



Under the microscope

Preparing for UKVI inspections

UK Visas and Immigration (UKVI) inspections of organisations are continuing following a break in services triggered by the COVID-19 pandemic. We expect an increase in inspections with UKVI adopting a more robust stance where issues of non-compliance are identified.

Holding a sponsor licence is a privilege and not a right and UKVI places stringent requirements on sponsor licence holders to uphold and comply with the applicable Sponsor Guidance and Immigration Rules.

If a sponsor is found not to be meeting its obligations, UKVI can take action including preventing sponsors from assigning Certificates of Sponsorship, issuing action plans, or revoking the sponsor licence if a sponsor is deemed to have significantly breached its sponsor obligations. Recently we have seen an increased number of actions plans issued and we expect this type of enforcement action to continue. Any action taken by UKVI can be severely disrupting, costly and more importantly reputationally damaging to the business. Any restriction placed on an organisation's ability to recruit or move staff from overseas would clearly have a hugely detrimental impact on the organisation as a whole.

Eversheds Sutherland's experienced and dedicated immigration team help sponsors deal with the implications of sanctions and provide rigorous testing of processes and procedures to address and reduce any areas of risk.

For more information, please contact:



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Skilled Worker/Global Business Mobility Preparation

We can assist and advise you to prepare to successfully pass a UKVI inspection by holding:

- A. One day, informal fact find visit and verbal feedback session.
- B. Comprehensive preparation session over 2-3 days, with a follow up written action plan and recommendations to prepare for inspection.

What support can we offer?

Some of the support we can offer is detailed below and we can tailor our services to suit the organisation's needs:

- high level suitability review of policies and procedures
- prepare staff for interview
- present electronic systems efficiently to include assessing right to work checks
- prepare file checklists and review Skilled Worker/Global Business Mobility files to ensure compliance with Appendix D requirements
- review of visa tracking process for non-sponsored staff
- recommend improvements to processes and procedures to become a 'best practice' sponsor

Once any areas of risk are identified, we can advise how best to mitigate those risks and can help to put in place an action plan to work towards improving UKVI compliance on both the staff and/or the student side.

Accompanying you at a UKVI inspection

A number of our clients prefer to have the comfort of our attendance at a UKVI inspection. Due to our extensive experience of preparing for and attending UKVI inspections, we are well placed to advise the business and to provide practical support to the colleagues directly involved in the inspection. Our assistance will ensure the organisation is put in the best possible place to pass the inspection.