



Spotlight on...
illegal workers

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Willmott Dixon Preventing Illegal Working

Checking that people have the 'right to work' is a legal requirement that not only prevents illegal working and minimises the risk of accidents on site, it also helps put a stop to modern slavery in the industry.

Willmott Dixon takes the issue of checking right to work (RTW) and illegal working extremely seriously. As part of the recruitment and induction process, we thoroughly check that all our people have the right to work. Our people are based at offices and sites all across the country, so we have developed processes that can be applied consistently throughout our business.

Some of the practices we use include:

- 1. A Right to Work checklist (based on the Home Office checklist) so that anyone responsible for checking carries it out properly.**
- 2. We monitor on a monthly basis to ensure that 100% checks have been completed before an individual starts work (or on their first day) and that relevant details are recorded securely on systems.**
- 3. We provide one-to-one training for those who complete checks.**
- 4. We use global immigration company Newland Chase as advisors for any immigration queries. They also carry out training for us on an annual basis to bring those responsible for checking RTW up to date with any changes in the law or changes in practices.**
- 5. Audits have been carried out at each of our offices so we can spot check that processes are being complied with.**

In 2015 we became aware of Operation Magnify, where the Home Office increased spot checks on construction sites in order to prevent illegal working and, in turn, modern slavery. While we were confident in our own checks, we wondered what checks and processes our supply chain had in place and how we could support them and promote best practice. We started to think about the potential scale of the issue and thought videos would be the best, most accessible platform to raise awareness among the construction industry as a whole.

We applied for funding from the CITB to develop training videos to help guide companies on employees' Right to Work checks and ultimately help put a stop to modern slavery.

We are now finalising the production of two separate videos. The first will be a general overview of the issue of illegal working in UK construction, the legislation around it and what is expected of businesses to put a stop to it. The second will be more of a 'how to' video which will demonstrate how employers can complete Right to Work checks and what to look out for.

Our main hope is that the relevance and accessibility of the videos will encourage smaller employers and their staff to undertake this training and that in turn, the entire industry's 'Right to Work' knowledge grows.

If we work together on this we will reinforce the industry's positive image as one that provides a safe place of work and protects workers from modern slavery.