the discussion points to influence future communications and engagement activity and work in other areas (Strategy etc).

The GLAA is grateful to board members for their support and attendance at our regional seminars.

Freedom of Information Requests

2018	FOI Totals	Subjects					
Quarter		Capital budget	Staffing & salaries	Licensing	Operations and tactics	IT	Misc
May – June (as of 21 st)	5	1	-	-	2	1	1

1. Numbers of convictions under The Gangmasters (Licensing) Act 2004 for Scotland since 2015

2. Details re: printing procurement, suppliers used and annual expenditure
3. Evidence that shows electoral fraud will be committed at the May 3rd 2018, UK local elections
4. Attempted cyber-attacks over the last three financial years.
5. Number of complaints made by workers in the clothing industry to the GLAA over the past 10 years.

Parliamentary Questions

Asked by	Ref	Question asked	Published response	Link
Paul Blomfield (Sheffield Central)	137046 137047 137048	<p>1. To ask the Secretary of State for the Home Department, which agency is leading Operation Aidant; and between which agencies have partnerships been established.</p> <p>2. To ask the Secretary of State for the Home Department, how many arrests for illegal working</p>	<p>Project AIDANT is the series of multi-agency operational intensifications to tackle modern slavery and human trafficking led by the National Crime Agency. During 2017 all UK territorial police forces, including the British Transport Police, took part along with other law enforcement agencies including the Gangmasters and Labour Abuse Authority, Immigration Enforcement, Border Force, Europol, DWP, HMRC and Regional Organised Crime Units. Activities under</p>	<p>Answered by: Victoria Atkins on 30 April 2018</p> <p>Project AIDANT is the series of multi-agency operational intensifications to tackle modern slavery and human trafficking led by the National Crime Agency. During 2017 all UK territorial police forces, including the British Transport Police, took part along with other law enforcement agencies including the Gangmasters and Labour Abuse Authority, Immigration Enforcement, Border Force, Europol, DWP, HMRC and Regional Organised Crime Units. Activities under Project AIDANT were also supported by NGOs, Local Authorities and Fire and Rescue Services in some areas.</p> <p>During 2017, over 560 potential victims were identified through Project AIDANT activity with 57 cases reported as having been referred to the National Referral Mechanism (NRM) and 77 to Duty to Notify (DtN). The number of potential victims includes victims encountered overseas during the operations who do not qualify for referral to the UK NRM and DTN.</p> <p>Data on arrests for illegal working is not captured by the NCA.</p>

		<p>have been made during Operation Aidant.</p> <p>3. To ask the Secretary of State for the Home Department, how many potential victims of trafficking have been (a) identified and (b) referred to the National Referral Mechanism under Operation Aidant.</p>	<p>Project AIDANT were also supported by NGOs, Local Authorities and Fire and Rescue Services in some areas. During 2017, over 560 potential victims were identified through Project AIDANT activity with 57 cases reported as having been referred to the National Referral Mechanism (NRM) and 77 to Duty to Notify (DtN). The number of potential victims includes victims encountered overseas during the operations who do not qualify for referral to the UK NRM and DTN. Data on arrests for illegal working is not captured by the NCA.</p>	
Alister Jack	141881	<p>To ask the Secretary of State for the Home Department, what steps his Department is</p>	<p>The tackling of human trafficking is a devolved matter and the Scottish Government works closely with Police Scotland, Convention of</p>	<p>Answered by: Victoria Atkins on 15 May 2018</p> <p>The tackling of human trafficking is a devolved matter and the Scottish Government works closely with Police Scotland, Convention of Scottish Local Authorities, Procurator Fiscal Service and other key partners to address this crime and support victims. This includes co-ordination with the Home Office and UK-wide bodies including Border Force and Gangmasters and Labour Abuse Authority.</p>

		<p>taking to tackle human trafficking in Scotland.</p>	<p>Scottish Local Authorities, Procurator Fiscal Service and other key partners to address this crime and support victims. This includes co-ordination with the Home Office and UK-wide bodies including Border Force and Gangmasters and Labour Abuse Authority.</p> <p>The Scottish Parliament passed legislation in 2015 entitled “Human Trafficking and Exploitation (Scotland) Act” to tackle human trafficking in Scotland. Since then, a range of work has taken place to implement the Scottish Government’s Trafficking and Exploitation Strategy, focussing on three action areas: identifying and supporting victims, identifying and disrupting</p>	<p>The Scottish Parliament passed legislation in 2015 entitled “Human Trafficking and Exploitation (Scotland) Act” to tackle human trafficking in Scotland. Since then, a range of work has taken place to implement the Scottish Government’s Trafficking and Exploitation Strategy, focusing on three action areas: identifying and supporting victims, identifying and disrupting perpetrators, and addressing the conditions that foster trafficking and exploitation. The Scottish Government will soon publish the first annual progress report on implementation of the Strategy.</p>
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Stephen Timms	143622	To ask the Secretary of State for the Home Department, what plans he has to extend the remit of the Gangmasters and Labour Abuse Authority to social care.	The Immigration Act 2016 amended the Gangmasters (Licensing) Act 2004 to allow sectors to be included or excluded from the remit of the Gangmasters and Labour Abuse Authority so that the licensing regime can be flexible in meeting the changing nature of labour exploitation. Changes to the licensing regime should be informed by an understanding of the threat of exploitation in different sectors and the full range of options to tackle it. That is why we have	<p>Answered by: Victoria Atkins on 5 June 2018</p> <p>The Immigration Act 2016 amended the Gangmasters (Licensing) Act 2004 to allow sectors to be included or excluded from the remit of the Gangmasters and Labour Abuse Authority so that the licensing regime can be flexible in meeting the changing nature of labour exploitation.</p> <p>Changes to the licensing regime should be informed by an understanding of the threat of exploitation in different sectors and the full range of options to tackle it. That is why we have appointed the Director of Labour Market Enforcement to assess the risk of exploitation in different sectors and consider whether the use of licensing is an appropriate response. The Director is currently looking at regulation in different sectors, including the care sector to consider whether licensing would be an appropriate tool.</p>

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