



Home Office

# National Care Forum: Employing Refugees

September 2022

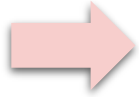




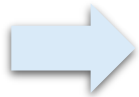
# Resettlement routes



**Afghan citizens resettlement scheme (ACRS)**



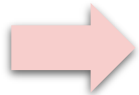
**Afghan Relocations and Assistance Policy (ARAP)**



**Ukraine Family Scheme**



**Ukraine Extension Scheme**



**Homes for Ukraine Scheme**

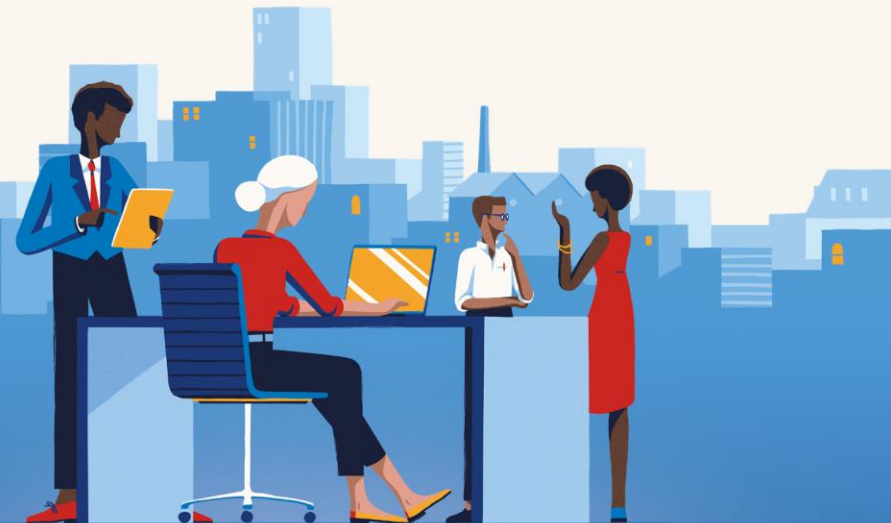


Department  
for Work &  
Pensions



REFUGEE  
EMPLOYMENT  
NETWORK

# Employment support available





# Refugee Employment Network



**Refugee Employment Network (REN)** brings together non-profits, local authorities and businesses to ensure refugees in the UK have access to paid work or self-employment opportunities.



Founded in 2019, our organisation is the only national membership network in the UK exclusively focused on creating better opportunities for refugees across the whole country.



Our team has in-depth knowledge of the UK refugee space, as well as established connections with key organisations in the sector.



# Refugee Employment Network

REN's purpose is to **strengthen the ecosystem of support services for refugees across the UK to help remove the financial, cultural and social barriers** that prevent them from accessing more employment opportunities and adding social and economic value to society.

We are honoured to collaborate closely with **200+ member organisations** who work with refugees directly, and ensure their efforts are strong, effective and coordinated through the following activities:

1. **Facilitate connections** between employers and local, regional and national service providers;
2. **Share best practice of refugee employment and retention**, and provide general guidance for our members to create and attain standards for meaningful and long-lasting refugee employment; and
3. **Leverage resources** and seek **financial support** to fund meaningful job creation and employment support programmes for refugees.



# Refugee Employment Network

**REN partners with the DWP to work together to disseminate the many** job opportunities currently on offer to refugees to our network of organisations and to offer advice and support.

Considerations for employers who want to support Ukrainian refugees into employment:

- Evaluate recruitment tools – will they disqualify refugees?
- Offer a range of contracts - full time, part time, flexible work, work in school hours
- Access to free or affordable childcare
- Access to trauma support
- Access to English language support
- Access to training opportunities



# Registering employment opportunities

If you are an employer, you can use this form to tell the **Department for Work and Pensions (DWP)** and the **Refugee Employment Network (REN)** about work you can offer to refugees.

This includes:

- full-time jobs
- part-time jobs
- voluntary work

Email the completed form to: [offerwork@homeoffice.gov.uk](mailto:offerwork@homeoffice.gov.uk)

## What happens next

After your offer is received, you'll be contacted by someone from the DWP or REN.

They'll ask you about your offer in more detail and explain what happens next.



Home Office



Department  
for Work &  
Pensions

# DWP - The National Employer and Partnership Team - Resettlement Team

Offer work to people who have come to the UK from Ukraine:

[www.gov.uk/offer-work-ukraine](http://www.gov.uk/offer-work-ukraine)

Guidelines to Help British Businesses Employ Refugees: [UNHCR - Tapping Potential](#)

DWP Jobs Portal: [Find a job - www.gov.uk/find-a-job](http://www.gov.uk/find-a-job)

REN Jobs Board: [Job Opportunities - Refugee Employment Network](#)

Contact the team for offers of employment queries: [Employer.Advice@dwp.gov.uk](mailto:Employer.Advice@dwp.gov.uk)





Home Office

# Right to Work checks





# Right to Work



Those who are granted a visa under one of these schemes **have the right to work in the UK**, if they chose to do so.



In line with all other cohorts, employers should conduct right to work checks on all individuals wishing to take up employment whilst they have leave in the UK.



Right to Work checks operate in exactly the same way for those on refugee and asylum routes. The only difference is in what documents they have on arrival in the UK.



Those arriving in the UK can evidence their right to work either with their **valid passport** or with their **Biometric Residence Permit (BRP)**.



# Right to Work Checks

From 1 July 2021, the process for completing Right to Work checks on EU, EEA, and Swiss citizens changed. Employers are no longer able to accept EU passports or ID cards as valid proof of right-to-work, except for Irish citizens.

An **online Right to Work check** is required for individuals who only hold digital proof of their immigration status in the UK. This includes most EU, EEA, and Swiss citizens with status under the EU Settlement Scheme but also includes those with status under the points-based immigration system, and by non-EEA citizens holding a current BRP/C.

To check the person's Right to Work details, you will need to:

- access the service '[View a job applicant's right to work details](#)' via GOV.UK,
- enter the 'share code' provided to you by the individual, and
- enter their date of birth

**Updated guidance on how to conduct a Right to Work check from 1 July 2021 and lists of acceptable documents can be found on [GOV.UK](#).**



Home Office

# Online Digital Checking Service

## Home Office online digital service

- Check that the photograph is of the individual presenting themselves for work.
- Check they have the right to work and are not subject to a condition.
- You must retain evidence of the online right to work check.

[View a job applicant's right to work details - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

**GOV.UK** View a job applicant's right to work


BETA This is a new service - your feedback will help us to improve it.

### Right to work

## Erika Mustermann

They have permission to work in the UK from 28 March 2021. They can work in the UK until 28 April 2023.

**Details**  
They can work in any job.



Rotate

**If you employ this person**  
To avoid a [penalty](#), you must:

- check this looks like the person you meet face to face
- keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after
- do this check again when their permission to be in the UK expires on 28 April 2023

Read the [employers' code of practice](#) to find out more about right to work checks.

Details of check		
<b>Company name</b> Acme Ltd	<b>Date of check</b> 8 January 2018	<b>Reference number</b> WE-JRKMKG-12

[Print page](#) [Download PDF](#)





# Ukrainian nationals who have a valid passport

Arrive in UK



Border Force stamp the passport with a Code 1A or Amended Code 1 stamp, valid for six months - Leave Outside the Rules (LOTR)



They have a time-limited right to work and rent



They will need to obtain a Biometric Residence Permit (BRP). This can be done at any point during the six-months validity of the stamp



Follow-up checks of those individuals who have time-limited permission to work and rent in the UK





# Example Immigration Officer Stamps

Leave to enter the United Kingdom is hereby given for/until

-----

--	--	--

Code 1A Stamp

Leave to enter for/until
-----
No recourse to public funds

Code 1 Stamp



Immigration Officer's Date Stamp

**Example Code 1A and Code 1 stamps, endorsed with an Immigration Officers date stamp**



# Ukrainian nationals who don't have a valid passport

Biometric information given at a VAC and provided with an entry clearance vignette attached to a 'Form for Affixing the Visa' (FAV)



Arrive in UK



Shortly after arrival, a BRP is available for collection



A BRP can be used to access the Home Office online checking service to prove a right to work and rent



Individuals can use their FAV document as proof of right to work/rent with confirmation from the Employer Checking Service (ECS)







# Example Visa documents

This is a form for affixing a visa, titled 'FORM FOR AFFIXING THE VISA / FEUILLET POUR L'AFFOCHAGE D'UN VISA'. It features the text 'UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND' and 'ROYAUME-UNI DE GRANDE-BRETAGNE ET D'IRLANDE DU NORD'. A central stamp area contains '21 UK'. The form includes fields for '(1) Name/Nom (2) Previous/Précédent', '(3) Date of birth/Date de naissance', and '(4) Passport number/Numéro de passeport'. There are designated areas for a 'Stamp/ Cachet' and 'Signature/ Signature'. At the bottom, a large, ornate watermark area contains the text 'Your Stamp/ Votre Visa'.

**Example of a Form for Affixing the Visa (FAV)**



**Example Ukraine Scheme Entry Clearance Vignette / Visa**



# Key sources of advice

**Central guidance:** [UK visa support for Ukrainian nationals - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/uk-visa-support-for-ukrainian-nationals)

**Ukraine Family Scheme (UFS):** <https://www.gov.uk/guidance/apply-for-a-ukraine-family-scheme-visa>

Factsheets for handing out in ENG/UKR/RUS: [Immigration information for Ukrainians in the UK, British nationals and their family members - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/immigration-information-for-ukrainians-in-the-uk-british-nationals-and-their-family-members)

**Homes for Ukraine Factsheets** in ENG/UKR/RUS: [Homes for Ukraine: factsheet for Ukrainians - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/homes-for-ukraine-factsheet-for-ukrainians)

**Ukraine Family Scheme 24/7 helpline:** call +44 (0)808 164 8810 - option 1

**Information for Ukrainians wanting to come to the UK -** <https://www.augb.co.uk/ukrainian-refugees-wanting-to-come-to-the-uk-or-are-already-here>

**Ukrainian refugees help and support -** <https://www.augb.co.uk/ukrainian-refugees-in-the-uk-help-and-support>



# Key Resources

**Unmatched sponsors can be signposted to Reset** - [Homes for Ukraine](#) and [Ukrainian Sponsorship Pathway](#)

**HMG welcome guide** (translated versions in top right-hand corner): [Welcome: a guide for Ukrainians arriving in the UK - GOV.UK \(www.gov.uk\)](#)

**HMG guide for new arrivals:** <https://www.gov.uk/guidance/move-to-the-uk-if-youre-from-ukraine>

[Information for people fleeing the war in Ukraine | European Commission \(europa.eu\)](#) – details of free travel through the EU

**Ukraine displaced persons travel scheme** - details of free travel on arrival in the UK - [National Rail Enquiries - Journey Planner](#)

**For Scotland** – Sponsors can contact a Ukraine Advice Helpline on 0800 9956045 or [Ukraine@justrightscotland.org.uk](mailto:Ukraine@justrightscotland.org.uk) (Scottish Govt super sponsors)



# Key Resources

**GLAA Workers' Checklist poster** - [Workers' rights - UK - Checklist - FREE - GLAA](#)

**GLAA Know the Signs / Know Your Rights poster** - [Know the signs - Exploitation - Your rights - Posters - GLAA](#)

**Workers' Rights leaflets** - [Workers' Rights Leaflets - Translations - Languages - GLAA](#)

# Care & Housing Employers Together for Refugees

## Aim:

Support social care providers to **provide a meaningful employment opportunity in social care for those displaced from Ukraine**, and other parts of the world, who are finding a home within the UK.

- \* Launched in March 2022, as the crisis in the Ukraine developed
- \* NCF, in association with the [Care Provider Alliance](#), and a wide range of partners and expertise

# Care & Housing Employers Together for Refugees

## Objectives:

1. Develop guidance and best practice to **help care employers be confident in recruiting and retaining refugees**
2. Ensure a clear set of opportunities that **recognise not only the desire to work but the need to be connected into wider community** and pastoral support.
3. Work with partners to **understand where providers can be engaged and offer support in other core areas** most effectively

# Care & Housing Employers Together for Refugees

## Progress:

### \* Jobs Board:

- \* free of charge site for any employer to advertise their vacancies for refugees at <https://careandsupportjobs.co.uk/>
- \* [Interactive map](#) , linked to the [CareandSupport Jobs Board](#), that will signpost people to local assistance and pastoral support
- \* Communications to main UK refugee organisations, DWP and REN to promote social care as an employer of choice and publicise specific job opportunities
- \* Signposting [on hub on NCF website](#) to useful information including:
  - \* [Modern Slavery: Awareness training for social care providers](#) with Skills for Care, delivered by Hestia
  - \* Links to Skills for Care [Safer Recruitment](#) and [Safe and Fair Recruitment](#) Guides

# Care & Housing Employers Together for Refugees

- \* **[NEW pastoral care guide](#)** – to help social care employers explore resettlement support and pastoral care. Features resources in the journey of recruiting:
  - \* Preparations prior to Employment
  - \* Induction
  - \* Settling in
  - \* 6 months and beyond
- \* The Guide, developed with the support of the [LGA](#), also offers recommendations for items that should be included in a Pastoral Checklist.