

Preventing modern slavery and managing temporary labour



Protect yourself and your business • Reduce risk and save money
Gain credibility with customers

Designed for:

Farmers, produce supply chain professionals and others within agriculture who use temporary labour and want to understand their legal responsibilities and correct compliance with relevant authorities (e.g. Gangmasters Licensing Authority (GLA), Department for Work and Pensions (DWP), Border forces and police). The course covers the requirements of the Modern Slavery Act (2015), including how to spot and avoid slavery, human trafficking and forced labour. Content for this course has been written in consultation with the Gangmasters Licensing Authority

Entry requirement:

An intermediate course best suited to those who are **able** to demonstrate some practical experience

Price:

£225 + VAT

Duration:

A one day classroom-based course

CPD points:

CPD points to be awarded

Learning outcomes:

At the end of this course you will be able to:

- Better manage your relationship with your gangmaster in compliance with the GLA and the law
- Know which legislation is in force for the protection of temporary labour
- Know your legal responsibilities as a user of temporary labour
- Know what customers for your produce expect from you
- Know the risks from 'getting it wrong'
- Know the practical issues that arise from use of temporary labour

Content:

Classroom module 1 (half day):

- What is a gangmaster? Gangmasters (Licensing) Act 2004: definition of acting as a gangmaster
- Why use a gangmaster?
- The Gangmasters Licensing Authority (GLA): the UK's sole regulatory body for gangmasters
- The need for a GLA licence
- GLA standards: what are they?
- Assessment and compliance with GLA standards; criminal offences
- Typical examples of gangmasters and the issues surrounding sub-contracting, farmers lending staff to other farmers, self-employed workers and workers hiring workers
- The Modern Slavery Act 2015: the requirements and how it fits with gangmasters

Classroom module 2 (half day):

- How to source and use temporary labour
- What if it all goes wrong? Cost, reputation, prosecutions
- Proper auditing: auditing gangmasters, auditing workers
- Rates payable to gangmasters: suggested rates and who decides them
- General matters, e.g. right to work in the UK, health and safety, accommodation, working conditions, induction and training, breaks, overtime and time off, transport, seasonal workers, record keeping, financial dos and don'ts and vicarious liability
- The "Stronger Together" initiative
- Practical examples, exercises and discussions

Trainer:

Jeremy Boot, Independent Consultant



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