

Crime Reduction Handbook

for Rural
Businesses



BEDFORDSHIRE POLICE

Protecting People and Fighting Crime

Together



Produced in partnership with



Bedfordshire
Fire and Rescue Service



Environment
Agency



**Gangmasters &
Labour Abuse Authority**



Introduction

Rural businesses are seen as a soft target by thieves for a number of reasons. Many farms, equestrian premises and industrial estates are remote, spread over a large area of land, unoccupied overnight and contain plant and materials of high value.

Bedfordshire Police has produced this pack to help you secure your property and premises. The advice and information provided is designed to make it harder for the thief to commit crime and safer for you and your employees.



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Bedfordshire
Police & Crime
Commissioner



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Section 1

Crime Reduction Advice



Basic Principles

There are five key objectives to crime reduction:

- ▶ Increase the Risk
- ▶ Increase the Effort
- ▶ Reduce the Reward
- ▶ Reduce Provocation
- ▶ Remove the Excuses

The objectives can be achieved by following the Ten Basic Crime Reduction Principles:

1. Target Hardening

Making targets more resistant to attack or more difficult to remove or damage.

2. Target Removal

Permanent or temporary removal of vulnerable property.

3. Removing the Means to Commit the Crime

Ensuring items capable of being used to help an offender commit a crime are not accessible.

4. Reduce the Pay-Off

Reducing the gain for the criminal if a crime is committed.

5. Access Control

Restricting access to sites and buildings or parts of sites and buildings.

6. Visibility / Surveillance

Making sure offenders would be visible if they carried out a crime.

7. Environmental Design

Changing the environment of building, site, estate or town to reduce opportunities for committing crime.

8. Rule Setting

Introduction of legislation, by-laws, codes of conduct and signage to set out what is acceptable behaviour.

9. Increase the Chance of Being Caught

Anything that slows down offenders or increases the risk of being caught.

10. Deflecting Offenders

Diverting offenders and potential offenders from committing crime.

General Housekeeping

How your farm appears to a casual observer should not be underestimated and may affect whether that observer becomes a potential intruder. Research has shown that properties and businesses which are perceived to be well maintained are significantly less likely to be subject to criminal activity.

Good housekeeping costs little and projects an image of ownership and a sense that the site is cared for. It also significantly increases the chance of identifying something out of place or recent damage that might indicate an attempted or actual intrusion.

Buildings, fences and other structures should be kept clean and in good

repair, maintenance should be carried out promptly, and rubbish and other farmyard debris should be cleaned away and removed where possible.

Alarms & intruder detection systems

There is no doubt that an intruder detection system combined with an alarm is an effective deterrent. Your site is far less likely to be targeted if you have a correctly fitted and maintained alarm system.

Detectors

There are several types of detection systems, many suitable for remote locations that can be used to activate an alarm. For example:

- Magnetic contacts fitted to doors, windows or gates
- Passive or active infrared to protect internal spaces
- Vibration/audio detectors

More sophisticated systems might employ buried electromagnetic detectors or combined CCTV with video motion detection software. Whatever detection system is employed, it should be reliable, fit for purpose and linked to an alarm system that either alerts the site operator or an Alarm Receiving Centre (ARC).

Alarm Systems

There are basically two types of alarm system:

- **Type A (monitored alarm systems):** this will, in addition to sounding an audible alarm (if required), send a signal to an ARC that will in turn notify the police and/or key holders. Systems should conform to **BS EN50131** and comply with the ACPO policy on Security Systems if a police response is required.
- **Type B (audible and automatic dialling alarms):** this will sound

upon activation serving to deter an intruder and attract attention. Systems should conform to **BS4737** or **BS6799** (Wireless Class VI). DIY systems are reasonably priced and can easily be fitted – these should conform to **BS 6707**. Please note that automatic dialling alarms are also known as hybrid alarms.

It is important that you check the background and accreditation of an alarm company before discussing your security requirements. As with any contract of work or maintenance, you should protect yourself by ensuring:

- The system reaches the required British Standards
- You check for “hidden” costs such as servicing and maintenance
- You check for call-out costs and the provision of emergency attendance
- You obtain at least 3 quotes from reputable companies
- You do not accept a verbal contract

Please note, the police will NOT attend an activation of a Type B alarm unless there are other factors that support the alarm (eg, a report of breaking glass, voices, lights or unusual vehicular activity).

Any alarm system should have at least 2 key holders who are familiar with the alarm controls and can grant access to the protected area. They should be contactable by telephone and available to attend within 20 minutes.

For more information about alarms and CCTV systems, and to find an approved local installer, please visit the National Security Inspectorate website at:
www.nsi.org.uk/directory

Closed Circuit Television (CCTV)



CCTV can be an expensive option and relies heavily on other measures in order to be effective. However, a correctly installed and managed system can provide valuable evidence and means of identification. Here are just a few issues to consider:

- Is the lighting sufficient and appropriate for CCTV to be effective at all hours?
- How will the images be recorded?
- How can the images be replayed or copied?
- Where and how will recording media be stored?
- How will the images be transmitted from the camera to the recording device?
- Who, if anyone, will monitor the images?
- If an incident is monitored on CCTV, who will respond?
- Do you need to register with the Information Commissioner under the Data Protection Act?
- How much will it cost to install and maintain?

Whatever system you decide to install, consider carefully the actual position of the camera(s) and supporting equipment.

- Does the camera offer a view and quality image that is sufficient for your purposes?

- Would it be accessible by intruders?
- Is the cabling to the camera secure against tampering?
- Do you have mandatory signage indicating CCTV is in use?

There are DIY CCTV and lighting systems available which – if properly sited, installed and maintained – can offer a reasonably priced option where the requirement is simply to monitor a specific barn or yard.

Dummy cameras may offer a cheap, short term deterrent to opportunist offenders but are generally ineffective against a more motivated intruder who will quickly realise they are not genuine.

For legislation regarding CCTV, please visit the Information Commissioner's website at: www.ico.org.uk

Fences and Gates

It is not always possible to store vulnerable items every evening in a secure building. However, there are ways to protect your property by building secure enclosures and covering the vulnerable items so that they are not obvious to a passer-by.

Legislation Regarding Fence and Walls

Fences should conform to British Standard **BS 1722** or equivalent. The addition of a hostile topping such as barbed wire or razor wire serves as an additional deterrent to climbing. Consideration should be given to the **Occupier's Liability Act 1984** in relation to the height of the fence and the requirement for signage, but the rule of thumb is that security toppings can be used, with warning signage, at a height over 2.1 metres.

Security toppings must be manufactured

for purpose (eg, barbed wire, razor wire, roller barriers, prickler strip or anti-climb paint). If a product is not manufactured as a security topping as its primary purpose, you cannot use it as such. This includes carpet gripper, broken glass and nails.

You do not need planning permission to erect a fence or wall as long as it does not exceed a height of 2.1 metres.

Palisade Fencing

Palisade fencing is formed from vertical 'pales', often with pointed or splayed tops. It can be galvanised or finished with a polymer coat and is available in various thicknesses and profiles. The fixing system will affect how secure such fencing is and the visibility (at an angle) through palisade fencing is poor. Damage can easily be repaired by replacing pales and the fence height can easily be increased by adding extension pales.

Expanded Metal Fencing

Expanded metal fences are very rigid (if correctly installed) and can be galvanised or polyester coated for longevity. They are difficult to cut through but repairs are likely to require whole panel replacement. Consideration should be given to potential livestock movements since the mesh tends to have sharp edges that could cause injury.

Weldmesh Fencing

Welded mesh fencing can also be galvanised or coated. It offers much better visibility than either palisade or expanded metal fences and is arguably more aesthetically pleasing than both. It is difficult to cut and is suitable for the addition of a fence alarm system.

Chainlink Fencing

Chain link fencing offers a visible barrier but has no great resistance as it is possible to drive a vehicle through it. It is most useful for creating zones and small enclosures.

Gates

Gates are often the weak link in an otherwise secure area. Gates should be of the same security standard as the fence that they are attached to and be fitted with anti-lift hinges.

Consideration should be given to minimising gaps between posts and in particular the clearance beneath the bottom edge of the gate(s) to prevent unauthorised access. Uneven ground beneath gates can allow crawling underneath. Ensure the gate fixings and furniture do not create foot holds to enable climbing.

Gates should be secured using a quality, close-shackle padlock or fitted with a shroud to prevent leverage to a standard padlock.



Locks

Generally, mortise or sash type locks (which are embedded within the door) offer more security than rim-type locks (which are attached to the surface of the door). Five-lever rather than two- or three- lever locks are recommended since they have over 1,000 key options, making it far less likely that a duplicate key can be used.

Fitted locks used to secure doors, gates and shutters should conform to **BS 3621**.

Padlocks can be open shackle or close shackle. The word "open" in relation to an open shackle padlock refers to the fact that there is a substantial gap between the centre of the shackle and the body of the padlock. It is therefore possible to attack the shackle with a crowbar or pair of bolt croppers. The space between the shackle and padlock body on a close shackle padlock is much smaller, making it difficult to attack.

When securing doors or pairs of doors (double leaf), a padlock may be used in conjunction with a locking bar or pad bar. These can be horizontal or vertical and should be securely bolted to wooden doors or alternatively welded to metal doors.

Padlocks used to secure such fittings should conform to **BS EN 12320** or equivalent. Padlocks with concealed shackles or raised 'shoulders' are recommended since they offer greater resistance to attack.

For added security, padlocks can be 'shrouded' to prevent attack using leverage or cutting tools.

It is important that key control is exercised so that keys can always be accounted for and they should be stored securely when not in use. Do not be tempted to leave a spare key in a convenient hiding place – an offender can quickly find and use keys 'hidden' in this way. It is much better to leave a spare set of keys with a neighbouring farmer – you could offer to do the same for them.

A padlock is only effective when used with a security hasp – this is a hasp which covers the screw heads when in the closed position, therefore removing the possibility of unscrewing the plate.

Remember, hinges are also vulnerable – an offender can easily remove these to gain entry. Again, there are many different styles, sizes and metal strengths – choose the one most appropriate for your use. Alternatively, use coach bolts to secure hinges and hasps.



Security Lighting

Security lighting should form part of an overall security regime. It need not be expensive to install, maintain or run and provides a real deterrent to

intruders. Effective security lighting can substantially reduce the time available to a potential intruder by making them vulnerable to discovery whilst they attempt to gain access to your store – especially where they may be overlooked by a building that is occupied overnight.

Well thought-out lighting offers protection by:

- Deterring the intruder by creating a feeling of uncertainty
- Providing light to help detect or identify intruders
- Displacing intruders to areas which are less well illuminated
- Giving the impression that good security is practised

Basic lights can be purchased and fitted at little cost. Consideration should be given to:

- Cost effectiveness – different lights have varying initial and running costs. Some lights are more suitable for constant illumination whilst others are ideal for combining with passive infrared detectors.
- Reliability and maintenance requirements.
- Statutory requirements regarding light nuisance.
- CCTV systems without night vision facility will need sufficient lighting to be effective overnight.



Lights can be activated by motion sensors or left switched on through the hours of darkness, although studies have shown that a lower level of continual light is more effective as a deterrent than sudden, bright lights.

A good compromise is to use low energy lighting controlled by a photo-electric cell (dusk to dawn switch). This type of light, sited out of reach (say 10ft above ground level) provides ample illumination, with few shadows and costs only a few pounds a year to run – despite it being left on throughout the night. Modern solar lighting specifications also make this an option to consider, particularly in areas where there is no electricity supply.

Vehicles, plant and machinery

It is important that steps are taken to properly secure any on-site tools, plant or vehicles that could be used to gain access to your fertiliser store or to remove fertiliser without authority.

This should include lifting machinery such as forklifts, 'tele-handlers' or vehicles fitted with hydraulic loading cranes.

Where possible hand-tools and power tools should be kept locked away when not in use and mobile plant and vehicles should be secured and immobilised.

Commercially available 'off the shelf' vehicle immobilisers (electronic or physical) can be very effective and will certainly delay anyone wishing to make use of them in order to force an entry into a secure store.

Vehicle keys should be secured when not in use. Where many keys are in use, it is good practice to maintain a key list and routinely check that they can be accounted for.

Consider using heavy agricultural machinery such as buckets, power harrows or other large machines to restrict

direct vehicular access to the premises.

The National Plant and Equipment

Register runs an international database of owned and stolen equipment. It employs specialist staff who work with law enforcement agencies to identify and recover stolen equipment. You can register five items for free. Tractors and other agricultural machinery, trailers, caravans, quarry equipment and generators are amongst the most stolen items.



*Register your plant and machinery at: **www.ter-europe.org***

*Hand-operated power tools can be registered at **immobilise.com** or **equipmentregister.co.uk***

What to do if your machinery is stolen

Phone the police as soon as possible – 999 if the crime is currently in progress, 101 if you discover the theft after the event. Provide as much information as you can:

- Make, model, serial, chassis, engine, registration, colour and distinguishing marks
- Where taken from
- Time taken or time last seen till the time it was noticed missing
- Tracker fitted? Company details?
- Security marking?

Property Marking - Why Do It?

Property marking by itself cannot prevent a theft from happening but it can act as a deterrent to most thieves. Not only that but in many cases if the property is not marked, the police cannot identify the rightful owner. Because of this, it makes it very difficult for the police to prove the item was stolen in the first place. By marking your property, you increase your chances of recovered stolen property being returned to you.

Engraving or Etching

This method is suitable for many hard surfaces and can be done using an electric engraving tool or a hand engraver. It leaves a visible and permanent mark and is most suitable for items such as bikes, garden equipment and tools. These marking kits can be found in most DIY stores or online.

Forensic DNA Products

Bedfordshire Police supports the use of DNA-based marking products such as SelectaDNA and SmartWater. These products are both accredited by Secured By Design. These are available in a number of formats including paints, sprays and grease.

Securing Fertiliser

Inorganic nitrogenous fertilisers can be used as an ingredient in Home Made Explosive (HME). Whilst the concern affects all solid nitrate fertilisers, the widespread use of Ammonium Nitrate (AN) and ammonium nitrate based fertilisers is of particular significance. Even in relatively small quantities, ammonium fertiliser-based explosives can cause a great deal of destruction.

The UK currently manufactures or imports about 4 million tonnes of AN and AN-based fertiliser annually from a global market totalling 23 million tonnes. The

UK is one of the heaviest users of AN and AN-based fertilisers in the world. Inevitably this means that the blending, storage, transport and use of fertiliser is commonplace creating opportunities for potential terrorists to acquire such material.

UK fertiliser manufacturers demonstrate their continuing commitment to ensuring fertiliser is handled and stored securely by printing the **secureyourfertiliser** website logo on their bags.

The 5 point security plan

- Wherever possible use a Fertiliser Industry Assurance Scheme (FIAS) approved supplier
- Wherever possible keep in a secure area such as a building or sheeted away from public view
- Carry out regular stock checks and report any loss to the Police immediately (call 101)
- Avoid leaving fertiliser in a field overnight – never leave fertiliser in the field for a long period of time
- Remember it is illegal to sell ammonium nitrate without the appropriate documents

For more information, please visit: www.gov.uk/government/publications/fertiliser

NACTSO - Who are they, what they do

The National Counter Terrorism Security Office (NaCTSO) is a police unit within the Centre for the Protection of National Infrastructure (CPNI).

NaCTSO staff offer specialist advice regarding the security of explosives and pre-cursor chemicals (including fertilisers), pathogens and toxins, radiological sources and other toxic chemicals. NaCTSO also provide guidance in relation

to business continuity, the protection of crowded places and reducing opportunities for terrorism.

NaCTSO trains, tasks and co-ordinates a nationwide network of specialist police advisers known as Counter Terrorism Security Advisers (CTSAs) whose primary role is to provide help and guidance on all aspects of counter terrorism protective security across a variety of sectors.

For further information about CPNI, visit: www.cpni.gov.uk

Preventing Metal Theft

Metal theft occurs due to the scrap prices paid for raw materials, including lead, copper and zinc. Thefts are not just from building sites and farms, but also a growing number of cabling companies and electrical substations. The roofs of churches, historical buildings and schools are also being targeted.

Forensic DNA Marking Grease

Suitable for outdoor applications. The grease is impregnated with UV tracer and a unique DNA code, linking the criminal to the crime scene. It is also easy to paint on all lead roofing, copper pipes and cables. Remember to display warning signage.

Alternative Roofing Products

It is worth considering replacing lead sheeting with Ethylene Propylene Diene Monomer (EPDM). More information about this product can be found at www.rubberbond.co.uk and there are a number of certified installers in the area.

Scrap Collectors

Scrap dealers and collectors must hold either a site or mobile collector's licence, issued by the Local Authority

they operate in. A site licence must be displayed in a prominent place, accessible to the public, at each site identified in the licence. A mobile collector's licence must be displayed on any vehicle that is being used in the course of the business and can be easily read by any person outside the vehicle.

If you are approached by scrap collector who cannot show you a valid licence, turn them away and report the incident to the police – including the vehicle registration number, any markings and a description of the driver.

Preventing Fuel Theft

Rises in fuel prices may result in an increase of theft of fuel – not only from petrol pumps and vehicle fuel tanks but from large storage areas, too.

- Avoid parking up vehicles with full fuel tanks overnight
- Alternatively, re-think where vehicles are parked and the accessibility of fuel tanks
- Consider anti-siphon devices and fuel cap alarms, and regularly review security around your premises
- Fuel storage containers should be kept locked and alarmed, where possible

Section 2

Arson Reduction Advice



Due to their location and their relatively open access, many farms and rural businesses can be vulnerable to an arson attack. Approximately 1,600 farm buildings and 85,000 areas of grassland are destroyed by fire every year (source: Arson Prevention Bureau UK).

The information in this section is designed to help you to protect your business from attacks of arson and the potentially devastating consequences of arson. Most attacks of arson are opportunistic and, if you remove or reduce potential arson hazards from your farm, you can reduce the likelihood of becoming a victim.

Fire Risk Assessment

The **Regulatory Reform (Fire Safety Order) 2005** requires a business to complete a fire risk assessment and to have a written fire risk assessment if five or more people are employed at the premises. This assessment should take into account possible arson risks. An example of a farm fire risk assessment is included as an appendix to this information pack. For more information on the Fire Safety Order 2005 and fire risk assessments, please visit www.bedsfire.gov.uk.

Undertaking a fire risk assessment might highlight areas where you are vulnerable to arson and you might need to:

- Provide, repair or replace damaged fencing or gates
- Install intruder sensors and security lighting
- Maintain the security of the outbuildings
- Replace or re-site security and warning notices
- Ensure firefighting equipment is in good order
- Prepare a fire routine and action plan, and ensure that all farm workers know what to do in the event of a fire, including how to use extinguishers
- Move and secure combustibles and hazardous substances

Grassland and Standing Crops

Standing crops and grassland can be vulnerable to arson especially during dry weather. Often they can be caused by visitors to the countryside, therefore:

- Ensure all barbecues are properly supervised and do not allow the lighting of open fires on the property
- Ensure cigarettes are fully extinguished and carefully disposed of in a fireproof container
- Only allow camping and picnicking in selected areas
- Provide litter bins for bottles and other rubbish and empty them regularly
- Ensure that parents supervise their children

- Regularly check and maintain open-water supplies for firefighting
- Security lighting can help to protect your property from unwanted visitors
- Ensure 'Fire Danger' warning signs are in place
- Consider creating fire breaks in standing crops prior to harvesting to prevent fire spread

Arson Check List

- **Hay and straw** should be removed from the field as soon as possible after harvesting and should be stored:
 - Separately from other buildings, particular those housing fuels, agrochemicals and machinery
 - In stacks of reasonable size, spaced at least 10 metres apart
 - Separately from livestock housing
- **Petrol, diesel and other fuels** should be stored in secure areas and storage tank outlets should be padlocked.
- **Fertilisers and pesticides** should be kept under lock and key, and stacked in accordance to safety guidelines.
- **Refuse** should be disposed of safely, legally and on a regular basis.
- **Unoccupied areas** should be regularly checked to ensure they are safe and secure and there is no unnecessary accumulation of combustible materials.

Emergency Procedures

If a fire does break out, you should:

- Call the fire service without delay
- Give full details of what is on fire, particularly any hazardous substances involved (eg, pesticides, fertiliser, cylinders)
- Only attempt to fight the fire if it is safe to do so

- Send someone to the farm entrance to direct the fire service to the fire
- Prepare to evacuate livestock should the fire spread
- Prepare to use farm machinery to assist the fire service

The Department for Environment, Food and Rural Affairs (DEFRA) offer the following guidance to ensure that you are able to assist the fire service effectively in the event of a fire in a livestock building.

In case a 999 call has to be made ensure that:

- Notices are prominently displayed in and on all livestock buildings stating where the nearest phone is located
- Each phone has fixed by it a notice giving instructions to the fire service on how to reach the building, including an Ordnance Survey map reference for both the farm entry and building location
- The farm name is prominently displayed at the farm entrance

An adequate supply of water is essential and can save the fire service invaluable time. If a fire hydrant or a natural supply of water is not available then DEFRA advise that:

- A static tank should be located in a convenient position between 6 metres and 100 metres from the stock buildings
- It should be covered for safety, kept full of water and clear of debris
- A hard access (road or platform) will be necessary to enable the fire engine to get close to the water supply

*For further guidance and advice, please visit: **www.bedsfire.gov.uk** or contact Bedfordshire Fire & Rescue Service on: **01234 845 000** and ask for your local Arson Reduction Officer.*

Section 3

Specialist Police Teams



Op Sentinel - Rural Crime Team

Formed in 2017, the Rural Crime Team are Bedfordshire Police's countywide proactive resource that deals with crime that affects the rural communities. Comprising a Sergeant, Police Constables and Police Community Support Officers (PCSOs), the team has knowledge and training in wildlife crime, modern day slavery, traveller culture awareness, agricultural and farming equipment, caravan and plant identification and drone piloting.

Hare Coursing and Poaching

Hare coursing is the pursuit of hares with sight hounds (trained to chase the hare by sight and not scent). Hare coursing is a seasonal priority which traditionally begins at the end of harvest season when arable land has been cleared, allowing the poachers and dogs to see the hare more clearly, and runs through until the crops start growing again the following Spring.

This activity is seen as a competitive sport in which dogs are tested on their ability to run, overtake and turn a hare and commonly has links to criminal gangs who are willing to bet large amounts of

money to watch the pursuit and suffering of an animal. Due to its population decline, brown hares in the UK are now a protected species. In addition, hare coursing can cause considerable financial loss to farmers and land owners through criminal damage to crops, land, fences and gates. **Operation Galileo** is the national operational response to hare coursing where high visibility proactive patrols target the most affected areas for this illegal sport.

Deer poaching is now seen as a pursuit sport often carried out by organised criminal gangs who take advantage of the necessity to cull and manage deer populations. As well as poachers shooting deer for food, the most common modern method of poaching is carried out using dogs to course the deer. This is referred to as "lamping" as it is predominantly carried out at night with the use of off-road vehicles fitted with lamps. Other game birds such as pheasants are also poached with the use of firearms, catapults and by firing ball bearings.

The poaching of fish has also become an increased focus within Bedfordshire mainly due to the different cultural interpretations of fishing, whether participated in as a sport or caught for food. The Rural Crime Team work with the Environment Agency and Angling Trust in conducting **Operation Traverse** patrols around waters and fisheries in search of poachers, nets and traps, whilst providing reassurance for genuine anglers.

Other Activities

The Rural Crime Team also deal with:

- Equine related issues including the HorseWatch scheme
- Operation Teviot - the Bedfordshire response to environmental crime such as flytipping and scrap metal offences.

- Sites of Specialist Scientific Interest
- Unauthorised encampments
- Community events and engagements

To report information and intelligence or ask for rural crime prevention advice:

opsentinel.rural@bedfordshire.pnn.police.uk

Op Aident - Modern Slavery

What is Modern Slavery and Human Trafficking?

Although slavery has been abolished, contemporary forms of slavery persist nowadays in the UK and overseas, happening every day with millions of people being exploited in plain sight.

Modern Slavery is much more prevalent and widespread than we want to believe and is taking place here in Bedfordshire. Anyone can become a victim of this horrific violation of basic human rights – men, women and children of all ages and backgrounds can have their vulnerabilities exploited and taken advantage of. There are various ways of exploiting people including:

- Labour Exploitation
- Sexual Exploitation
- Domestic Servitude
- Criminal Exploitation
- Child Exploitation

Human Trafficking involves the movement of people through recruitment, transportation, transfer, harbouring and receipt, from one street to another, from one town/city to another, from one country to another, with a view of exploiting them. The distance is irrelevant and doesn't need to be international – trafficking could be within a country or

across borders. Victims are recruited and controlled by force, threats, coercion, abduction, fraud and deception, therefore the 'consent' given by a victim in these circumstances has no value. The purpose of trafficking is always exploitation.

What is Forced Labour?

According to the International Labour Organisation, forced labour includes all work or service that a person is pressured in to perform under the menace of any penalty. Although forced labour is often hidden and not immediately apparent, people are exploited in plain sight. Victims of forced labour may be UK citizens, EU migrants or nationals from outside the EU, and the sectors where labour exploitation is very prevalent include (but are not limited to):

- Agriculture
- Food Processing and Packaging
- Construction
- Warehousing and Logistics
- The Service Industry - car washes, nail bars, hospitality and catering
- Manufacturing

Spot the Signs

There are a number of indicators of trafficking and forced labour, but not all indicators will apply in every case. One or a combination of factors could suggest a person is a potential victim, so each case should be considered on an individual basis. Some of the indicators (not all) are:

- **Debt Bondage:** this is one of the most significant controlling methods where "the employer" uses different tactics to trap the victim in an endless cycle of debt which can never be repaid. Victims work for little or no money and are not allowed the means to pay off the artificially generated debt.

- **Deception:** the job promised to the victim either never materialises on arrival to the UK or is very different to what was originally offered.
- **Retention of ID documents** or other travel documents: workers are not in possession of their ID travel documents and usually have only a photo of them on their phone.
- **Non-payment of wages** or illegal deductions (for rent/bills/transport, etc): receive little or no pay or have no access to their earnings; have their wages paid into somebody else's account.
- **Illegal work:** workers do not have National Insurance Number and/or an employment contract; are paid below the National Minimum Wage
- **Restricted freedom of movement:** workers are unable to leave their work environment/unable to move freely/ may only travel with other workers/are transported to and from work.
- **Dependence on the employer** for work, transport and accommodation without any choice.
- **Have no access to medical care** and are often malnourished as they are given only leftovers to eat and don't have money to buy food.
- **Work excessively long hours** over long periods/no days off and are unable to choose when and where they work.
- **Do not have the adequate clothing** and (protective) equipment required for the work.
- **Suffer psychological and emotional abuse** and are fearful of employers and authorities.
- **Subjected to violence** or threats of violence against the workers or against their family.
- **Suffer injuries** as a result of an assault or control measures or have injuries that appear old, untreated or that they cannot explain.
- **Live in poor/substandard and overcrowded accommodation** or live in degrading, unsuitable places, such as agricultural or industrial buildings.
- **Don't know their home or work address** and/or live in groups in their work place.
- **Forced to open bank accounts** but have no access to their bank card/ documents and sign documents to receive social security benefits, credits or loans.

What to do if you use workers

You need to make sure you treat your workers fairly and maintain high health and welfare standards of work. You also need to make sure that you are using a licensed labour provider and you are complying with the legal requirements and guidance on best practice. More information and comprehensive guidance could be found on the Gangmasters & Labour Abuse Authority (GLAA): www.gla.gov.uk/i-am-a/i-use-workers

Remember, it is a criminal offence to use an unlicensed labour provider if the workers you use are in the registered sector (labour users, farmers, packhouses, factories, labour providers, gangmasters, agencies).

Report it

If you have any suspicions of human trafficking, forced labour or worker exploitation you should report it immediately.

*The Police: **101** or online, or in an emergency **999***

*Crimestoppers: **0800 555 111** or online **crimestoppers-uk.org***

*UK Slavery Helpline: **0800 012 1700** or online: **www.modernslaveryhelpline.org***

Section 4

Our Partner Agencies

The Environment Agency



Environment
Agency

The Environment Agency are a non-departmental public body sponsored by DEFRA, covering England. We are a Category 1 responder, primarily attending pollution incidents and flooding from rivers and the sea. We will ask for police support where we believe breaches of the peace may occur or our officers may be at risk.

We're responsible for: regulating major industry and waste; treatment of contaminated land; water quality and resources; fisheries; inland river, estuary and harbour navigations; conservation and ecology; managing flood risk from rivers and the sea.

Waste Carriers Licenses – businesses must register with us as a carrier if they transport, buy, or sell waste, or dispose of it for somebody else. A carrier must produce their registration to an authorised officer when requested. Contact us to check the validity of a license.

Fly tipping – we will investigate large scale fly tipping linked to organised crime, where large scale means more than one tipper lorry load. Contact us to report large scale fly tipping or provide us with intelligence.

Illegal waste sites – anyone storing, treating, using or disposing of/burning waste must have an Environmental Permit or a registered Exemption. Unpermitted sites undercut legitimate business and



have the potential to cause environmental harm. Waste crime is linked to and funds organised crime. Contact us to check whether or not a site has a valid Permit or Exemption.

Contact us about: pollution of watercourses; oil/fuel from road traffic collisions draining into nearby watercourses; large scale food or drink spillages; sewage coming out of the drainage system; fire water runoff entering the drainage system or watercourses; dead or distressed fish; flooding.

General enquiries line:

03708 506 506

24 hour incident hotline:

0800 807 060

www.gov.uk/environment-agency

The Gangmasters & Labour Abuse Authority



Gangmasters & Labour Abuse Authority

The Gangmasters and Labour Abuse Authority (GLAA) works in partnership to protect vulnerable and exploited workers. We investigate all aspects of labour exploitation in England and Wales but we also work with partner organisations such as the police, the National Crime Agency and other government law enforcement agencies to target, dismantle and disrupt serious and organised crime. We also regulate businesses who provide workers to the fresh produce supply chain and horticulture industry, to make sure they meet the employment standards required by law.

If you are an employment agency, labour provider or gangmaster who provides workers to the sectors listed below, you will need a GLAA licence:

- Agriculture
- Horticulture
- Shellfish gathering
- Any associated processing and packaging

Gangmasters licence

The GLAA licensing scheme regulates businesses who provide workers to the fresh produce supply chain. This also includes non-edible crops such as bulbs, flowers and other plants. The scheme ensures that businesses who supply workers (labour providers, gangmasters or agencies) and businesses who need workers (labour users, farmers, pack houses, factories) meet the employment standards that are required by law.

Supplying workers within agriculture

Agriculture is one of the sectors regulated by the GLAA. You need a GLAA licence if you supply workers for any of the following agricultural work:

- Harvesting, gathering or picking of agricultural produce
- Packing and grading of eggs or other produce on the farm where the eggs were produced
- Care of and attention to poultry in batteries or other housed poultry
- Drawing and plucking poultry for first sale, on the premises where the birds were reared
- Pheasant breeding, if the land on which they are reared contributes to their upkeep and if they are reared to be eaten or sold as food, but not for shooting
- Care of and attention to bulls kept and used in connection with artificial insemination
- Employment in the gardens of a hotel, school, convent, hospital or any other institution growing food wholly or mainly for outside sale or for consumption on the premises
- Grass drying where it involves the employer's own grass
- Agricultural mechanics where they are employed by the farmer rather than by a third party or by a contractor
- Secretarial / administrative duties which are integral to the production process, such as the maintenance of milk yield records, ordering feed or fertilisers.

Labour users

If you have workers carrying out work on your property who you have hired from a third party who supplies workers, then you are a labour user. If you're a labour user in the sectors regulated by the GLAA, you must use a licensed labour provider. It is a criminal offence to

supply labour without a licence or use an unlicensed labour provider. Labour users have an essential role in maintaining the health, safety and welfare conditions for workers. The list below sets out what you can do to ensure you are using workers from a licensed provider:

- View the **public register** on the GLAA website to check your labour provider has a current GLAA licence
www.gla.gov.uk/our-impact/who-has-a-glaa-licence
- Sign up for the **active check service** on the GLAA website to keep up-to-date with any changes to your labour provider's licence: www.gla.gov.uk/i-am-a/i-use-workers/keep-up-to-date-with-licence-changes-active-checks
- Read the '**Supermarkets and Suppliers Best Practice Guide**' and conduct an audit of your labour provider: **www.gla.gov.uk/media/3294/supermarkets-and-suppliers-best-practice-guide**
- Check the **minimum charge rates** table to calculate whether your labour provider is charging an acceptable rate **www.gla.gov.uk/media/4504/glaa-brief-59-charge-rate-guidance.pdf**
- Make sure you have a list of all the workers on site
- Inform the GLAA of any breaches to the licensing standards
- Contact us for any advice or guidance

Telephone: **0800 432 0804**
Mon-Friday 9am-5pm (out of hours voicemail available)

Email: **intelligence@gla.gov.uk**

Online: **www.gla.gov.uk**
(confidential reporting form)

By post: Gangmasters and Labour Abuse Authority, PO Box 10272, Nottingham, NG2 9PB

The National Farmers Union



The NFU works closely with Bedfordshire Police's Rural Crime Team and other organisations to help tackle rural crime in the county on behalf of our 360 farmer and grower members in Bedfordshire. This includes:

Information sharing: such as NFU communications to spread police messages or share info on alternative ways of reporting crime, rural crime WhatsApp groups or simply helping police with information gathering. The NFU also helped set up a dedicated Crimestoppers number for reporting major environmental crime.

Introductions: helping bridge the gap between the police and the farming community as much as possible.

Rural and agricultural knowledge: updating the police on any events or developments in the agricultural sector that might be relevant for rural crime.

Resources and lobbying: the NFU meets regularly with the Police & Crime Commissioner, MPs and other officials to remind them of the importance of funding rural crime and pushing for more funding. The NFU played a key role in getting the rural crime team set up in the first place and continues to lobby at a high level for laws to be changed, for example to enable easier prosecution of hare coursers.

Beds & Hunts County Adviser, Oliver Rubinstein, takes part in regular ride-alongs with the Rural Crime Team to get a better understanding of the issues and challenges facing the team and how we can address them.

what3words



Rural locations can be hard to find, so your local emergency services have been trained and are ready to use **what3words** – a very simple way to communicate precise locations that do not have a street address or postcode. Bedfordshire Police and Bedfordshire Fire & Rescue Service are pleased to announce the use of **what3words** within the county.

what3words has given every 3m x 3m square in the world a unique 3 word address that you can share with emergency services so they know exactly where to find you.

Download the free **what3words** app to your phone so you are ready to use it in an emergency.



1. Open the **what3words** app and tap the arrow to see your current location or tap the magnifying glass to enter a place name.
2. Switch to satellite mode and tap the grid symbol to view the location in more detail.
3. Tap on the map to select your precise location - you'll see a 3 word address displayed on the screen

Watch the video at:
www.youtube.com/watch?v=5wvHTpk3qIU

BedsAlert



BedsAlert is a computerised community messaging system, run by Bedfordshire Police, which offers Local Residents, Neighbourhood Watch Co-ordinators and Members, Businesses, Schools and Partnership Organisations information about crimes, incidents and events in their local area.

- The service is free to everyone
- You do not need to be a Neighbourhood Watch member
- You can receive the information via email or you can view your messages online
- Help tackle crime in your area and get advice to help avoid being a victim

A closed group has been created called **BEDS RURAL BUSINESSES** so that we can share information and advice to anyone who works or has business interests in our rural communities. If you would like to be a member of this closed group, please email **crimereduction@bedfordshire.pnn.police.uk**

If you are interested in joining BedsAlert please sign up online at:
www.bedsalert.co.uk

Section 5

Useful Contacts

Police



Dial 999 when:

- A crime is happening right now
- Someone is in danger, or there is a risk of serious damage to property
- A suspect or vehicle connected to a serious crime is nearby



Dial 101 to:

- Report a crime not currently in progress
- Give information to the police about suspicious activity or crime in your area
- Speak to the police about a general enquiry

Op Sentinel Rural Crime Team

opsentinel.rural@bedfordshire.pnn.police.uk

Crime Reduction Team

crimereduction@bedfordshire.pnn.police.uk

Crimestoppers

Tel: 0800 555 111

Web: crimestoppers-uk.org

Partners



Bedfordshire

Fire and Rescue Service

Bedfordshire Fire & Rescue Service

Tel: 01234 845 000

Web: www.bedsfire.gov.uk



Environment
Agency

Environment Agency

General Enquiries: 03708 506 506

24 Hour Incident Hotline: 0800 807 060

Web: www.gov.uk/environment-agency



Gangmasters & Labour Abuse Authority

Gangmasters and Labour Abuse Authority (GLAA)

Tel: 0800 432 0804 (Mon-Fri 9am-5pm)

Email: intelligence@gla.gov.uk

Web: www.gla.gov.uk



National Farmers Union (Bedfordshire & Huntingdon)

Tel: 01638 672 199

Email: oliver.rubinstein@nfu.org.uk



More Information

Centre for the Protection of National Infrastructure

www.cpni.gov.uk

Equipment Register

www.equipmentregister.co.uk

Fertiliser Security Advice

www.gov.uk/government/publications/fertiliser

Information Commissioner

www.ico.org.uk

National Gamekeepers Association

www.nationalgamekeepers.org.uk

National Plant & Equipment Register

www.ter-europe.org

National Security Inspectorate

www.nsi.org.uk/directory

UK Slavery Helpline

Tel: 0800 012 1700

Web: www.modernslaveryhelpline.org

what3words

www.what3words.com





BEDFORDSHIRE POLICE
Protecting People and Fighting Crime
Together

