

Eligibility to Work in UK Policy

Introduction

Failing to carry out identity checks on potential employees is not a criminal offence, but employers who only carry out checks on workers who they believe are not British citizens, for example, on the basis of race or ethnicity, could find that this is used against them as evidence in any proceedings brought under the Equality Act 2010.

Policy

Legal migrant workers make a substantial contribution to this country's economy. However, those who use illegal migrant workers are often guilty of breaking other laws relating to health and safety, exploitation and tax evasion. The United Kingdom, like many other countries around the world, have laws to deal with illegal migrant working.

It is important to remember that the population of the UK is ethnically diverse. Many people from ethnic minorities in this country are British citizens and many non-British citizens from black and minority ethnic communities are entitled to work here. Therefore, it must not be assumed that someone from an ethnic minority is an immigrant, or that someone born abroad is not entitled to work in the UK.

Steps to be taken to confirm eligibility to work in the UK with all New Start Employees:-

Documents must be attained which show a person's entitlement to work in the UK at offer of employment, these documents include:

- Passport
- National Insurance Number
- Your UK visa (If Appropriate)

Signed:- Athole McDonald

A handwritten signature in black ink, appearing to read 'Athole McDonald'.

Kilmac Group Director

23rd August 2024