



Gangmasters &
Labour Abuse Authority

Labour User Labour Provider webinar

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What is a Control Strategy?

- The Control Strategy sets the **strategic and operational priorities** of the GLAA and long-term priorities for prevention, intelligence and enforcement.
- The Control Strategy is informed by the Strategic Assessment, and agreed by the Strategic Tasking and Co-Ordination Group.
- Gaps identified in the GLAA intelligence picture will inform the Strategic Intelligence Requirement and can relate to the Control Strategy priorities but also emerging issues and threats outside of it.



The Control Strategy

Effective deployment of resources through tactical tasking and co-ordination ensuring areas of greatest risk and harm are prioritised

Consistent approach across the organisation

Emerging issues outside of the Control Strategy will be reported. Resources can be allocated via the tactical tasking meeting

Control Strategy can be amended should an emerging issue become higher risk than one of the existing priorities



Control Strategy – September 2023



Exploitation of Seasonal Workers in the Agricultural Sector



Forced or Compulsory Labour in the Residential Care Sector



Mapping and Operational Activity around Organised Crime Groups (OCG's)



High risk, non-compliant Labour Providers, including unlicensed activity



Setting the Control Strategy

Exploitation of Seasonal Workers

- Recruitment & Service fees can lead to debt bondage.
- Workers effectively tied to the visa.
- Fewer connections with authorities in workers' home countries, language and cultural barriers in reducing risk.

Forced Labour in the Care Sector

- Sharpest rise in forced labour reporting.
- Visas used as a method of control.
- Risk to workers physically and financially increased.
- Capability and Capacity issues are a barrier to reducing risk.



Setting the Control Strategy (cont'd)

OCG's Operating within the GLAA Remit

- National data indicates 10% of mapped OCG's are involved in facilitating irregular migrants into the UK within a non-criminal enterprise.

High risk Labour Providers, incl. Unlicensed Activity

- 9% of licensed LP's received an allegation of critical non-compliance.
- 35% of investigations into unlicensed trading also recorded forced labour indicators which could infer wider criminality.



Questions?



Jess

Victim Navigator



Gangmasters & Labour Abuse Authority



JUSTICE & CARE

**Saving lives. Breaking
the grip of slavery.**



Expansion of Navigator provision

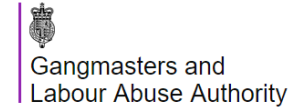
Began 2018 with 2 Navigators in 2 forces

Now 12 Navigators in key forces, regional organised crime units and Gangmaster and Labour Abuse authority - plus 2 Navigators in Romania

VNs now cover almost 40% of UK police forces

New partnerships 2023 with TOEX, NCA and Met with Navigator supporting cyber investigations

Currently testing a model to embed Navigators within Regional Organised Crime Units (ROCU) where they will be able to access larger scale and more complex cases, and provide flexible cover to a greater number of forces



Regional Organised Crime Unit

What is the Navigator Programme?

Designed in partnership with police forces and the National Crime Agency, to address specific gaps and challenges:

Police

- **Time** - Complex and international investigations with traumatised victims
- **Training** - Limited knowledge or experience on this complex crime type
- **Victim Engagement** - Difficulty gaining victims trust and therefore losing vital intelligence and testimony

Survivors Needs

- **Access** - Lack of understanding of access to support and entitlements; language and cultural barriers;
- **Fear** - Distrustful of police/authorities, fear of repercussions from perpetrators
- **'Cliff Edge'** - Drop off in support, siloed and inconsistent services or falling through the gaps

The Spectrum of Labour Exploitation

“Labour exploitation is a continuum of Exploitation”

– LEAG et al. *Human Trafficking Inquiry Submission*

Low-level labour abuse

Forced Labour



e.g. pressure to work overtime, discrimination,
paying for training, not paid for extra time.

e.g. threats if work not completed, paid below
NMW, coercion/control, debt bondage, no time off

Santa Claus is coming.....

- Working time rules
- Ensure days off
- Correct breaks for the hours they put in
- Imposters
- Ensure ID checks are carried out before and during employment
- Where you do have concerns, engage with the workers, try build trust
- Education on GLAA and other support agencies
- Be organised

Indicators of Labour Exploitation

- Working long hours/double shifts
- Logging in on other workers cards
- An individual may lack freedom of movement
- May be transported to work with multiple people
- Worker may not eat at meal breaks
- May not have access to funds/bank account
- Signs of psychological or physical abuse. E.g Withdrawn, intimidated, frightened
- Lack of protective equipment/suitable clothing to suit the job role
- The individual may not have access to their own documents e.g ID card, passport etc
- Lack of contract
- Paid below National Minimum wage

#FUEL THE **FIGHT**
Donations doubled this October



Thanks to the generosity of one of our partners, donations made from 1 – 31 October will be match funded (up to £30,000) in recognition of Anti-Slavery Day on 18 October.

<https://justiceandcare.org/fuel-the-fight/?src=fuelthefight>

Email: jess@justiceandcare.org

Any questions?



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Textphone **0300 123 2050**

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Questions?

