

# Sponsoring EU & non-EU nationals post-Brexit

Wednesday 25 November 2020  
10:30 – 11:00

SPONSORING EU & NON-EU NATIONALS POST-BREXIT

# Your hosts

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# Topics covered today

- Applying for a Sponsor Licence
- Maintaining a current Sponsor Licence
- Sponsor Duties



# Applying for a Sponsor Licence

- Required to employ any non-EU national from January 2021
- Certain criteria to be met
- Policies and processes
- Online application
- Fees £1476/£536
- Documentation required

# Maintaining current Sponsor Licence

- Is it up to date?
- Key Personnel
- Policies and Processes
- Are you in a position to Sponsor from 1 January 2021
- Do you have overseas entities?

# When do Sponsor Duties start and finish?

- Start: the day the licence is granted
- Finish: if the licence is surrendered, dormant or revoked.

# What are your Sponsor Duties?

- Reporting Duties
- Record-Keeping Duties
- Compliance with UK Immigration Laws
- Compliance with wider UK Law
- Not engaging in behaviour or actions that are not conducive to the public good

# Reporting Duties

- Report certain information and events to the Home Office via SMS
- Strict time limits:
  - 10 working days for ‘relevant events’  
(e.g. if a sponsored worker does not start the role for which they are being sponsored)
  - 20 working days for significant changes to your organisation  
(e.g. change of company’s name or structure)



# Record-keeping duties

- Records must be made available upon request
  - Passport
  - Date of entry into UK
  - Copy of biometric resident permit
  - Copy of National insurance number
  - Contact details history (UK residential address, telephone number, mobile telephone number)
  - Copy of letter from parent or legal guardians (if under 18)
  - DBS Check
  - Record of absences

# Compliance with UK Immigration Laws

- Employ appropriately qualified, registered or experienced workers
- Keep copies of registration documents and certificates
- No CoS if there is no genuine vacancy or role

# Compliance with wider UK Law

- National minimum wage and holiday entitlement
- Illegal working / right-to-rent
- Legally required licence registration
- No criminal activity



# Not engaging in behaviour or actions that are not conducive to the public good

- Home office will not licence organisation
- Examples of prohibited actions and behaviours:
  - Promoting hatred or inter-community division;
  - Encouraging terrorism;
  - Discriminating against groups of individuals.



# Failure to comply with Sponsor Duties

- Your licence could be suspended or revoked
- You could be reported to the police (or other relevant authority)
- Your licence rating could be downgraded
- Your CoS allocation could be reduced

# Action to be taken

- Apply for a licence sooner rather than later
- Look at your current licence and update where necessary
- Consider your processes

WEBINAR

# Thank you

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