

Modern slavery workshops

WORKSHOP FIVE

Labour providers

Dear Colleague,

You are receiving this pack in your role as Coordinator of a Modern Slavery Partnership.

Cases of modern slavery have been identified in every part of the UK. Whilst the general awareness of modern slavery has risen in recent years, for frontline practitioners it's not always obvious how to respond to particular situations of entrapment and exploitation. These can be very different from each other, for example, a British teenager forced to smuggle drugs will need different support to a migrant worker exploited in a factory.

It is important that people working in local organisations, from health professionals to social workers, police officers, businesses, charity and community organisation workers, know not only how to respond to potential cases, but also know who else to involve to make sure people affected get the comprehensive support they need.

This resource pack has been developed for regional Modern Slavery Partnerships to host five workshops, each aimed at a different target audience. You may choose to run all the workshops, or just a selection, depending on the current need in your region. Please feel free to run each workshop as many times as you wish.

In each workshop, the attendees work in partnership through a realistic scenario of modern slavery, allowing them to learn about current gaps and best practice in your region and to ensure a joined-up approach across the locality of your Modern Slavery Partnership. Whilst we have tried to use realistic scenarios and provide corresponding advice, the examples are illustrative and should not be seen as prescriptive. Each workshop is accompanied by a package of handouts which simplifies the most relevant policies and legislation to help improve victim support.

Whilst the workshops will be of benefit to a large range of organisations, their success rests on being undertaken alongside other local partners in order to develop the most effective, wrap-around response to modern slavery. This is why we strongly recommend using these workshops only through the regional Modern Slavery Partnerships, which can guide and coordinate local partners to a cohesive practical response.

For any questions, please contact Dr Alicia Kidd: Alicia.kidd@hull.ac.uk.

Proposed agenda:

Modern slavery workshop – labour providers

8.30am	Refreshments and registration
9am	Welcome and summary of the day
9.10am	Opening speaker
9.20am	Breakout and introductions
9.30am	Scenario part one
9.50am	Feedback part one
10.10am	Scenario part two
10.30am	Feedback part two
10.50am	Scenario part three
11.05am	Feedback part three
11.25am	Coffee
11.40am	Scenario part four
12pm	Feedback part four
12.15pm	Summary, questions and evaluation forms
12.30pm	Close

Guidance document

This workshop is aimed at labour providers/recruitment agencies who are based in the region covered by your Modern Slavery Partnership. The workshop revolves around working through a scenario of a potential real-life situation that such agencies may come across. The number of attendees you invite depends on your venue, but for the most effective conversations we recommend having 2-4 break out groups with around 8-12 people in each. There should be a separate person to act as a facilitator for each group. While expert knowledge of the topic is not essential, ideally these facilitators would have a basic understanding of the issues surrounding modern slavery. If there are multiple attendees from one agency then we recommend splitting them into different break out groups.



Once attendees are confirmed, the groups should be allocated. In the accompanying PDF, there is a sign-in sheet which will need printing ahead of the workshop. There is a column in this sheet to make a note of which group each attendee is allocated to. This should be clarified with attendees on arrival, and they should remain in the same group for the duration of the event. We suggest inviting a key business partner to act as the opening speaker.

The scenario is split into four main parts. Once the groups have separated for their first break out session, the facilitators for each group should read out Scenario Part One to their groups and invite them to discuss the scenario (i.e. all groups discuss the same part of the scenario at the same time). The purpose of the facilitators is not to tell their group how to deal with the scenario, but to encourage conversation between the group members so that they can tackle the problem (attendees are not expected to fully resolve the scenario, just to identify what their best response to the information provided would be). There may be a requirement for the facilitators to make suggestions of ideas that people may not have considered, or to steer the conversation either if it gets off track, or if time is getting short. Facilitators should make note of any best practice, and any actions or gaps that need to be dealt with, which should be allocated at the end of the workshop.

Each group will work through Scenario Part One, then everyone should come back together to feed back. The feedback sessions should be facilitated by the Coordinator of your Modern Slavery Partnership. You might choose to ask one group to feed back after each session, or you may prefer to ask for a couple of key points from each group. The feedback sections of this document offer a list of suggested discussion points for each feedback session. The person facilitating the feedback sessions should raise some of these points for open conversation, then run through the 'Advised Action' section, allowing time for discussion.

The groups will then break out for Scenario Part Two and come back to feed back, and so on. At the end of the event there should be time for questions and for attendee evaluation forms to be completed. Please keep the forms completed by the attendees; these will help in the development of your partnership and in identifying the needs of partners. There is also a form about the success of the workshop for you to complete and return to us.

Equipment

- You may want to provide name badges if people haven't worked together before.
- You will need flipchart paper and pens to take notes from each group.
- You may need PowerPoint facilities if any opening speakers require them.
- You may wish to print and photocopy the scenarios so there are a few hardcopies available for each group. A photocopy symbol  has been included at the top of relevant pages in this document.
- You will also need to print and photocopy the package of handouts at the end of this workshop along with the Evaluation Form for Attendees, so that all attendees have access to them on the day. The photocopy symbol  marks the relevant pages. Please keep these evaluation forms; they are to help you to identify any potential needs or actions to be addressed by your Modern Slavery Partnership.



Scenario part one

Allow time for introductions.

Last month you took on a large contract to supply labour for a new client. Two team members were assigned to manage this contract and, while you know you are still short on workers to meet the needs of this new client, both team members have been successfully recruiting large numbers of workers – more than any other team member that works for you.

Despite this, over the past two weeks, your Facebook page has had a number of people comment that they are experienced labourers who came to sign up to your agency but were turned away. This is confusing because you know you are short on workers.

As a group, discuss whether this information raises any concerns for you.

- If there are concerns, what are they and how might you deal with them?
- Is there an upper limit of workers that one person could reasonably be expected to recruit in one day, or would you simply praise their productivity?

Feedback part one

Comments:

- The Facebook comments could, of course, be from people who have had a bad experience or not met the required criteria for the work. However, they might also indicate that genuine job seekers are being turned away from the agency. If this is the case, it could be to allow for the recruitment of specific individuals – for example if an organised crime group is providing workers in exchange for a fee for each worker signed up.

Advised action:

- No single person should be in control of an entire area of the business
 - It is important that different team members are involved throughout recruitment to maximise the potential of identifying possible safeguarding needs.
 - You could implement this by dividing duties. For example, one team member could source candidates, another could undertake interviews, another could ratify and check credentials and suitability. If possible, introduce a central compliance function to ratify all new starters for their suitability.
 - Ensure that the site does not use a single resource, but rather takes from multiple labour pools (for example on-site recruiters, online advertising, social media and a central resourcing team) who can also refer to the site. This greatly reduces the risk of on-site recruitment staff being able to charge money for work, and also prevents other fraud within the business as it segregates duties to prevent one person monopolising a site.
- Introduce an onboarding feedback process, ensuring that all new starters are given an opportunity to rate their experience, including questions such as whether or not they have had to pay to sign up to the agency.
- You could introduce a link on your Facebook page to a survey so that people are able to anonymously provide feedback.



Scenario part two

Considering you are short on workers, you are concerned about the Facebook messages suggesting that people are being turned away from registering for your agency. You spend a few days working with other staff members, helping to sign up new workers.

A new worker arrives to register and you recognise that the address he gave is the same one associated with another worker whose file you were updating earlier that day. You search the address on the system and discover that there are 16 workers at your agency registered to that same address.

You ask the new worker to repeat his address. He points to the piece of paper he gave you with the address on, but you ask him to tell you verbally. He is unable to provide an answer.

What action should you take in this situation?

Things to consider:

- Does this information raise any concerns for you?
- Are those 16 people really living in the same house?
- Are there any other checks you should make?
- Are there any other organisations you should inform?

Feedback part two

Comments:

It is unlikely that 16 people are living comfortably in the same address:

- With this address being used for so many workers, it could be that they are all living in the same house without private space and possibly sleeping in communal areas.
- It could alternatively be indicative that a false address is being used to register people.
 - If your agency has been sending letters without receiving a response, this could be indicative that a false address has been provided and that the workers simply aren't receiving the correspondence.
- Both of these options should raise concerns.

Advised action:

- Your agency may already have a compliance team, in which case they should be made aware of this situation. Otherwise, it is advisable to involve HR at this point.
- You could ask the worker a few questions, but avoid letting them know your concerns at this stage; maintain a pretence of normality so as not to potentially alert anybody who may be illegally sub-letting or controlling the address:
 - Ask how he gets to and from the address and how he travelled in to your agency today.
 - Ask how he found the house and whether he received help in finding it.
 - If you believe he is being exploited then you should contact a first responder (see handout on the NRM). This is likely to be either the police or the Gangmasters and Labour Abuse Authority (GLAA). The GLAA will be able to offer you advice on the best way to proceed.
- Worker welfare checks should be a standard part of regular operation for recruitment agencies. Conducting checks every three months is good practice. Consider whether you will need an interpreter; if so, use the services of a telephone language service. **Do not use another worker as an interpreter** – you don't know who else is involved at this point.
 - Engage the worker in a general chat about how they are adjusting to the job, life in the UK, how they are enjoying their earnings and what they like to do outside of work. This helps to identify if a worker is not living a life deemed to be "normal" for the level of wages that they are earning. Here you could also ask questions about how much they pay for rent and who they pay, whether they have their own bedroom and if they have a key to the property. You could also ask to see their bank card (to ensure that they have access to it) and ask whether anyone else has access to this card.

- Check your systems to see if any of the 16 residents have moved house without notifying you; find out exactly how many are actively working and how many still reside there. As few people as possible should be made aware that these checks are occurring.
- To check the housing situation:
 - Conduct an online search of housing websites to identify how many bedrooms the property has.
 - Check the local authority’s public register of HMO (House of Multi Occupancy) licences to see whether the address has a licence. If the licence does not permit up to 16 occupants, or if it is unlicensed, then you should report the address to the local authority’s housing standards department. This can be done via their website.



Scenario part three

After identifying the issue with large numbers of people being registered at the same address, you use your system to look at bank account information, tying this in with your usual identity and reference checks. Using this new worker as a starting point, you search his bank account number on the system and identify that five other workers are already being paid into this account. Despite the fact that you do regular checks to ensure that workers are not being paid into the same bank account, nothing so far has been flagged.

As a group, discuss whether this information raises any concerns for you.

If there are concerns, what are they and how might you deal with them?

- Do you currently undertake checks on bank accounts?
 - If so, how do you undertake them and how often?
- Have you ever come across any issues like this?
 - If so, how did you deal with them?

Feedback part three

Comments:

- Every worker should preferably have their own bank account, registered in their name.
- More than one worker using the same bank account is indicative that someone else is controlling it (unless it is a joint account).

Advised action:

- Conduct regular (ideally, weekly) checks to ensure that workers are not being paid into the same bank accounts.
- Consider the possibility of establishing a flagging system that notifies you when the same address or bank account appears more than once.
- However, exploiters are clever and will always aim to be one step ahead, swapping workers in and out to avoid such checks. Ensure that only those that need to know about these checks are aware of them so word doesn't get back to the exploiters.
- If possible, when setting up a new worker on your system, check then and there whether the bank account they have provided is already linked to another worker.
 - If it is, you should research both (all) workers thoroughly. Discreetly ask others what their relationships are, as it could be a couple with shared access to a joint bank account.
 - If you are not satisfied and are concerned that there is no legitimate reason for these workers to share an account, then you should arrange welfare interviews at the first opportunity, using open questions asking them to explain their earnings to you etc. – treat this interview as if it is with a victim of modern slavery.
 - If the bank account pertains to a prepay cash account, alert the bank's fraud team as they may also hold information relating to the true account holder.
- While ensuring that each worker has their own bank account is a positive step, it does not necessarily mean that money is not being taken from them; it could be that someone else is controlling their bank card.
 - Introducing welfare checks, as discussed in Feedback Session Part Two would help in monitoring this.

- Before submitting your concerns to the police or GLAA, gather as much information as you can about the situation. Check whether these five workers are also all registered at the same address. If they are registered at different addresses, then this could be indicative that these addresses are also linked to potential exploitation.
- If it is the case that these workers are registered at different addresses but linked to the same bank account, then you should check those addresses to clarify whether there are any other workers registered at these same addresses.
- If this does bring up information of other workers registered at these addresses then you could check their bank account numbers to identify whether their accounts are linked to any other workers.
- This process – of using a repeated bank account number to identify addresses and other workers in that address, then searching those workers’ bank details to check if anyone else is registered with the same account – can be repeated until no new information is forthcoming.
- Gathering this information will help you to understand how widespread the network is.
 - Store this information on a restricted drive. Any information gathered to support a potential investigation can be stored on a log which can be updated as a case develops. This can also help in looking back on decision-making processes throughout the investigation and if you are asked to attend court as a witness.
 - Always ensure that any sending/storing of personal data is compliant with GDPR regulations, but ensure that you have passed as much information to the police or GLAA as is pertinent to the concerns raised.



Scenario part four

One of your workers attends the office to enquire whether there are any more shifts available. He looks unwell so you ask him if he's feeling ok. He tells you that he's fine, and that he's just tired because the house he lives in is damp and has no electricity or gas so he's often too cold to be able to sleep. You ask him more and he explains that he is Romanian and answered an online advert for work in the UK. He paid for his own transport, but the accommodation and work were arranged for him.

He asks again about getting more shifts. You talk about the kind of work you have available and he asks you how much each shift would cost.

You're confused about his question and when you ask him what he means, he explains that currently he pays £50 to get a shift, so he needs some more work because he's not making much at the moment.

As a group, discuss the scenario.

- What are the key issues that the worker has raised?
- What are your responsibilities towards him?
- How would you respond to the information the worker has given?

Feedback part four

Comments:

- This scenario indicates that someone is recruiting people from Romania to register them at your agency, accommodating them in unfit housing and charging them for each shift they work.
- No one should ever be charged for shifts.

Advised action:

- While accommodation is not your responsibility, you should respond to the fact that he is clearly housed somewhere unfit for purpose.
 - Inform the GLAA of your concerns. If your agency holds a GLAA licence then they will be able to intervene. If you are not in a licensed sector, you can still ask the GLAA for advice, but you should also send information to the Employment Agency Standards Inspectorate. Notify the local authority's housing department and ask them to investigate the landlords of the addresses – this will identify, for example, if the houses are being sub-let.
- The police or GLAA will be able to advise you on how to interview the workers in order to get a statement from each pertaining to any fees they have been charged and what the living arrangements are. Once you are happy that you have evidence to support an investigation, this can be shared with the police, GLAA and/or housing standards. Do not feel inclined to conduct an investigation of your own.
- It is incredibly important that all workers are aware of their rights.
- Ensure that information on worker rights is provided to all staff, in a language that is accessible to them. This might be in the form of posters on site, or in information packs provided when they sign up.
- Ideally, you should develop a reporting mechanism whereby concerns can be shared anonymously. Information on this mechanism should be widely advertised so that all workers know how to access it.

Summary

Some of the content of this scenario is developed from a real case study – Operation Fort – in which an organised crime group embedded a woman within a recruitment agency. She was efficient at her job, often recruiting up to 20 workers at a time and taking a payment for each trafficked victim that she signed up for the agency on behalf of the organised crime group. She was turning away genuine job seekers to ensure there were enough spaces for the trafficked victims that the organised crime group sent to her. This recruiter undertook the interviews for workers, meaning the opportunity to spot potential safeguarding issues was avoided.

An example of good practice is The Compliance Intelligence Network established by Staffline in November 2019. It currently comprises 10 members: nine different recruitment agencies and a large scale labour user. The aim of the Network is for all parties involved to work collaboratively together to share intelligence to help any potential victims of trafficking in the UK and protect their welfare. It encourages close working to support each other in compliance and the industry generally, including sharing best practice, and protecting brands and those working in the supply chains.

1. Open to the audience:

- Are there any other issues that have been raised today that you'd like to discuss?
- Is there anything from today that will lead you to make a change in your organisation?
- Is there anything you need more advice on?
- Have you identified any gaps in provision that need to be tackled?

2. Actions:

- Have any actions been identified today that need to be addressed?
- We recommend that any actions arising from the workshop should be discussed at your next Modern Slavery Partnership meeting.

3. Closing points:

- Ask everyone to fill out the attached evaluation form.
- Closing comments.

The background features several large, flowing, abstract orange lines that create a sense of movement and depth. These lines are thin and elegant, weaving across the page in various directions, some forming loops and others extending towards the edges.

WORKSHOP FIVE

Handouts



Gangmasters & Labour Abuse Authority

Who we are

The Gangmasters and Labour Abuse Authority (GLAA) is the foremost investigative agency for labour exploitation in the UK. We work in partnership with law enforcement bodies to protect vulnerable workers and disrupt organised criminality in the labour market.

Across the UK, we have positive existing relationships with many Modern Slavery Partnerships which we are keen to build on. We fully support your work and believe there are lots of areas where we can work together to uphold workers' rights and bring those responsible for exploitation to justice.

We hope you find this brief guide to us as an organisation useful.

Our powers and remit

We were created following the 2004 Morecambe Bay cockling disaster to prevent the exploitation of workers in the fresh produce sector. In 2017, we were rebranded and given new powers to also investigate labour exploitation offences, including the forced or compulsory labour element of modern slavery, across England and Wales.

We operate a licensing scheme, regulating businesses who provide workers for agriculture, horticulture, shellfish gathering and food production, to make sure they meet the employment standards required by law.

Labour providers are assessed to check they are meeting our licensing standards which cover health and safety, accommodation, pay, transport and training. We also investigate and prosecute unlicensed gangmasters.

In England and Wales, we use our new powers to investigate forced or compulsory labour and human trafficking offences. We also utilise powers under the Immigration Act 2016 to issue Labour Market Enforcement Undertakings (LMEUs) and Labour Market Enforcement Orders (LMEOs) which can be used as an alternative or additional sanction for breaches of labour market legislation..

Prevention and partnerships

We are aware that we simply cannot arrest our way out of the problem of labour exploitation. In the long-term, prevention will have the biggest impact in raising awareness and driving the real business and consumer change needed to ensure the wider public accepts that exploiting people for their labour is completely unacceptable.

We have active protocols currently in construction and textiles, with plans in place for a further industry-led protocol covering the hospitality sector.



Gangmasters & Labour Abuse Authority

Communicating with our stakeholders – people like you – is really important in delivering this message. We host targeted awareness-raising events across the UK and deliver training to businesses to help them have confidence identifying issues in their supply chains. We also believe educating the next generation of workers is crucial. We joined forces with Boston College and, in doing so, it became the first college in the UK to embed the subject of modern slavery and labour exploitation across its range of academic and vocational courses.

You can stay in touch with the work we are doing by subscribing to our quarterly Partnership Bulletin, detailing our recent activities in enforcement, regulation, and prevention.

Spot the signs of exploitation

Spotting the signs of labour exploitation is no easy task but there are several helpful indicators to look out for which can be divided into six key sections:

- Restricted freedom
- Behaviour
- Working conditions
- Accommodation
- Finances
- Appearance

Not all of them will apply in every case and some may not be immediately apparent. Victims may be reluctant to tell their story through fear of reprisal or not being believed, through a feeling of shame about letting themselves be treated in this way, or because they do not know their rights and the treatment they are entitled to receive.

Our website has more information, as well as a suite of resources which includes posters, leaflets, videos, educational products, and industry profiles giving a breakdown of our intelligence in 17 sectors of the labour market.

Report your concerns

If you have any concerns about labour exploitation or unlicensed trading in our regulated sectors, contact our intelligence team:

- By telephone on 0800 4320804
- By email at intelligence@gla.gov.uk
- Through our website, with reporting forms in eight different languages

You can also report suspicions to the Modern Slavery Helpline on 08000 121700.

Please see our website www.gla.gov.uk for further, useful information.

Health and Safety at Work etc. Act 1974

Arguably this legislation set out how businesses must ensure the “health, safety and welfare” of people on their premises long before the Modern Slavery Act made its explicit provisions. The wide ranging duties it imposes on businesses apply not just to employees but also to anyone else on their premises, including temporary staff, casual workers, the self-employed, clients, visitors, and the general public.

The duties that the Act imposes include:

- a safe system of work
- a safe place of work
- safe equipment, plant and machinery
- safe and competent people working alongside you, because employers are also liable for the actions of their staff and managers
- carrying out risk assessments as set out in regulations, and taking steps to eliminate or control these risks
- informing workers fully about all potential hazards associated with any work process, chemical substance or activity, including providing instruction, training and supervision
- appointing a ‘competent person’ responsible for health and safety (competent persons, such as a head of health and safety, oversee day-to-day safety management, oversee safety inspections, and liaise with staff safety reps)
- consulting with workplace safety representatives (if a union is recognised, your employer must set up and attend a workplace safety committee if two or more safety reps request one)
- providing adequate facilities for staff welfare at work.

The Act is the basis of many Approved Codes of Practice (ACOPs) for businesses, which set out detailed responsibilities for business with regard to all aspects of workplace health and safety, from working safely with computers, to stress and hazardous chemicals. The Act also provides the basis for some regulatory powers that can assist in the identification and disruption of modern slavery, such as powers of entry (section 20). This gives local officers the power to enter a business premises and request to examine any document, equipment, premises or part of them, and detain any articles or substances. The authorised officer has the right to enter at any reasonable time upon producing documented authorisation and may be accompanied by the police.

The Act established the Health and Safety Executive (HSE) and contains powers for the HSE to be able to enforce these duties and to issue penalties for failure to comply.

www.legislation.gov.uk/ukpga/1974/37

Employment Agency Standards (EAS) Inspectorate

The EAS Inspectorate is the regulator of employment agencies and employment businesses, and enforces the laws that protect agency workers, including the Employment Agencies Act 1973, and the Conduct of Employment Agencies and Employment Businesses Regulations 2003. It is a part of the Department for Business, Energy and Industrial Strategy (BEIS). The inspectorate provides guidance on what employment agencies and businesses must and must not do, differentiating between **employment agencies** who introduce persons to employers, and **employment businesses** who find temporary and contract work.

An important part of an **employment business** is to provide workers with a Key Information Document (KID), intended to outline pay related facts and other details about an engagement. An **employment business** must agree terms of engagement before starting any work-finding services, and these terms should include:

- Worker status i.e. employee or self-employed
- The notice period to end an assignment
- The minimum rate of pay
- Any entitlement to paid holidays

Regarding specific opportunities, both **employment agencies and businesses** must outline to the worker:

- The start date and how long the contract may last
- The identity of the hirer
- The duties to be undertaken
- Details of any expenses
- The location and hours of work
- Any health and safety risks
- Any experience, training or qualifications needed for the role

Both **employment agencies and businesses** must confirm evidence of a worker's identity, such as a passport, driving licence or birth certificate.

Both **employment agencies and businesses** must not:

- Charge fees for providing work-finding services
- Force workers to purchase any additional services such as training or CV-writing
- Tell a current employer that a worker is looking for new work
- Stop a worker from working elsewhere
- Force a worker to tell them the identity of any future employer
- Withhold payments or wages for hours that have been worked

Whilst **employment agencies and businesses** cannot charge a fee for finding work, they can provide or refer workers to other paid services, such as a Disclosure and Barring Service (DBS) check, or an umbrella company. In these instances, detailed information must be provided up front about the cost and terms of these services, including rights, and the notice period required to cancel.

You can report to the Employment Agency Standards Inspectorate via eas@beis.gov.uk or 020 7215 5000.

www.gla.gov.uk/who-we-are/employment-agency-standards-inspectorate/



The National Referral Mechanism

The National Referral Mechanism (NRM) is a framework for identifying victims of modern slavery and human trafficking and ensuring they receive the appropriate protection and support.

If you are concerned that someone is a victim of modern slavery, then you should contact a first responder.

First responder organisations

A 'first responder organisation' is, in England and Wales, an authority that is authorised to refer a potential victim of modern slavery into the National Referral Mechanism. The current statutory and non-statutory first responder organisations are:

- Police Forces
- UK Visas and Immigration
- Border Force
- Immigration Enforcement
- National Crime Agency
- Local Authorities
- Gangmasters and Labour Abuse Authority (GLAA)
- Health and Social Care Trusts (Northern Ireland)
- The Salvation Army
- Migrant Help
- Medaille Trust
- Kalayaan
- Barnardo's
- Unseen
- Tara Project (Scotland)
- NSPCC (CTAC)
- BAWSO
- New Pathways
- Refugee Council

With input from the potential victim, the first responder will fill out the necessary forms to refer them into the NRM. If the person is over 18 then they must provide consent to be referred into the NRM. If they do not consent, then an MS1 (Duty to Notify) form must be completed – this provides anonymous information about the potential victim. A duty to notify referral should not be relied upon to safeguard victims. Existing safeguarding processes should still be followed to provide any owed duties to that person.

If the person is under 18, consent is not required and the child will be supported using existing child safeguarding measures and local protocols.

The NRM has a two-tier decision-making process to determine whether someone is a victim of modern slavery. Providing they receive a positive decision at the first stage (Reasonable Grounds) then they will be entitled to support, delivered via a contract held by The Salvation Army. This support will last for a minimum of 45 days while the second stage decision is made (Conclusive Grounds), and a Recovery Needs Assessment will be undertaken at the end of this time to ensure suitable move on care is in place.

Living and working in the UK



BANK ACCOUNTS

- It is free to open a bank account and apply for a national insurance number here in the UK
- It is free to apply for a job here in the UK
- Never give your ID Card or Bank Card to anybody else
- You must never share your login details / passwords / PIN numbers with anybody else



PAY & WAGES

- In the UK you can be paid weekly or monthly
- You should receive payslips each time you are paid
- You should have your wages paid on the same day each month or week
- Your payslip will show the hours you are being paid for as well as tax and national insurance deductions
- In the UK you have the freedom to move between employers and you should not pay anyone for a job



HOLIDAY LEAVE

- You are entitled to holidays each year - Eg. if you work 5 days a week you will get 28 days per year
- You should try to take all holiday entitlements in each 12 month period or you will lose any outstanding
- Most companies will only pay you outstanding holidays if you leave



HOUSING & RENTING

- On average, renting a room in a shared house in the UK costs between £150 - £300 per month (London is higher at £750)
- On average, renting a 2-bedroom property in the UK costs between £550 - £900 per month (London is higher at £1,500)



GROCERIES & FOOD

- On average, a family of 3 spends between £45 - £63 per week on groceries



VEHICLES & INSURANCE

- In the UK it costs around £40 per week to run a car – this includes fuel, tax and insurance



MINIMUM WAGE

- In the UK you should receive at least:
- £8.72 an hour if you are 25 years old or over
- £8.20 an hour if you are between 21 and 24 years old
- £6.45 an hour if you are between 18 and 20 years old

Accurate as of 26/08/2020

For more information on living in the UK, or for support and advice on anything relating to employment visit:

www.citizensadvice.org.uk

Call: 03444 111 444



Evaluation form for attendees

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Today was relevant to me					
The scenario was useful					
Today was good for networking					
My knowledge on how to respond to modern slavery has improved today					
From today, there are changes that need to be made in my organisation to make sure we deal with modern slavery more effectively					
I know who to talk to if I need support or guidance on modern slavery					

If the workshop identified changes you need to make within your organisation, please provide some details:

Does your organisation require any further assistance from your regional Modern Slavery Partnership regarding modern slavery? Please leave a contact email if you'd like someone to get in touch about this.

Email Address:

Any further comments about the workshop:



Evaluation form for Modern Slavery Partnership Coordinators

After the workshop, please fill this out and email a copy to Alicia Kidd at Alicia.kidd@hull.ac.uk

1. Which workshop did you run?

2. What date did you run the workshop?

3. How many people attended the workshop?

4. Did the workshop help engage partners that you have not previously worked with? If so, which partners?

5. Did you identify any new examples of best practice through the workshop? Please give details.

6. Did you identify any gaps in provision through the workshop? Please give details.

7. Was there anything you felt was missing from the workshop? Please give details.

8. Was there anything you would change about the workshop? Please give details.

9. Are you likely to run the workshop again?

10. Please provide some of the key pieces of feedback that came from the attendees.

11. Any other comments.

Modern Slavery and Human Rights Policy and Evidence Centre
c/o British Institute of International and Comparative Law
Charles Clore House, 17 Russell Square, London, WC1B 5JP

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Registered Charity No. 209425

office@modernslaverypec.org

www.modernslaverypec.org

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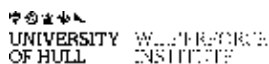
All content is accurate as of 26/08/20.

For any comments or questions, please contact Dr Alicia Kidd: Alicia.kidd@hull.ac.uk, or the Modern Slavery PEC on office@modernslaverypec.org.

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