

IMMIGRATION CREDENTIALS

WHAT WE DO

Our immigration team offers tailored and practical advice to businesses and individuals. We advise on the complete range of business visas available to individuals, and further assist businesses with matters from sponsor licence applications through to compliance obligations and long-term UK immigration planning.



Expertise:

We can assist with all types of applications (including full end-to-end visa application support), and we have particular expertise with:

- Sponsor licence applications
- Sponsored worker visas: Skilled Worker and Global Business Mobility: Senior or Specialist Worker (previously ICT), Temporary categories including Youth Mobility, Government Authorised Exchange and Creative Worker
- Private individual applications: spouse visas, visit visas, indefinite leave to remain (5-year and 10-year routes), naturalisation, British passport applications, no time limit applications and returning residents applications
- Start up and innovator categories
- UK Expansion Worker (formerly Sole Representative)

Training sessions:

We can deliver bespoke training sessions which are tailored to meet the needs of your business. This can include:

- Overview of the Points Based Immigration System
- Sponsor licence duties and compliance
- Right to work check training (including how to spot fraudulent documents)
- Cross-over issues involving immigration and employment – for example, what to do when an employee loses their right to work

Services:

- Audit of right to work checks
- Mock audit in preparation for sponsor licence and ongoing compliance duties
- 'Health check' on sponsor compliance obligations – this includes a detailed assessment as to whether a sponsor is meeting its requirements on reporting & sponsor duties, as well as record keeping responsibilities
- Act as a level 1 user and legal representative on a sponsor's management system – this can alleviate the administrative burden on employers as we can make reports on the portal and also request and assign certificates of sponsorship on the sponsor's behalf
- Advice on the impact on sponsor licences and reporting obligations in corporate transactions – we can assist with any reporting duties within the prescribed timeframes
- Advice on long-term immigration planning
- Support with global mobility where workers move to work overseas – through our own offices and our network of partnerships with overseas law firms we can project manage the move to ensure a smooth transition. This includes considering and supporting on points relating to employment contracts, immigration advice, data protection considerations, as well as tax issues amongst other points

EXAMPLES OF WORK

01

Sponsor licences: we advise on sponsor licence applications in the Skilled Worker and Global Business Mobility, and Temporary Worker categories. We advise a broad range of clients across a variety of sectors including financial services, professional services, technology, retail & consumer and transport. Our advice includes the application process, preparing and reviewing supporting documentation and assisting with the sponsorship of migrants.

02

Sponsored worker visas: we regularly act for a wide range of clients from the banking sector through to hospitality and catering to assist their sponsored workers with the application process. We can deliver our service in the way that suits you, from a complete “hands-on” service to high level advice to enable an individual to submit the application themselves.

03

Sponsor compliance and duties: we regularly advise on the impact corporate transactions have on an organisation’s sponsor licence and the company’s compliance duties. We also assist with the application process for a new sponsor licence following completion of a transaction where needed.

We can liaise with the Home Office in connection with any identified breaches that a sponsor may have and work with them to implement an improvement plan.

04

Private individuals: we act for high net worth individuals in relation to their personal immigration matters. For example, we have recently acted for an individual seeking to make a no time limit application and who will subsequently go on to apply for a British passport. We have also recently advised a senior employee of a large media company regarding their 10-year residence application.

05

Right to work training: we have provided on-site right to work compliance training sessions to a number of our clients across a range of sectors. We have further delivered interactive sessions to assist HR and Recruitment professionals whilst ensuring that the correct right to work check processes are followed.

FURTHER WAYS WE CAN ASSIST:



FIXED FEES

So that clients can have certainty of costs, we can offer fixed fee arrangements in many of the circumstances mentioned.



IT CAPABILITIES

We can support clients with multiple applications using our HighQ site. HighQ allows for the tracking of data and progress of visa applications, whilst also allowing the user to upload the data needed for us to progress the application in an efficient manner. It also permits clients to view the portal, which can be in real time, and for us and clients to pull reports to analyse the data.