



Gangmasters &
Labour Abuse Authority

Stakeholder webinar

15 April 2025



Gangmasters &
Labour Abuse Authority

Welcome

Suzanne McCarthy
GLAA NED



Gangmasters &
Labour Abuse Authority

CEO Update

Elysia McCaffrey

Thank you

The Gangmasters and Labour Abuse Authority

20 Years



of working in partnership
preventing abuse and
stopping worker exploitation.



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Contact us

contact@gla.gov.uk





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Intelligence update

Robert Stenson

Senior Intelligence & Research Analyst

Key findings from the Seasonal Worker Problem Profile- March 2025



Predominantly male workers.



Eight (8) different nationalities recorded - most common being Uzbeki and Kazakhs.



Tik Tok, WhatsApp and Telegram are used to recruit workers.



Allegations of:



Physical and Mental Mistreatment

Workers: Contractual Arrangements and Records

No G(L)A Licence



Q3 and Q4 - Visa applications increase



Intelligence gaps for the GLAA

- Is there a correlation between victim and exploiter nationality?
- Recruitment and communication methods? Does this vary on factors such as nationality and sector?
- Transportation methods? Are there any common themes among nationalities and/or sectors?
- How are payments made?



Area of interest - how does labour exploitation impact women and girls?



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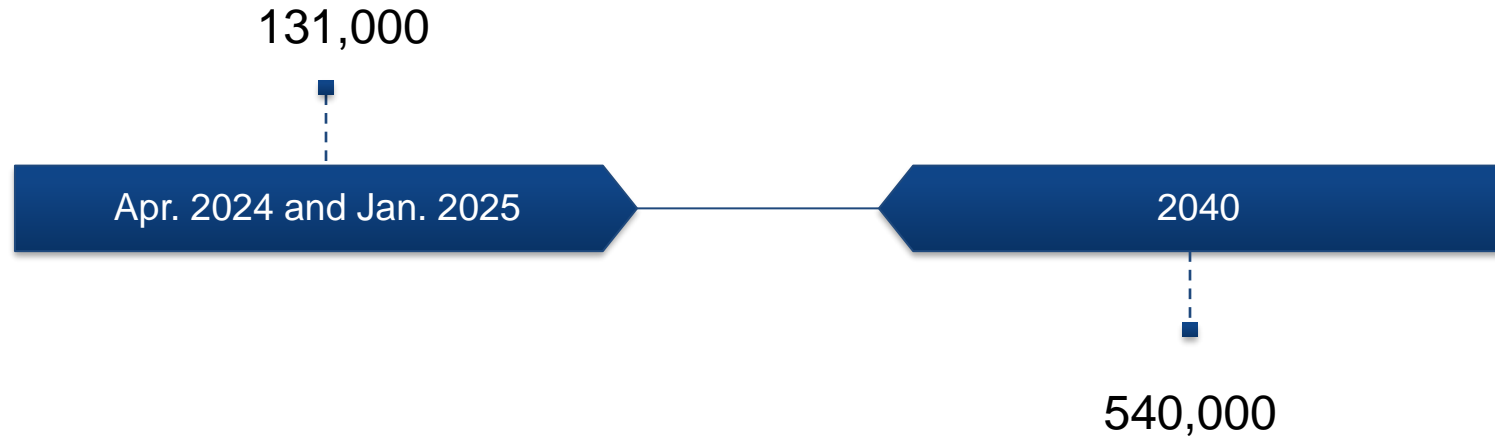
Adult Social Care Update

Andy Brown

Head of National Investigations - North

Stopping worker exploitation

Adult Social Care Snapshot



Changes/additions to the sector



Care Quality Commission (CQC) registration in England



Recruitment priority for international care workers already in England



Regional hub registration



What the GLAA is seeing

Threat of visa withdrawal

Re-deployment outside of the sector

Increase in CoS and Visa scams

Cultural/Community/Faith recruitment

Continued extortionate fees paid for
CoS/Visa and job.

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Gangmasters & Labour Abuse Authority



Better Hiring Institute

Corinne Peart

Head of Strategic Engagement

Making UK Hiring Faster, Fairer & Safer

An independent body set up between UK GOV and industry to advise on the **Future of Hiring**.

Our mission is to make hiring in the UK **Faster, Fairer and Safer**. We will make UK Hiring:

- The fastest globally
- The fairest in the world
- The safest it can be



Gangmasters and
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Department for
Science, Innovation,
& Technology

Reed Screening



Home Office



Disclosure &
Barring Service

The UK's First National Hiring Framework...



Better Hiring Toolkits

Better Hiring Charter

Tackling Hiring Fraud

AI in Hiring

Identifying Name Changes

Reimagining Hiring

International Recruitment

Women in the Workplace



**Covering 80% of the UK
workforce with Better
Hiring Toolkits...**



Local Authority

A Better Hiring Toolkit

Education Supply Chains

A Better Hiring Toolkit

Financial Services

A Better Hiring Toolkit

Sharing Effective References and Conduct Information

A Better Hiring Toolkit

Construction

A Better Hiring Toolkit

Hospitality

Better Hiring Toolkit



Our Toolkits are in use by almost 25,000 organisations across the UK.

The Better Hiring Toolkits

1. Introduction	3	5. Interviews	20
2. Why We Need To Get It Right	4	6. Effective Pre-Employment Vetting	23
Cases for change		Verifying identity and right to work	
PRISM model of safer employment		Proof of address	
What is a safeguarding mindset?		Identifying Name Changes	
The importance of a counter-fraud culture		Criminal record checks	
		Qualifications	
		Online checks	
3. Legal Responsibilities	9	Ongoing monitoring	
Data Protection Act 2018 considerations		Referencing	
		Viability of references model	
		Gathering and sharing effective references and conduct information	
4. Recruitment and Supply Chain	12	7. FAQs	38
Job transparency & eliminating bias		Useful links	
How to choose an outsourced supplier		Supporting documents	
Concerns about agencies and agency workers			
Reporting agencies			
Application forms			
		8. About Us	41
		Acknowledgements	

Case study 3



Modern Slavery

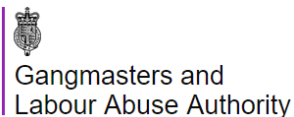
Three people were arrested after officers from the Gangmasters and Labour Abuse Authority (GLAA) rescued a woman who claimed that she was forced to live in a cupboard by her alleged exploiters.

Workers at a hotel in Llandudno were not being paid the National Minimum Wage; were expected to work long hours; and were not given access to contracts they were rushed into signing. They were paid as little as £250 per month for up to 60 hours of work per week. One of the potential victims added that she was forced to live in a cupboard with no washing facilities.

Our guidance collaborators...

Reed Screening

Lancaster University



CIPD



offploy



Disclosure SCOTLAND



S T Smith
Safeguarding Consultants Ltd



cifas
Leaders in fraud prevention



WORKING
CHANCE

CIPD
Trust



FUTURE
WORK



Nacro

**Join us in Parliament to Drive
Change in Hiring....**

How HR can Stop the Worker Exploitation Crisis



Join us in Parliament for the debate
on how employers can play...

Removing Barriers in Work for Neurodiverse People



Join us in Parliament for this
important debate on how to remove...

Improving Fairness for People from Minority Faiths and Backgrounds



Join us in Parliament for this
important debate as part of our...



Use this QR code see our full 12-
month calendar of events and register
to join us!

What MPs say about our work...



"I urge all employers to commit to removing the barriers facing women today and urge employers to commit to the Better Hiring Charter so that we can make UK Hiring the fairest in the world"

Dame Maria Miller

Former Minister for Women and Equalities



"I ask employers to make sure they adopt the Better Hiring Charter to make UK Hiring faster, fairer, and safer"

Lee Barron MP



"This is one reason why the work of the Better Hiring Institute is so important. A key aim is to make UK Hiring the fairest in the world, to fill more vacancies which will fuel economic growth and drive productivity"

Earl Attlee

"The work of the Better Hiring Institute to make UK hiring faster, fairer, and safer is critical to how we drive future competitiveness and prosperity"

Simon Fell

Former Anti-Fraud Champion for the Prime Minister



"The Better Hiring Institute's Better Hiring Charter, a 'Back to Work Plan' for employers, is powerful in supporting employers to play their part to modernise hiring and employment for the betterment of business and society"

Caroline Nokes MP



"I am delighted to support this important work, and to support the work of the Better Hiring Institute more generally, one of the largest employer bodies active in the UK"

Lord Lucas

