





	<p>Intelligence is focused around the Eastern and London regions. There are also hotspots in South Yorkshire and County Durham. Potential victims are commonly Romanian, male and aged between 17 and 24.</p>			
				<p>17-24</p>
<p>Recruitment New and irregular migrants already in the UK are attracted to employment in the industry as work can often start immediately, without employment checks. Some businesses also proactively recruit workers from overseas, with some reports indicative of trafficking. Those in situations of poverty are vulnerable to potential exploitation. Recruitment of family members and friends is believed to occur.</p>				
<p>Accommodation Often provided in residential properties close to the business address. High rental payments may be associated with employers acting as landlords. Some workers are reported to be sleeping onsite. Movements may be restricted, and identity documents withheld.</p>	<p>Transport to the UK Workers commonly arrive by minibus, coach or van, with regular services from Romania particularly. Some potential exploiters will travel overseas to collect workers. Irregular migrants may be put to work in car washes to repay the debt of their transport to the UK.</p>			
		<p>A number of car washes are known to have links to organised crime, including drug activity.</p>		
	<p>Working Conditions Working conditions are generally poor, with workers having insufficient PPE. Long hours are common, often without a day off. Low wages are believed to have led to workers being involved in theft offences.</p>			
<p>Response The sector has been the focus of several campaigns to increase reporting and improve knowledge about exploitation. These include the Responsible Car Wash Scheme and the Safe Car Wash App.</p>				
				



Gangmasters & Labour Abuse Authority

Key Questions to Prevent and Identify Labour Exploitation



- Are audits to establish any indicators present of modern slavery and labour exploitation regularly conducted?
- Do recruitment processes include questions to identify whether a person may have been trafficked, paid work finding fees, or was otherwise exploited whilst seeking employment?
- Do you have any additional due diligence checks for workers at risk of being exploited? Including access to translation services?
- How do you ensure workers know about their employment rights, and where to report complaints or issues?
- 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?

What to consider when reporting intelligence

Example: A group of Eastern Europeans are working at a car wash in London. Workers do not look happy and seem exhausted. Rest and toilet facilities were inadequate. The workers did not have PPE or proper equipment. The car wash seemed suspiciously cheap.

What else? Provide more details about the workers involved – do you know what language they speak? Do any appear to be minors? Male or female? What hours do they work? How are workers arriving, are there vehicle details? How much are workers paid and how are they paid? How does recruitment occur? Who is the car wash owned or run by? Is there evidence of workers living or sleeping onsite?

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.



More information about the Responsible Car Wash Scheme is available at <https://www.gla.gov.uk/whats-new/press-release-archive/22102018-responsible-car-wash-scheme/>
Other 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>

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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