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## **Victims of modern slavery inquiry Association of Labour Providers – Written Submission**

### **Contact**

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### **Scope of the inquiry**

Following a letter written by the Independent Anti-Slavery Commissioner, the Work and Pensions Committee has launched an [inquiry](#) examining the Department for Work and Pensions' policies and processes in relation to recognised victims of modern slavery. The inquiry will also assess potential changes in policy after Brexit.

The Committee now invites written submissions addressing one or more of the following issues:

- What is DWP's role in providing support to recognised victims of modern slavery (both EU/EEA national and non EU/EEA nationals)?
- How effective is this support and what improvements could be made?
- What guidance and training is there for frontline DWP staff in contact with victims of modern slavery and how does this compare with other with other frontline areas, e.g. NHS?
- What is the impact on victims of modern slavery when they cannot access support and benefits?
- What are the costs to the state of supporting victims, including costs if victims become homeless and destitute?
- What are the potential impacts of Brexit on the support provided to victims (both EU/EEA national and non EU/EEA nationals)?

### **Introduction**

The Association of Labour Providers (ALP) is a trade association promoting good practice for organisations that supply the workforce to the consumer goods supply chain across the food processing, horticultural and wider manufacturing, industrial, warehousing and distribution sectors. The ALP supports and represents its members and provides a range of services to help labour providers achieve social compliance and ethical good practice.

The ALP has approximately 320 organisations that voluntarily choose to be members of the Association on payment of an annual subscription and commitment to abide by the membership regulations. ALP member organisations supply approximately 70% of the temporary contingent workforce into the food growing and manufacturing supply chain. All organisations that supply labour into these sectors are required to be licensed by the Gangmasters and Labour Abuse Authority (GLAA).

The ALP is the lead development partner in the "Stronger Together" initiative. Stronger Together was formed in response to the rising number of victims being trafficked into the UK for labour

exploitation as identified by the annual National Referral Mechanism statistics released by the UK Modern Slavery Human Trafficking Unit.

Stronger Together was launched in October 2013 as a business led multi-stakeholder collaborative initiative to equip UK employers and recruiters with the practical knowledge and resources to tackle modern slavery in their business and supply chains by providing free good practice guidance and tools through [www.stronger2gether.org](http://www.stronger2gether.org). The other development partners are the GLA and Migrant Help. The project sponsors are all the main UK supermarkets Aldi, Asda, Co-operative food, Lidl, Marks & Spencer, Morrisons, Sainsbury's, Tesco and Waitrose.

Within Stronger Together, in three years:

- Over 4200 industry representatives have registered with [www.stronger2gether.org](http://www.stronger2gether.org) to access the resources for use within their organisations.
- Over 2000 individuals from 1100 businesses have attended a "[Tackling Modern Slavery in Business](#)" workshop and committed to take the tackling slavery message back to over 790,000 workers.

ALP has a formal partnership agreement with the Department for Work and Pensions to work together to achieve the following shared objectives:

- Raise awareness of the range of opportunities available within the agricultural and food industry and help people into work by giving them the right support and the best opportunities for training and jobs;
- Promote the sector as one of a career of choice
- Drive innovation in the best ways of helping people back into work;
- Share labour market intelligence and promote initiatives that can make a difference to employers and jobseekers;
- Act as champions for diverse and inclusive recruitment and work together to challenge discrimination and unfair employment practices;

### **Victims of modern slavery inquiry - Written Submission**

1. The ALP concurs with and supports the "suggested steps forward" contained in the [letter of 27th April 2016](#) from the Independent Anti-Slavery Commissioner, Kevin Hyland OBE to Frank Field MP regarding support and protection of European victims of modern slavery.
2. In the ALP's experience the Department for Work and Pensions does not as yet have a coordinated approach for managing victims of modern slavery safely. In September 2016, the ALP asked its DWP Partnership Manager to be connected with the DWP operational lead on modern slavery. The response received was:

DWP does have some responsibility for this but along with both the Home Office and the Fraud and Error Service.

It seems that various parts of the business all have it as part of their job but at the moment DWP doesn't have an ultimate lead to set the strategy.

However, I've spoken to a colleague who is going to send me our instructions and a summary of our involvement so far so I can update my own knowledge.

There is also going to be a workshop on 1/11 which is cross government which will bring various leads within the Department to look at this very issue so I have arranged to contact the team after this event to get a better idea of how we are taking this forward.

I am advised that there is a national helpline that people who come in to DWP and are reporting these issues, they can ring and be signposted for help.

I will follow this up on my return from leave and after the workshop in November.

3. The ALP, in its lead development role with Stronger Together supported City Hearts in the application of its Integration Support Programme (ISP). This programme enabled collaboration with the private sector, notably the Co-operative food to offer work opportunities to victims of human trafficking (see attached summary). The ISP programme was successfully piloted and a framework programme developed. Private funding was sought to expand this programme (see attached). However, this funding was not obtained and so the programme continues only in a very limited capacity.
4. The ALP believes that there should be a Department for Work and Pensions led national programme for reintegrating the victims of modern slavery back into the world of work. In developing this programme, the DWP should collaborate with the private sector to offer supported work to rehabilitate victims. The ALP and Stronger Together offers its support to the DWP in developing this programme.

## Introduction

City Hearts has been supporting victims of slavery in the UK for over 10 years. Alongside our housing, outreach and drop in centres, we are now adding the Integration Support Programme (ISP). The ISP is a holistic support programme with defined employment outcomes focussed on offering survivors of Modern Day Slavery employment opportunities with ethical companies and labour providers.

Modern Day Slavery takes many forms, the two most common in the UK are forced labour and sexual exploitation. However between 2012 and 2013 the National Crime Agency reported a 40% rise in their awareness of victims of labour exploitation in the UK. Forced Labour has a direct impact on the economy and a business's competitive ability. The Government are currently seeking to address this issue through the Modern Slavery bill which is scheduled to pass into law in 2015. On November the 4<sup>th</sup> 2014 the bill was amended to include a transparency in supply chains measure requiring businesses to report on how they are addressing slavery in their supply chains. In addition to identifying slaves in supply chains, the Home Office review of support to victims has recommended that the Home Secretary look for '*more long-term measures that could include a 'mentor' who would ensure that the individual is, for example, gaining access to work and housing.*'

In 2014 the Co-operative Food reiterated its commitment to combat modern slavery by making this the key theme of its annual supplier conference. The conference was opened by the Minister for Modern Slavery, Karen Bradley. She said that '*Combating modern day slavery effectively will require all levels of local and national Government to work together with NGO's and the private sector...*'. Stronger Together is an initiative to equip businesses with the practical knowledge and a range of free resources via <http://www.stronger2gether.org/> to reduce the risk of modern slavery in supply chains.

## Employer Partnership

In partnership with the Co-op and Stronger Together, the ISP offers businesses a unique ethical opportunity to be at the forefront of championing the fight against modern slavery in their communities by offering direct employment opportunities to survivors.

All that is required is to commit to being open to providing a survivor with an appropriate job opportunity. Following a meeting with City Hearts and providing a single point of contact within HR you will be placed on the approved ISP job provider list. When we have a suitable candidate we will contact you to discuss if you have an appropriate employment opportunity.

Our candidate demographic is mainly males between the age of 18-50 and all candidates will be legally able to work in the UK. Before you are approached City Hearts will have helped the candidate overcome any barriers to work resulting from their past experiences. City Hearts provide any necessary relocation upon written confirmation of employment. In addition we will continue to provide in-work support via a local City Heart's life coaches for up to 6 months after being placed in work.

If you are interested and would like more information please contact City Hearts ISP coordinator: Phillip Clayton | [phill.clayton@city-hearts.co.uk](mailto:phill.clayton@city-hearts.co.uk) | 0151 7099599 | 07534 539524

## Integration Support Programme Request for funding

The purpose of this document is to introduce the City Hearts / Stronger Together Integration Support Programme (ISP) collaboration. In addition we are requesting funding in order to roll out the ISP for survivors of modern slavery, which has been proven necessary through a two year pilot program.

### City Hearts

City Hearts has been working with vulnerable people for over 10 years and with victims of modern slavery for over 5 years. We are now operating multiple accommodation and support units across the UK, as well as working in Ghana and Germany to combat source issues of trafficking and homelessness.

The ISP is at the forefront of long term survivor care at a time where a solution is desperately needed to reduce re-trafficking, criminality and increased worker vulnerability.

### Stronger Together

Stronger Together was launched in October 2013 as a collaborative business led initiative to equip UK employers and recruiters with the practical knowledge and resources needed to tackle modern slavery. This is accomplished by providing free good practice guidance and tools through [www.stronger2gether.org](http://www.stronger2gether.org), as well as helping support industry to combat forced labour, labour trafficking and other hidden worker exploitation in their business and supply chains.

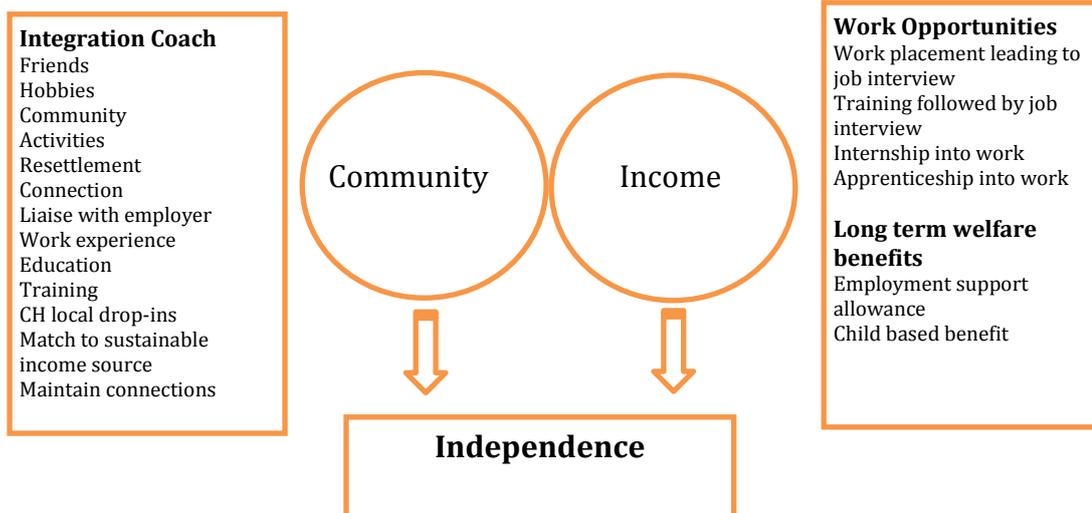
The Stronger Together development partners are: Association of Labour Providers (ALP), the Gangmasters Licensing Authority (GLA) and Migrant Help. The project sponsors are: Aldi, Asda, Co-operative food, Marks & Spencer, Morrisons, Sainsbury's, Tesco and Waitrose. Plus a range of supporting partners: Anti-Slavery International, British Frozen Food Federation, British Retail Consortium, British Growers Association, Crimestoppers, Food & Drink Federation, Forced Labour Monitoring Group, International Organization for Migration, Recruitment & Employment Confederation, Salvation Army and Sedex.

Around 1000 delegates from more than 600 project sponsor suppliers have attended Stronger Together training from whom volunteer employer organisations will be sought to provide a route to work for one or more victims.

### ISP Pilot Testing

The pilot testing phase ran for two years working with men, women, and families who had been trafficked; the two key areas of learning from the pilot were the need for sustainable income and needing to know someone believed in them. From these two core needs we created a working model that is both sustainable and scalable. The model draws together the strengths of business and voluntary sectors, wrapping tailored support around the individual, coordinated by City Hearts.

## ISP working Model



*To provide a sustainable solution through collaboration between the business and voluntary sector, offering survivors hope for the future through defined routes to work and life coaching*

Step 1 - City Hearts would identify a candidate from our current services and match with an Integration Coach;

Step 2 – When the candidate is ready to enter work the Coach would match them with a route to work;

Step 3 - The Coach would liaise with the business and facilitate the candidate's access route to work;

Step 4 – Weekly reviews happen with the candidate, coach, and appropriate business representative;

Step 5 – Candidate successfully completes route to work, interview, and job offered;

Step 6 – Coach continues to connect with the candidate and maintains connection with community and work until work probation is successfully completed.

Step 7 - Candidate is then exited from the ISP program.

## Outcome Goals

- ❑ **20 individuals integrated by December 2016** - We currently have 9 Individuals being coached in Liverpool and Manchester.
- ❑ **2 Coaches trained in 9 different large cities within England by June 2016.** We currently have six coaches.
- ❑ **10 national companies offering defined routes to work by 2016** - We currently have one national supermarket about to place two individuals in a 6 week trial, with a guaranteed job interview

## Monitoring

- ISP candidates receive a **structured weekly review**, which tracks the needs of the client with quantitative and qualitative data.
- Weekly review data is compiled by a City Hearts Administrator and a **Quarterly report** is generated on the progress of clients.
- **We expect a client to move into work within 6-12 months of entering the programme.**
- An **annual finance and outcomes report** will be issued to partners.
- Feedback is provided from candidates via exit forms and weekly reviews, and by partners via contact with the ISP National Coordinator.

### **Funding Breakdown**

The National Coordinator has six key areas of responsibility and will be accountable to the City Hearts Anti-Trafficking Director.

1. Develop the number of businesses offering routes to work.
2. Develop the number of volunteer sector organisations to provide coaches.
3. Train volunteers.
4. Manage the referral and client tracking process.
5. Review and supervise volunteers.
6. Develop sustainable funding sources.

Additional funds will be directed towards facilitating the candidates by removing barriers to access the coaching and work opportunities, as well as a standard overhead charge for operational costs.

Part funding is sought from a range of sponsors. The project will develop as part funding is received.

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