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CARE ENGLAND
The voice of care

EARNED SETTLEMENT IN THE SOCIAL CARE SECTOR

Aston Brooke Solicitors

- Aston Brooke Solicitors, a specialist law firm with extensive experience in **Corporate Immigration & Compliance Law**
- The firm is well-placed to support care providers navigating the complexities of UKVI immigration laws and sponsorship compliance.
- Aston Brooke offers an invaluable opportunity for clients to access **expert legal guidance**, ensuring their ongoing compliance and sustainability in an evolving regulatory landscape.

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- Aston Brooke recognises the essential role international workers play in the care sector.
- With the Home Office intensifying post-licence visits and compliance checks, having the right legal expertise is crucial for care providers holding a sponsor licence.
- The firm is committed to equipping clients with the knowledge and tools they need to maintain compliance and retain their sponsor licences.

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SERVICES FOR PROVIDERS



Assist employers in applying for a sponsor licence



Legal representation on compliance audits



Pre-audit compliance checks & UKVI mock audits



Online case management solution



Training courses & webinars for providers



Skilled worker visa applications for the sector



Judicial review

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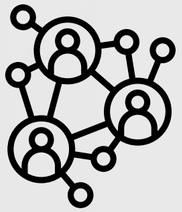
Bespoke Immigration Platform



A bespoke and cutting-edge online platform that streamlines the sponsorship and compliance process with real time updates on sponsored employees.



This system has been vetted and demonstrated to the UKVI who have confirmed that it complies with employer's sponsorship duties



The platform ensures compliance of all five areas of sponsorship obligations and avoid any pitfalls.

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Introduction

- What the proposed UK settlement reforms could mean for social care.
- Understanding the proposed changes to indefinite leave to remain (ILR).
- The implications for sponsored care workers and senior care workers.
- Workforce retention, recruitment and service continuity.
- What social care providers should do to prepare.

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What is being proposed?

- The existing five-year pathway for many eligible workers, the proposed ten-year standard period and the potential fifteen-year baseline for certain sponsored roles below RQF Level 6.

- Providers should not tell workers that everyone will automatically need ten or fifteen years to settle.

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What is being proposed?

- Equally, employers should not assume that all workers approaching five years will necessarily retain the existing pathway unchanged. The final rules, commencement date and any transitional provisions will be crucial.

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Impact on social care

- Workforce retention: Longer uncertainty may affect decisions to remain in the UK or with an employer.

- Recruitment costs: Staff departures may increase recruitment, induction and training expenditure.

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Impact on social care

- Staff wellbeing, family uncertainty: Settlement uncertainty may affect family plans, housing and financial security

- Continuity of care: Losing experienced workers can put pressure on staffing, service delivery and quality

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What providers should do now

- Map the workforce: identify sponsored workers, visa expiry dates and anticipated settlement milestones.
- Check compliance: review Certificates of Sponsorship, salaries, contracts, job duties and Right to Work records.
- Communicate clearly: explain the proposals without promising individual outcomes.

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What providers should do now

- Plan for scenarios: assess retention risks, additional costs and contingency staffing.

- Monitor developments: track government decisions, Immigration Rules changes and transitional provisions.

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Key Takeaways

Prepare now. Communicate carefully. Verify the rules.

What providers can control:

Accurate records, strong compliance, workforce planning and clear communication.

What providers must monitor:

The final policy, implementation dates and transitional arrangements.

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Questions & Answers

Let’s continue the conversation

Compliance specific enquiries: *km@astonbrooke.co.uk*

General enquiries: *support@astonbrooke.co.uk*

020 3475 4321

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