



# Gangmasters & Labour Abuse Authority

'Working with construction'

## The induction

### Who are we?

The Gangmasters and Labour Abuse Authority (GLAA) is an arm's length body of the Home Office. We are authorised under the Modern Slavery Act to investigate and prosecute offences of exploitation within the labour market. Only the GLAA, National Minimum Wage team and Employment Standards Agency, outside of the police, are authorised to 'police' and regulate the UK labour market.

### What is the construction induction pack?

It's a **free** resource to support business within the construction industry in raising awareness of labour exploitation with workers at site level. The pack includes a four-slide power point (with embedded translations on the last slide for non-English speaking workers), three posters and a toolbox talk.

This pack was developed in collaboration with the main contractors and CIOB and approved by the wider construction protocol network, so is truly industry led.

### What are the key messages?

The foundation of this package was one of help and support and an intolerance to labour abuses on sites. By raising awareness of workers' rights it is hoped that either an individual will be able to recognise they may need help or that a fellow worker needs support.

The '**Are You Alright**' strapline in the posters is aimed at giving the reader information about their rights and reassurance that the business is there to help them should they need it. Feel free to **#AreYouAlright?** in any social media when you are using these tools.

It's important to focus on the help and support for individuals rather than reporting on someone. The aim is for the industry to share the same message and ethos about supporting workers and getting them the help they need. **PLEASE UPDATE THE END SLIDE ON THE ENGLISH AND TRANSLATED INDUCTION WITH YOUR CHOSEN WHISTLE BLOWING HOTLINE AND YOUR CONTACT DETAILS ON THE TOOLBOX TALK**

### Who is it for?

Everyone in the industry! The induction should be added to the end of the mandatory H&S briefing, posters put up around the site and the toolbox talk used by managers as further reiteration of the messages. **Imagine if every site worker saw these messages on all sites they worked on – let's help make the industry too hostile for exploitation to occur #AreYouAlright?**

### How can you get involved?

Head over to the [GLAA website](#) to download all the resources. You can also find out more about how we work with the industry in the [Construction protocol](#).

If you have any queries, please contact [Construction-Protocol@gla.gov.uk](mailto:Construction-Protocol@gla.gov.uk).