



CEO's Quarterly Report

September 2017

Introduction

The third quarter of the year saw the GLAA continue its drive towards firmly establishing itself as the foremost investigative law enforcement agency for labour exploitation in the UK.

This has been a critical period for the organisation in which we have increased and enhanced our resources to reflect the much broader remit and responsibilities the GLAA now has. For the same reason we have continued to go through a period of dynamic organisational change, ensuring the GLAA has the right structure and framework to meet its new challenges.

Whilst navigating our way through these changes, we have also seen an increase in our operational capability and this has been reflected in the level of enforcement activity carried out by GLAA officers, either supporting our strategic partners or leading on investigations.

This is particularly pleasing because it demonstrates that our core purpose – namely the protection of vulnerable people from exploitation – is at the heart of everything we do and will remain so.

Our recruitment efforts means the GLAA is now almost 50 per cent larger in terms of its people resources since we came into being. New colleagues include both front line operational and back office support function staff.

This increased capability, backed by a more robust back office structure, will allow us to target those responsible for labour exploitation whilst also strengthening our stakeholder engagement to raise awareness and educate employers, businesses and the public about these issues.

Finally, it's not just here in the UK we are making a difference. I am thrilled we have been able to make a positive, valuable contribution to the drafting of labour licensing legislation in parts of Australia. The State of Victoria recently introduced a licensing act and explicitly referred to aspects of the GLAA's approach to licensing in their rationale. Now, Queensland is to follow suit with a similar act. In both cases we submitted evidence to their consultation. Thanks should go to our director of strategy Darryl Dixon for his efforts in this area.

Human Resources

As mentioned in the summary, we continue to increase our resources to ensure we have the capability and skills needed to deliver our core objectives. During the third quarter a total of 17 new colleagues joined the GLAA.

Of these 11 were operational staff whilst the remaining six joined our various back office functions.

All new colleagues are now put through the same rigorous induction and training programme led by our Learning and Development team.

Operational Statistics

CEO Quarterly Report Statistics Summary 2017-18				
Quarterly totals	Q1	Q2	Q3	Q4
Als (tasked)	37	43		
CIs (tasked)	17	42		
New Licences issued	25	43		
Licences refused	5	2		
Licences renewed	261	248		
Revocation with IE	1	0		
Revocation w/o IE	4	0		
Money recovered- cases	10	0		
Amount Recovered	£83,225	£83,225		

Workers Assisted - Results

- Workers subjected to exploitation/abuse: 398
 - Physical 4
 - Mental - 0
 - Financial 322
 - Transport 0
 - Accommodation 0
- Workers protected by refusal/revocation: 176
- Workers employed by businesses inspected:
 - Inside sector 3,194
- Workers engaged with outside sector 36,815

Current position:

- Number of GLAA Licences - 1,015
- Total ongoing investigations - 150
- Ongoing investigations (criminal) - 73
- Offenders pending trial - 3
- Indictments pending trial - 14

Finance

The finance team has seen a large uplift in activity as result of the combined impact of new starters and growth of the organisation. We have, in turn, seen a significant increase in transactions. Processes are under review to provide both resilience and separation of duties, following appoint of an additional finance officer. The Senior Leadership Team are currently approving a draft productivity and savings plan, which will look to identify productive gains for the next three years (£400,000 per year). This work will be linked to work already under away with the new performance analysts to look at the licensing function and better linking finance and operational performance.

The GLAA has agreed with Home Office funding to support our capital projects, this includes a new licensing system, transfer of IT to Home Office, new telephony system, office move and purchase of some equipment.

The Annual Report and Accounts for 2016-17 has been finalised by GLAA.

Communications and Engagement

To reflect the growing need to raise awareness of labour exploitation and modern slavery amongst the public and our wide range of stakeholders, the GLAA has enhanced its communications function.

Media coverage

Illegal Gangmasters deported

A Lithuanian couple who built up an illegal property empire and gangmaster business in Lincolnshire have been deported from the UK.

Stasys Skarbalius, 60, was deported to his home country having served a two-and-a-half-year-jail term for acting as a gangmaster using a fraudulently obtained licence. His wife, Virginija Skarbaliene, 58, was deported after serving a three-year prison sentence for also acting as a gangmaster using a fraudulently obtained licence.

The couple facilitated hundreds of Eastern European nationals into work in agricultural and horticultural industries over four years. Following a joint investigation by the GLAA and East Midlands Special Operations (EMSOU), the couple were jailed in 2015.

Suspected trafficker arrested at Lancashire car wash

A man suspected of trafficking workers into the UK to work at a hand car wash in Lancashire was arrested by Gangmasters and Labour Abuse Authority investigators.

Eight potential victims were recovered in the operation which also involved officers from Preston South Division's Modern Slavery Unit at Lancashire Police, Immigration Enforcement and the National Crime Agency.

Pledge to make Nottinghamshire free from modern slavery

The GLAA is supporting efforts by a number of organisations to make Nottinghamshire free from modern slavery. The joint commitment was made by Gedling Borough Council, local businesses, churches, charities and the Police and aims to raise awareness of modern slavery and eradicate it in Nottinghamshire.

The campaign will ask the public to be alert to signs of modern slavery, to report anything they think is suspicious and for businesses to do more to raise awareness of modern slavery and to know more about where their employees come from as well as the materials for their production lines.

Five in court after joint operation in Derby

Three men and two women appeared in court following an ongoing multi-agency investigation into alleged modern slavery in Derby. All five are charged with conspiracy to commit offences under the Modern Slavery Act as well as conspiracy to commit offences under both the Coroners and Justice Act and the Asylum and Immigration Act.

The five suspects were arrested during a multi-agency initiative - Operation Doubrava. This was led by Derbyshire Constabulary, assisted by officers from the GLAA, Department of Work and Pensions, HM Revenues and Customs, and the Latvian authorities.

Construction industry's pledge to tackle labour exploitation

One of the UK's biggest labour sectors has put its name to a joint agreement aimed at eradicating slavery and labour exploitation.

Influential names within Britain's construction industry have signed a protocol drawn up by the GLAA which commits signatories to work in partnership to protect vulnerable and exploited workers, agree to the sharing of information to help stop or prevent exploitation and pledge to raise awareness of slavery through supply chains within both sectors.

The UK's construction sector contributes more than £100 billion to the economy and employs around three million people. It has also been identified by the GLAA as a high risk industry where modern slavery and labour exploitation occur.

BRE Group, Carillion and its subsidiary recruitment company Sky Blue, Marshalls, McAlpine's, the Chartered Institute of Procurement and Supply (CIPS), the Chartered Institute of Building (CIOB) and others are among those who have agreed to sign the protocol.

Construction sites targeted by GLAA officers

Specialist officers in modern slavery and labour exploitation visited construction sites across parts of London.

Staff from the GLAA accompanied colleagues from the Health and Safety Executive (HSE) on a number of inspections at building projects in the Camden area.

They were looking for signs of labour exploitation and modern slavery and supporting HSE officers who will be conducting their own compliance checks to ensure construction workers are managing risks to prevent injury or death.

Crimestoppers partners with the GLAA to tackle slavery in the UK

Independent charity Crimestoppers partnered with the GLAA to help the UK public 'Spot The Signs' of slavery. Crimestoppers' statistics have shown a 126% increase in information received on slavery in the past six months compared to the previous period.

The campaign urges people to use the anonymous Crimestoppers free phone number 0800 555 111 to report their suspicions or information about modern slavery offences.

Man charged with human trafficking and gangmaster offences

A Handsworth man is awaiting trial for human trafficking and a gangmaster offence following a multi-agency anti-slavery operation in Birmingham and the Black Country.

More than 80 officers from West Midlands Police, National Crime Agency, and the GLAA attended addresses in Winson Green, Handsworth, Great Barr, West Bromwich and Wolverhampton to execute warrants as part of the operation.

A number of potential victims were identified and removed from a number of properties.

Hotel exploitation probe at Lancashire resort

GLAA officers interviewed a number of employees in connection with alleged worker exploitation in Blackpool hotels.

The investigators attended three properties on or close to the sea front accompanied by officers from Lancashire Police and Fire Service, Blackpool Borough Council and officers from HMRC's Fraud Investigation Service and National Minimum Wage team.

Slavery arrests in the West Midlands

Two people were arrested in the West Midlands as part of a criminal investigation into the exploitation of Eastern European workers for cheap labour. Raids were carried out at three restaurants across the region after acting on information which suggested staff were being brought into the UK and paid a pittance.

A total of 20 men, mainly from Slovakia and Romania, were discovered and living in poor conditions.

The GLAA supported West Midlands Police which led the operation. Other agencies involved included the National Crime Agency, HMRC, the Red Cross and Hope for Justice.

Digital engagement

Our social media engagement continues to increase considerably. The number of GLAA Twitter followers has almost doubled since January – up to almost 1700

The number of 'Tweet Impressions' (which is the number of times a tweet is actually seen by Twitter users) has risen from 11.5k in January to more than 100k in September.

Our Facebook reach (the number of people who see our posts) exceeded 21k for the first time in the third quarter of this year. And LinkedIn impressions was 76k over the same period (double the amount for the three months previous)

Freedom of Information Requests

2016-17	FOI Totals	Subjects				
Quarter		Capital budget	Staffing & salaries	Licensing	Operations and tactics	IT
Apr - Jun	9	1	3	2	1	2
July - Sep	7	1	2	2	2	0
Total	16	3	8	6	4	2

Parliamentary Questions

2017-18	PQ Totals	Subjects				
Quarter		Finance	Operational	Powers	Staffing	Board
Apr - June	0	0	0	0	0	0
July - Sep	0	0	1	2	1	3
Total	0	0	0	0	0	0

Presentations delivered by senior GLAA officers

- Presentation at a conference organised by Northern College – Adult education project for survivors of modern slavery
- British and Romanian partnership in tackling labour exploitation in the UK – roundtable at Romanian Embassy – DLME, Kevin Hyland, Paul Broadbent all spoke
- Briefing to Metropolitan Police re extension of powers / work of the GLAA / how we can assist
- Attendance at IASC report launch on combating modern slavery experienced by Vietnamese nationals en route to and within the UK
- Briefing to Durham police re extension of powers, work of the GLAA, how we can assist
- Presentation to Human Trafficking Foundation Advisory Forum re work of the GLAA
- Briefing to East Midlands Chief Officers re extension of remit, work of the GLAA, how we can assist
- UK Business – retail and non-retail sector roundtable on modern slavery – presentation
- Attendance at Wilberforce World Freedom Summit