



Gangmasters
Licensing Authority

GLA40/9.3 Strategic Assessment Executive Summary

15 January 2014

Board Paper Reference – GLA40/9.3 – Strategic Assessment Executive Summary

1. Introduction

- 1.1 The Strategic Assessment is an overview of the significant risk, threat and harm issues impacting the organisation taking into account Government objectives and other relevant external impacting factors. The assessment seeks to facilitate the review and, where appropriate, the amendment of the organisational Control Strategy and define the future GLA Intelligence Requirement.
- 1.2 In due course it is hoped that this assessment will form part of a joint partnership assessment which will further inform the GLA control strategy in identifying organisational priorities and driving the day to day business of the authority.

2. Aim

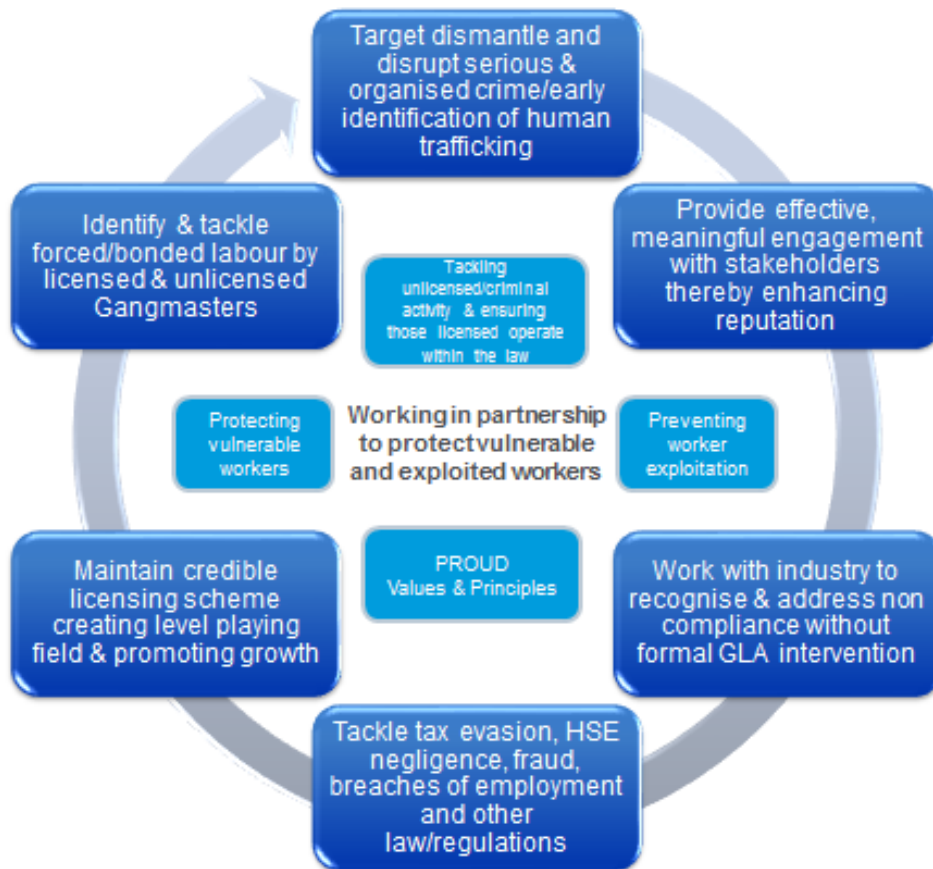
- 2.1 Strategic Tasking and Co-ordination aims to support decision makers in the management and control of risks, threats and strategic issues identified as impacting, or having the potential to impact significantly on the Gangmasters Licensing Authority (GLA).

3. Scope

- 3.1 The reporting period for this assessment is April 2010 to March 2013; a three year period has been used to allow the necessary analysis to identify trends. Data between April and August 2013 (and more recent where available) has also been used in order to give the most up to date picture as possible.

4. Strategy for Protecting Vulnerable and Exploited Workers 2013-17

4.1 The GLA strategy for protecting vulnerable and exploited workers is summarised in the below schematic:



5. Key Findings

- There is a significant and escalating threat from allegations of Human Trafficking and Forced Labour particularly impacting on the migrant worker community.
- It is evident that Organised Crime Groups (OCGs) have infiltrated the labour provision market and are actively engaged in criminality that links to Human Trafficking and Forced Labour within and beyond the GLA sectors.
- The number of potential victims identified as working within the GLA sector and placed in the National Referral Mechanism (NRM) by the GLA increased between 2012 and 2013.
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- Investigations linked to serious and organised criminality necessitate joint working with partner agencies. They are frequently resource intensive and costly which could impact significantly on what is an already challenging financial climate.
- The GLA continues to receive a consistent stream of intelligence suggesting worker exploitation remains a problem within the GLA sector and beyond.
- Although not yet quantified, the closure of the SAWS scheme and lifting of restrictions on the employment of A2 nationals from 2014 could lead to unlicensed activity and/or non-compliance which could impact adversely on resource demand and the GLA's ability to respond to some lower level allegations.
- The continuing use of illegitimate and exploitative travel and subsistence schemes for workers in receipt of National Minimum Wage may also result in levels of worker exploitation rising over the coming twelve months.

6. Key Recommendations

- The existing GLA organisational priorities identified within the Strategy for Protecting Vulnerable Workers 2013 – 2017 remain valid and should be featured within the new Control Strategy 2014-15.
- The GLA should explore all available media opportunities within the core EU states to promote compliance with UK GLA licensing standards and requirements.
- Analysis should be undertaken at the earliest feasible opportunity to determine the impact on the GLA sector of the closure of the SAWS scheme and lifting on restrictions on A2 nationals.
- How the GLA will manage identified Organised Crime Groups impacting on the GLA sector should be clearly identified within the Control Strategy.
- How the GLA will tackle the abuse of Travel & Subsistence schemes should form part of the Control Strategy.

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