

EU SETTLEMENT SCHEME

An overview for employers

July 2019



Home Office

EU Settlement Scheme

OFFICIAL

Today we will cover...



What is the EUSS?

Introduction to the EU Settlement Scheme: what it is, who is eligible, key dates, and how to apply.

Your role

What the Scheme means for employers.

The story so far

Summary of the performance of the Scheme so far.

Materials and support

Overview of the communications materials we have developed to help you cascade information and further support available.

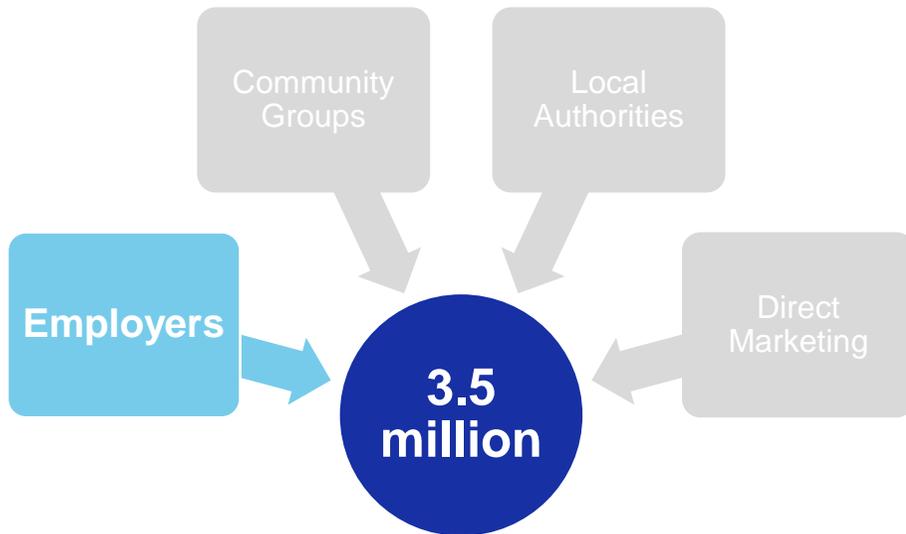
We need to encourage 3.5 million EU citizens to apply to the Scheme and we can't do it alone



3.5 million EU, EEA, and Swiss citizens, and their family members, are eligible for the EU Settlement Scheme. We are directing our efforts through four different workstreams to increase our ability to reach them all over the UK



Employers are an important partner for us and we want to help them retain their EU talent



2 in 3 EU citizens in the UK are currently working here

Employers are a trusted source of information

Business' Brexit preparations include workforce continuity

Retaining EU talent is a priority for business and we want to help

If you only remember one thing, remember this: RTW checks don't change until 2021



As an employer, you SHOULD...

- ✓ Continue to carry out current right to work checks on EU, EEA and Swiss citizens in the same way.
- ✓ Continue to accept EU, EEA and Swiss passports/national identity cards as evidence of right to work.
- ✓ Be aware that guidance on how to carry out right to work checks from 1 January 2021 will be issued under the Future Skills Based Immigration System.

As an employer, you SHOULD NOT...

- ✗ Monitor whether staff have applied to the Scheme or make retrospective status checks on current EU employees – there is no legal obligation to do so.
- ✗ Discriminate against EU citizens in light of the UK's decision to leave the EU as both a prospective and current employer.
- ✗ Feel obliged to interpret information for employees provided by the government or provide immigration advice.

As an employer, you may like to...

- ❖ Use your position as a trusted source of information to help reach the 3.5 million EU citizens that need to apply to the EU Settlement Scheme to continue living, working and studying in the UK after Brexit. You can do this by:
 - ❖ Signposting the information the government is providing on the Scheme to your employees.
 - ❖ Using the toolkit materials we have developed to increase awareness of the Scheme among your EU citizen employees.

The Scheme enables EU citizens to continue to live, work and study in the UK after Brexit



What is the EUSS?

- The EU Settlement Scheme allows EU, EEA and Swiss citizens and their family members **resident in the UK to get the status they will need after Brexit.**
- They will **continue to be eligible** for **public services**, public funds and **pensions**, and **British citizenship** if they want to apply and meet the requirements.
- It is a simple, user-friendly process through which we are **looking for reasons to grant status.**

Who needs to apply?

- **EU, EEA and Swiss citizens** and their **non-EU family members.**
- Those **currently resident** in the UK and **want to stay post-Brexit.**
- Individuals with a 'UK **permanent residence** document'.
- **Irish** citizens **do not need to apply** but they can if they want to.
- The **responsibility** to apply rests **with the individual.**

How and by when?

- The Scheme is a **free online application** process.
- Following a **three-step process**, eligible citizens will be granted either pre-settled or settled status.
- If we **leave with a deal**, citizens need to apply by **30 June 2021.**
- If we **leave without a deal**, citizens need to apply by **31 December 2020** and be resident by the day we leave.

The online application process is quick and user-friendly by design

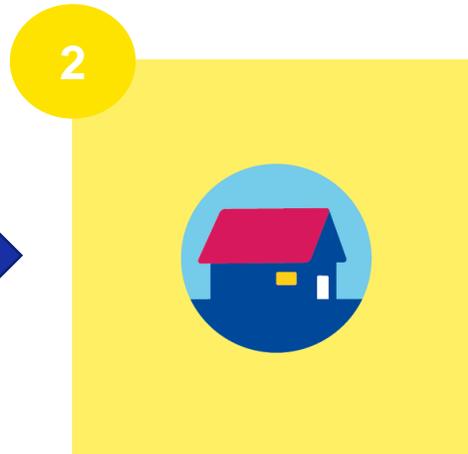


PROOF OF IDENTITY

Use a valid passport or national identity card to verify your identity*

There are three options for completing this stage:

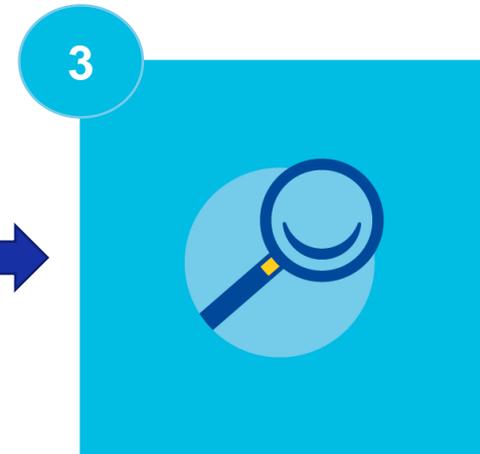
1. ID Verification App;
2. Post;
3. Appointment at ID Scanner location



PROOF OF RESIDENCE

Provide your National Insurance Number

A wide range of alternative evidence can be used if you don't have a NINO.



CRIMINALITY CHECK

Declare any criminal convictions

This will not affect the vast majority of EU citizens.

Applicants will be granted either settled or pre-settled digital status



Pre-settled status

- Resident in the UK for **less than five years**.
- Also known as limited leave to remain or enter.
- Can stay in the UK for a period of five years, until you are eligible for settled status.
- Secure digital status that can be viewed and shared online. Non-EEA citizens will also be issued a Biometric Residence Card if they don't already have one.

Settled status

- Resident in the UK for **more than five years**.
- Also known as indefinite leave to remain or enter.
- No time limit on how long you can stay in the UK.
- Can then apply for British citizenship if eligible.
- Secure digital status that can be viewed and shared online. Non-EEA citizens will also be issued a Biometric Residence Card if they don't already have one.

With both pre-settled and settled status, applicants will be able to live, work and study in the UK after Brexit.

The results of the Scheme show that it's performing very well so far



900,000+

Applications made to the EUSS to date.*

50,000

Applications made on the opening weekend of 30th March 2019.

300

Assisted Digital locations to support individuals with their applications.

65:35

The percentage split between settled and pre-settled status.*

£9m

The amount granted to 57 community and charitable organisations to assist the most vulnerable EU citizens.

1-4

The average turnaround time in days of applications where no further evidence is required.

These results highlight the ethos underpinning the Scheme: we have designed the process with the user at the centre and we are looking for reasons to grant, not refuse.

The employer toolkit we have developed can help you cascade information about Scheme



We recognise that there is no one-size-fits-all approach so please pick and choose the products that are right for your organisation.

Materials for employers	Materials to share with EU Citizens				
<p>Toolkit introduction pack</p> <p>Key information about the EU Settlement Scheme and guidance for employers on how to use the toolkit materials.</p> 	<p>Briefing pack</p> <p>Can be used for presentations at face-to-face events or webinars with EU citizen employees.</p> 	<p>Posters</p> <p>Visually engaging posters and one-pager providing key info about the scheme and timelines.</p> 	<p>Factsheets and Flowcharts</p> <p>Focusing on important information, eligibility requirements and process.</p> 	<p>Digital: videos / animations</p> <p>Informative videos, including an application process animation, as well as videos of "EU citizens' stories".</p> 	<p>Social media</p> <p>Social media assets to download and share to extend the reach to EU citizens including graphics and short animations.</p> 

Please use this employer toolkit, available on [GOV.UK](https://www.gov.uk), to cascade information about the EU Settlement Scheme to your employees.

And if you or your employees need further help, it is at hand



More Information

More information and applicant guidance can be found on GOV.UK:

[Guidance on employing EU, EEA and Swiss citizens and their family members after Brexit](#)

[Employer toolkit](#)

[Settled and pre-settled status guidance](#)

[EU Settlement Scheme: applicant information](#)

[Guidance on using the app](#)



EUSS Resolution Centre

For support or questions concerning an application, contact the resolution centre:

By telephone:

Inside the UK **0300 123 7379**

Outside the UK **+44 (0)20 3080 0010**

Find out about [call charges](#).

You can also ask a question using the [online submissions form](#).

Annexe

1. Euro TLR overview

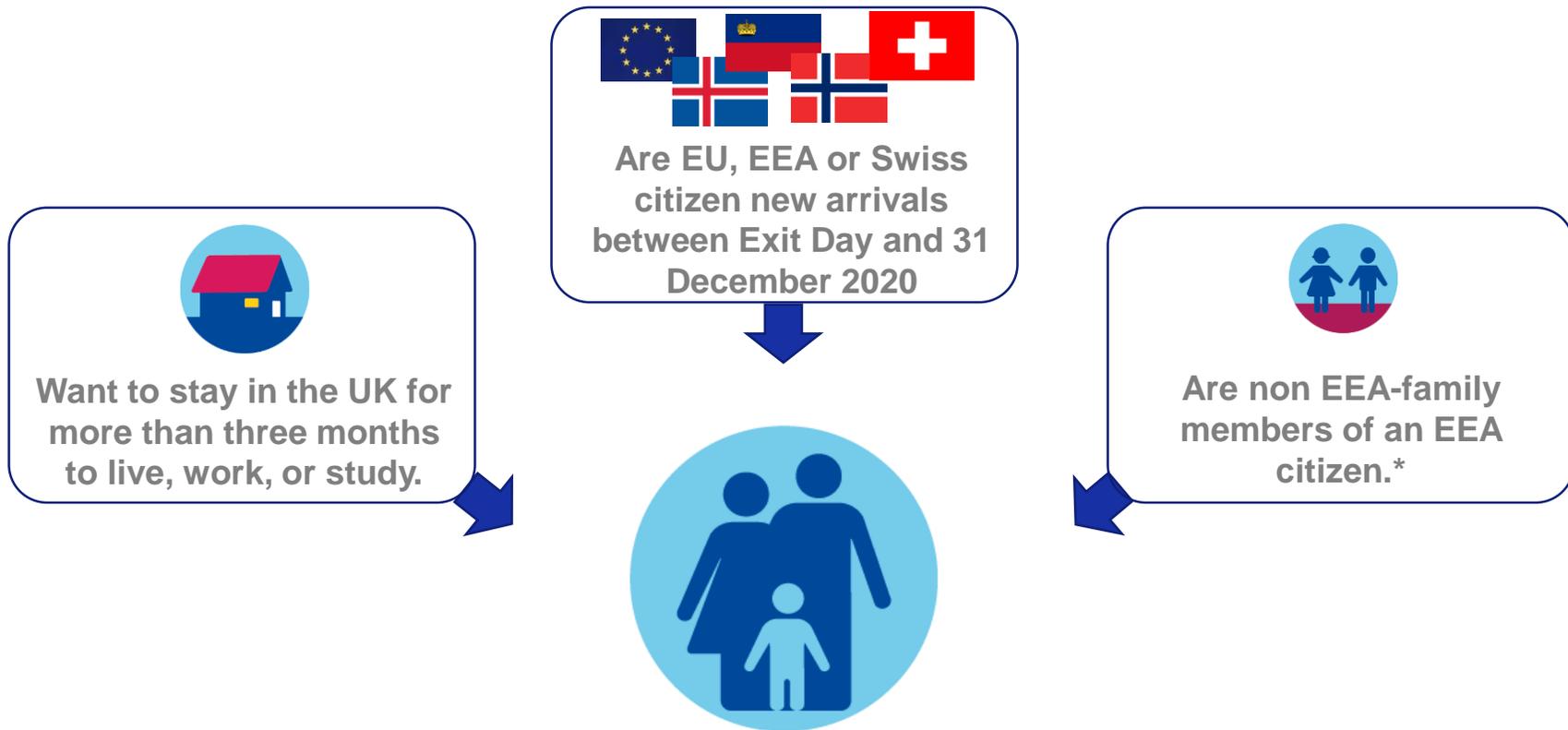
2. Future Skills-Based Immigration System overview



In the event of a no-deal Brexit and once free movement ends, Euro TLR will open



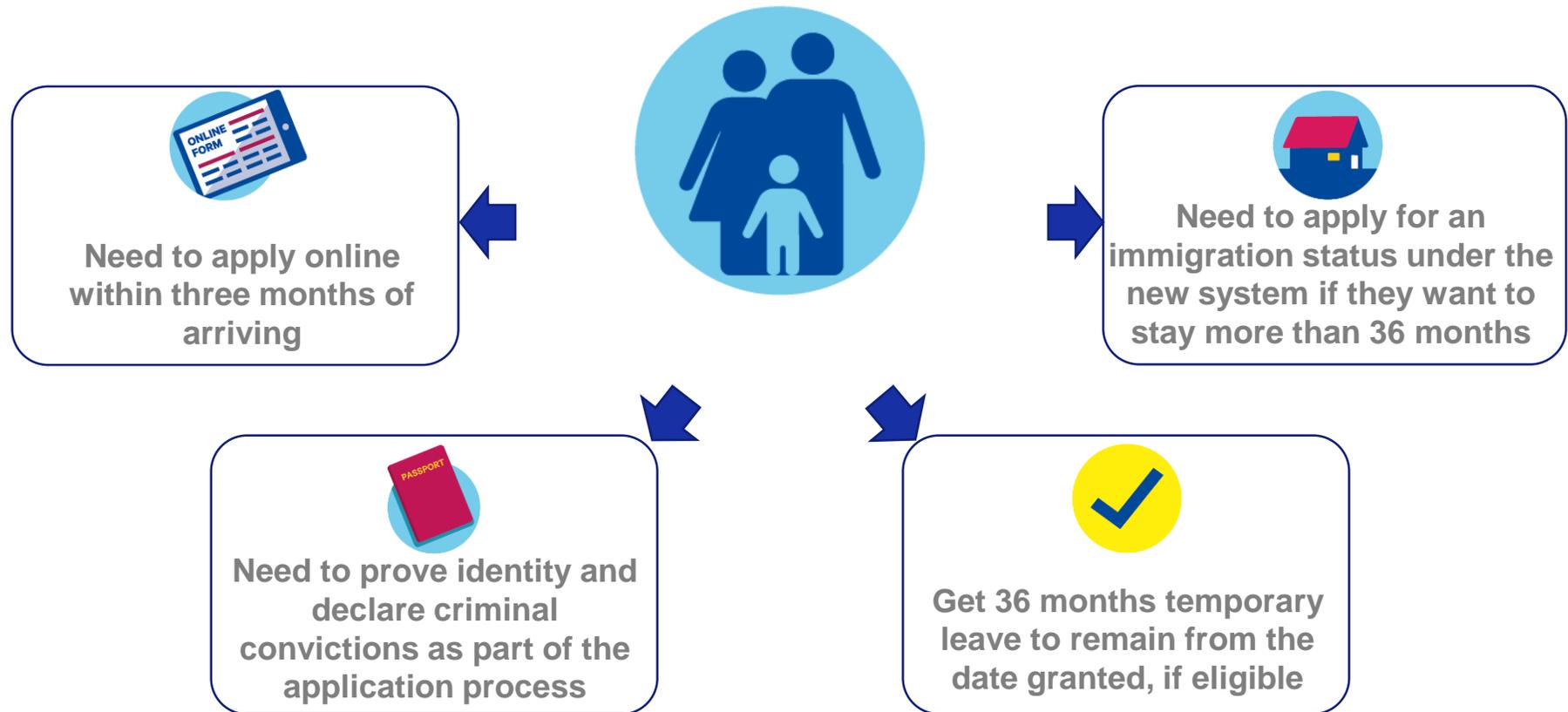
European Temporary Leave to Remain will apply to those who...



Euro TLR grants successful applicants 36 months non-extendable leave to remain



...and applicants will...



Final proposals will be set out in early 2020 but we can look to the key principles of the future system



End of free movement

Free movement is ending. Everyone (except British and Irish citizens) will need permission to travel to the UK.

Control migration

Controlling migration is necessary to ensure that the referendum result is respected.

Skills-based

An emphasis on talent and skills, with greater priority for those with higher skills.

Single system

A single immigration system that encompasses all nationalities.

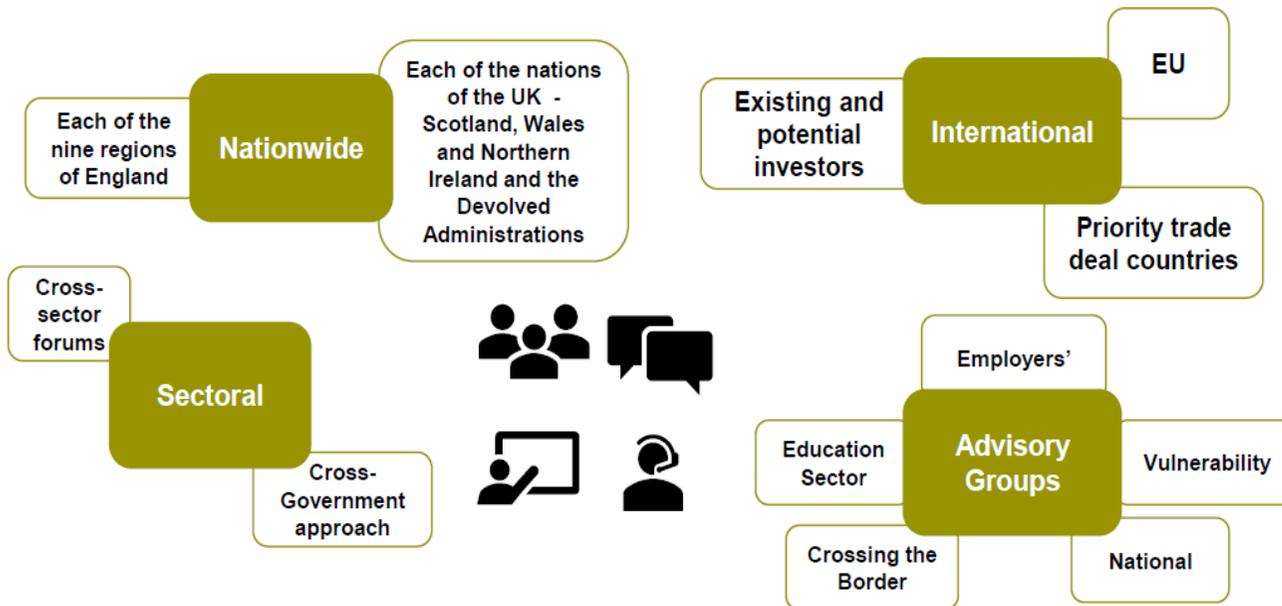
Not all the same

Not all nationalities will be treated the same. As now, we will differentiate on risk and/or trade deals.

Comprehensive engagement is underway to help shape the details of the future system



A programme of engagement, over 2019, is at the heart of the government's approach to shaping the future system.



Evidence-based through input from the Migration Advisory Committee

Works for the whole of the UK

User-centred design

Simplifies existing policies, systems and processes where possible

THANK YOU



Home Office

EU Settlement Scheme
SECURITY MARKING