
 <p>Powered by Bing © GeoNames, HERE, MSFT, Microsoft</p>	<p>The regions on which most information were the West Midlands, East Midlands and Eastern regions. However, there were also concentrations of intelligence in London, County Durham and South Yorkshire. No intelligence was received linked to Northern Ireland.</p>			
<p>Most reports concern Chinese restaurants or takeaways, followed by Indian. Those working in the kitchens are more commonly reported as potential victims than those working front of house.</p>	<table border="1"> <tr> <td data-bbox="746 611 1031 703"></td> <td data-bbox="1031 611 1241 703"></td> <td data-bbox="1241 611 1498 703">20-30</td> </tr> </table>			20-30
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<p>Accommodation Regularly of poor quality and most often provided in a flat above the place of work, shared with other workers and sometimes overcrowded. Rents can be high and deducted from wages.</p>	<p>Recruitment Potential victims are commonly Romanian, male and aged between 20 and 30 years old. Some paid work finding fees of several hundred pounds, others were trafficked. Vulnerable individuals have been present in the workforce; including minors, people with disabilities, members of the Roma community and irregular migrants.</p> <p>Transport to the UK Workers usually arrive by minibus; there are individuals who have been identified responsible for collecting workers from Romania and transporting them to food service businesses in the UK. Workers may enter with limited details of their employer and employment conditions. Some claimed to be travelling for voluntary or tourism work.</p>			
<p>Payment The most common concern is the non-payment of the National Minimum Wage; in one case wages were as low as £0.72p per hour. Sometimes no wages are paid at all and there were reports of wages having been withheld for up to a year. Accommodation and food may be provided in lieu of any wages.</p>	<table border="1"> <tr> <td data-bbox="746 1417 1031 1628"></td> <td data-bbox="1031 1417 1498 1628"> <p>Working Conditions Long working hours of over 72 hours per week were recorded. Workers may have to work longer than their contracted hours for no extra payment. Some reports identified that identity documents had been withheld. There are also health and safety issues.</p> </td> </tr> </table>		<p>Working Conditions Long working hours of over 72 hours per week were recorded. Workers may have to work longer than their contracted hours for no extra payment. Some reports identified that identity documents had been withheld. There are also health and safety issues.</p>	
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<p>Criminal Networks Locations of exploitation are believed to be connected; individuals reported being moved between different places of employment. Information suggests the involvement of organised networks.</p>				



Key Questions to Prevent and Identify Labour Exploitation



- How do you ensure workers on site know their workplace rights, and that they have a written contract?
- Do you conduct background checks on any agencies supplying you with labour?
- Do you have any additional due diligence checks for workers at risk of being exploited? Including access to translation services?
- What worker welfare systems do you have in place? Do you have a publicised reporting process for complaints by workers?
- Do members of your organisation receive training on spotting the signs of modern slavery and labour exploitation?
- Do you have an internal escalation process if you identify an issue of exploitation? Do you know who to contact?
- Are you identifying and sharing opportunities for best practice in tackling modern slavery and labour exploitation within the food service sector? Have you considered joining the hospitality protocol?

What to consider when reporting intelligence

Example: Employees at a takeaway are treated badly, work extremely long hours and receive a low wage.

What else? Provide more details about the workers involved – do you know what language they speak or what nationality they are? Do any appear to be minors? Male or female? Are workers employed in the kitchen or front of house? What hours do they work? How many potential victims are there? How are workers arriving, are there vehicle details? In what way are workers treated badly? Have threats been made? Any indicators of physical violence? How much are workers being paid?

Whilst not all factors may be known, any additional details will assist the GLAA in identifying people and locations involved for operational purposes and to improve our intelligence picture.



GLAA resources are available at <https://www.gla.gov.uk/publications/resources/> including a useful “Spotting the Signs” leaflet at <https://www.gla.gov.uk/media/4285/spot-the-signs-glaa.pdf>

More information about the Food Service industry is available at <https://www.gla.gov.uk/whats-new/press-release-archive/03092018-is-the-person-serving-your-food-being-exploited/>

Who to Contact

Please report to the GLAA:

- Unlicensed trading in the regulated sector (agriculture, horticulture, shellfish gathering and any associated processing and packaging) across the UK.
- Labour market offences (non-payment of the National Minimum Wage, breach of Employment Agency Standards) in the regulated sector in England and Wales

- Individuals, labour users or labour providers who are suspected of modern slavery and human trafficking in any labour industry (excluding sexual exploitation), or individuals who are potential victims of such activity in England and Wales.

Please report to partners:

- Issues of National Minimum Wage only, in sectors that are not GLAA regulated to the HMRC NMW team (<https://www.gov.uk/government/organisations/hm-revenue-customs/contact/national-minimum-wage-enquiries-and-complaints>)
- Health and safety issues only (all sectors) to the Health and Safety Executive (<http://www.hse.gov.uk/contact/concerns.htm>)
- Workplace relations and employment law issues (including contract issues, discrimination and grievances) to the Advisory, Conciliation and Arbitration Service (ACAS) (<https://www.acas.org.uk/index.aspx?articleid=1410>)
- When there is an immediate threat to life contact the police emergency number.
- To report labour exploitation, human trafficking or modern slavery outside of the regulated sectors in Northern Ireland or Scotland, contact the local police service

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