

Impact and risks of new immigration system Advice & Guidance for Businesses



Impact of the new immigration system

Reduced worker numbers

Increase in demand for labour

Increased cost

Opportunities for business

Opportunities for an exploiter

Risks of new immigration system

- How will you assess your risk?
- Understanding your supply chain
- Policies and procedures
- Labour exploitation and modern slavery



Modern slavery indicators

There are a number of indicators of modern slavery which include:

- Showing signs of injury, abuse and malnourishment
- Looking unkempt, often in the same clothing and have poor hygiene
- Being under the control and influence of others
- Living in cramped, dirty, overcrowded accommodation
- Having no access or control of their passport or identity documents

Modern slavery indicators

- Appearing scared, avoiding eye contact, seeming untrusting
- Being collected very early and/or returned late at night on a regular basis
- Having inappropriate clothing for the work they are performing, and/or a lack of safety equipment
- Being isolated from the local community and their family
- Having one person speaking for the rest
- <https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-spot-the-signs/>

What to do if you suspect modern slavery

- The perpetrators rely upon nothing being done or said. If you have any suspicions please report them.
- However there are some key points which need to be remembered:
 - Do not do anything to put the suspected exploited person at an increased risk
 - Do not put yourself at risk
 - Seek the help of the authorities if you have a suspicion

Modern Slavery - How to report it

The Police on 999 (only if there is an immediate threat) or 101 (otherwise)

The Modern Slavery and Exploitation Helpline on telephone 0800 0121 700

The Gangmasters And Labour Abuse Authority – 0800 432 0804

GLAA How to raise suspicions:

<https://www.youtube.com/watch?v=d9tN6FM28ws>

Modern Slavery - Further guidance and information

- [GLAA spot the signs video](https://www.gla.gov.uk/publications/resources/glaa-videos/glaa-modern-day-slavery/)
<https://www.gla.gov.uk/publications/resources/glaa-videos/glaa-modern-day-slavery/>
- [About Us - Stronger Together : Stronger Together](http://stronger2gether.org)
(stronger2gether.org)
- [Modern Slavery Information | Unseen](http://unseenuk.org) (unseenuk.org)

What's Next?



Next module

- Module 10 will be about the checks employers should undertake to ensure that an individual has a right to work in the UK

Further Details

If you require more information, use this link:

Home Office Video

https://www.youtube.com/watch?v=Jv1H_fAoOG4

If you require more specific and individual assistance email:

[Professor Dave Walsh: dave.walsh@dmu.ac.uk](mailto:dave.walsh@dmu.ac.uk)

With thanks to the following for their vital contribution to this presentation:





Feedback

- Thank you for listening to this module. We hope you have found it helpful.
- Would you kindly answer the following questions...

Feedback

1. How useful did you find this presentation? Please, select one
 - Extremely useful
 - Somewhat useful
 - Neutral
 - Somewhat not useful
 - Extremely not useful
2. From the list below, what category best indicates your job/role?
 - Labour user
 - Labour provider
 - Policy maker
 - Retailer
 - Academic
 - Non-government organization worker
 - Other
3. If other, please specify: