

# EU Settlement Scheme

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- During presentations (10:00 – 10:30) everyone will be muted so that only the presenters will be heard.
- The presentation will be followed by a Q&A session. Please type your question into the side panel.
- If you are experiencing any technical problems please call 020 7344 1673.



HM Government

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# EU Settlement Scheme

## Briefing to employers and sector bodies





## OBJECTIVES OF THIS BRIEFING

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Give you a **high-level overview** of the EU Settlement Scheme.



Inform you about the **communications materials available** to cascade to your employees and/or membership.



Cover certain elements of the EU Settlement Scheme in **more detail**, to help you feel more confident discussing it with your employees and/or membership.



Give you the opportunity to **ask questions** about the EU Settlement Scheme.



# OVERVIEW OF THE EU SETTLEMENT SCHEME





## OVERVIEW OF THE EU SETTLEMENT SCHEME

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### Introduction

- **European Union (EU) citizens and their family members who want to stay in the UK beyond 31 December 2020 will need to apply to the EU Settlement Scheme.**
- The EU Settlement Scheme will allow EU citizens and their family members to **continue to live and work in the UK**. It will mean **they are eligible for**:
  - public services, such as healthcare and schools
  - public funds and pensions
  - British citizenship, if they want to apply and meet the requirements.

### Eligibility

- ✓ **EU citizen** or a non-EU **family member** of an EU citizen.
- ✓ **A resident in the UK by 31 December 2020**. Those continuously resident in the UK for more than 5 years at the time of applying will be eligible for settled status. Those who have not been continuously resident here for 5 years will be eligible for pre-settled status.
- ✓ Those who are **not a serious or persistent criminal or a threat to national security**.



## HOW TO APPLY TO THE SCHEME

### Application process



#### 1. Proof of identity

- Verify proof of identity and nationality by scanning a passport or EU national identity card and uploading a facial photograph.
- Alternatively, documentation may be sent by post.

#### 2. Proof of residence

- Confirm proof of residence in the UK by providing a National Insurance number, if available.
- Alternatively, other documentation may be provided.

#### 3. Criminality check

Complete the criminality check by declaring any serious criminal convictions.

### Application routes



**Computer**



**Smartphone / tablet**



## WHAT IS HAPPENING AND WHEN?







## PEOPLE LIKE ME



**Who are they?**

**Andriana**

Greek citizen, hotel housekeeper

**Christophe**

French citizen, teacher

**How long have they been a resident in the UK by 29 March 2019?**

More than 10 years

4 years

**What can they apply for and when?**

As Andriana has been living continuously in the UK for over 5 years, she is eligible for settled status and can apply to the Scheme once it opens.

**Christophe should wait** until he has been a resident in the UK for 5 years, then apply to the Scheme before applications close

**What should they do after receiving their status?**

Nothing

Nothing



## PEOPLE LIKE ME



### Audra and Ignas

Lithuanian couple, expecting a baby



### Emmeline

Belgian citizen, accountant

**Who are they?**

**How long have they been a resident in the UK by 29 March 2019?**

**What can they apply for and when?**

**What should they do after receiving their status?**

4 years

Audra and Ignas should wait until they have been residents in the UK for 5 years, then apply to the Scheme before applications close

Apply under the EU Settlement Scheme on their child's behalf. Or they can instead choose to register their child as a British citizen

0 years

*Emmeline is moving to the UK in March 2020 during the Implementation Period*

As Emmeline will not have been a resident in the UK for 5 years by the end of the application window, she is eligible for **pre-settled status**.

Apply for **settled status** from March 2025 once Emmeline has been a resident in the UK for 5 years.



# INFORMATION FOR EMPLOYERS





## WHAT DOES THE EU SETTLEMENT SCHEME MEAN FOR EMPLOYERS?

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- Employers have a duty not to discriminate against EU citizens in light of the UK's decision to leave the EU as both a prospective and current employer.
- Current 'right to work' checks (e.g. EU passport and / or national ID card) apply until the end of 2020. There will be no change to the rights and status of EU citizens living in the UK until 2021.
- Employers are not expected to pay / support the cost of the EU Settlement Scheme application for their EU citizen employees. They are welcome to do so at their discretion.
- There is no legal obligation for them to communicate the EU Settlement Scheme, however they may wish to signpost the information the Government is providing.
- They do not have to interpret information provided by the Government and they must be careful not to provide immigration advice.



## THE ROLE OF EMPLOYERS AND SECTOR BODIES

The Government is communicating with EU citizens about the EU Settlement Scheme through the four key channels, below:

Employers

Community groups

Local authorities

Direct marketing

### Why are we focusing on employers?

- More than two thirds of all EU citizens in the UK are currently working here.
- Employers are often a trusted source of information.
- Some businesses are already preparing for the potential impact of the UK's exit from the EU. Their workforces are a key part of this.

### How can employers and sector bodies help?

- The Government has produced an **employer toolkit** on the EU Settlement Scheme, a suite of materials for EU citizen employees which explain what the Scheme is and how it works.
- These materials are available for any employer to **download from GOV.UK now**.
- The toolkit materials do not need to be interpreted. **We simply ask that you download and cascade them to your EU citizen employees through your most appropriate channels**, such as:
  - Distributing posters and leaflets across your real estate
  - Delivering company-wide emails/intranet articles, referencing the toolkit materials
  - Hosting short briefings with teams to discuss the EU Settlement Scheme

# THE EMPLOYER TOOLKIT

The Home Office has produced a suite of materials for employers to distribute to their EU citizen employees. These aim to raise awareness of the EU Settlement Scheme and what EU citizens need to know and do.

## Materials to support employers

## Materials to share with EU citizen employees

### Toolkit Introduction pack

Introduces the toolkit and advises employers on how to cascade the communication materials.



HM Government  
EU Settlement Scheme  
Introduction to the Employer Toolkit  
Summer 2018

### EU Settlement Scheme briefing pack


Can be used for presentations at face-to-face events or webinars with EU citizen employees.



HM Government  
EU Settlement Scheme  
Briefing pack  
DRAFT

### Videos / animations

Informative videos including a 'how-to' animation, as well as a "people like me" video.



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Videos / Animations  
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### Leaflets

Leaflets focusing on, eligibility requirements and more.



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### Posters

Visual and engaging posters providing key information about timelines.



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Posters  
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The Employer Toolkit is available to download now from **GOV.UK** at [www.gov.uk/government/publications/eu-settlement-scheme-employer-toolkit](http://www.gov.uk/government/publications/eu-settlement-scheme-employer-toolkit)



# EU SETTLEMENT SCHEME IN MORE DETAIL





## ELIGIBILITY FOR THE SCHEME

### Who is eligible?

#### EU citizens of:



Austria



Belgium



Bulgaria



Croatia



Republic of Cyprus



Czech Republic



Denmark



Estonia



Finland



France



Germany



Greece



Hungary



Ireland



Italy



Latvia



Lithuania



Luxembourg



Malta



Netherlands



Poland



Portugal



Romania



Slovakia



Slovenia



Spain



Sweden







## ELIGIBILITY FOR THE SCHEME

2 OF 4

### Other countries



**Irish citizens** will not need to apply, but their family members from outside the UK and EU will.



The rights of citizens of **Norway, Iceland, Liechtenstein and Switzerland** are still being negotiated.



## ELIGIBILITY FOR THE SCHEME

3 OF 4

### Family members



- Non-British **family members** are eligible to apply, provided that they are resident in the UK by 31 December 2020.
- **Close family members** living overseas will still be able to join an EU citizen resident here after the end of the implementation period, where the relationship existed on 31 December 2020 and continues to exist.
- **Children** born or adopted after 31 December 2020 will also have their rights protected.
- Family members who are not EU citizens will need to show their relationship to an EU citizen living here.

### Who are “close family members”?



- **Family members do not need to be from the EU**; they can come from anywhere in the world (referred to as non-EU citizen family member).
- **Close family members** include spouses, civil partners, unmarried partners, dependent children and grandchildren, and dependent parents and grandparents.



## ELIGIBILITY FOR THE SCHEME

4 OF 4

### My status - continuous residence



- If you have been continuously resident in the UK for **five consecutive years**, you will be eligible to apply for **settled status** straightaway.
- If you have been continuously resident in the UK for **less than 5 years** you will be eligible for **pre-settled status**, enabling you to stay until you have reached the 5 years generally needed to be eligible for settled status.
- If your continuous residence has been broken, **time spent in the UK before the time it was broken cannot be counted.**

### How will I be able to access my status?



- **Your status will be stored electronically by the Home Office.** You will be able to access your status on GOV.UK once this service is launched.
- **You will be able to prove your rights to others online**, including employers and landlords. We will gradually be developing this online service during the EU Exit implementation period to help you prove your rights. You can continue to use your passport or identity card as proof of your rights until the end of December 2020.



## HOW TO APPLY TO THE SCHEME

1 OF 5

### Before applying

Applicants will need the following to complete their application:



- ✓ Access to the internet on a computer, tablet or smartphone
- ✓ Valid passport or EU national identity card
- ✓ Recent photograph or the ability to take one using a smartphone or camera
- ✓ Their National Insurance number, if they have one
- ✓ Proof of residence, for example P60s, bank statement and utility bills, if required
- ✓ Credit or debit card to make payment



**Applicants will be able to get support over the phone or in person if they need help doing things online.**



## HOW TO APPLY TO THE SCHEME

2 OF 5

### 1. Proof of identity

Applicants will be required to prove their identity and nationality.

For EU citizens, this must be a valid EU passport or national identity card.

If an applicant does not have either of these documents due to circumstances beyond their control or compelling practical compassionate reasons, alternative evidence of identity and nationality may be accepted.

To verify their identity, applicants will need to provide a facial image which will be checked to make sure it matches the photograph on their identity document. Non-EU citizens will also need to provide fingerprint biometrics, if they have not already done so for the purposes of being issued a biometric residence card under existing EU law processes.



***Completing the application on a smartphone enables the applicant to photograph or scan their documents into the app and to take a photograph of themselves to verify their identity (if they are an EU citizen).***

***Alternatively, they must upload a photograph of themselves and photographs/scans of their evidence to the website and send their identity document by post. We aim to return documents as soon as possible.***



## HOW TO APPLY TO THE SCHEME

3 OF 5

### 2. Proof of residence



#### National Insurance number

Government can automatically check the residence status of the applicant, based on work and/or benefits records.



#### Paper evidence

The applicant will need to provide their own evidence (this should be submitted electronically) to demonstrate their residence if:

- They don't have a National Insurance number; or
- The Government doesn't have enough data to confirm their residence.

The applicant can provide (for example):

- P60
- Bank statement
- Utility bills



## HOW TO APPLY TO THE SCHEME

4 OF 5

### 3. Criminality check

A criminality and security check will be carried out on all applicants, except for those under the age of 10.

Applicants aged 18+ will be required to declare any serious criminal convictions.

Only serious or persistent criminality can affect an application. This should not affect the vast majority of EU citizens and their family members.





## HOW TO APPLY TO THE SCHEME

5 OF 5

### Payment

It will cost **£65** and **£32.50** for those under 16 years of age.

It will be free to apply if the applicant:

- already has valid indefinite leave to remain or a valid permanent residence document
- is applying to move from pre-settled status to settled status
- is a child in local authority care



***Successful applicants will get proof of their status through an online service.***

***Applicants will not get a physical document unless they are from outside the EU and do not already have a biometric residence card.***

***Once settled status has been granted, it will remain valid unless the individual leaves the UK for a period of more than 5 continuous years.***





## I'VE APPLIED - WHAT DOES THAT MEAN FOR ME?

### Settled status



- If you have **settled status**, also known as **indefinite leave to remain in the UK**, this means there is no time limit on how long you can stay in the UK.
- EU citizens who have been granted settled status will have the same access to work, study, healthcare, pensions and other benefits in the UK according to the same rules as now.
- If you leave the UK, and return within five years, you can enter the UK and continue to live here as a settled person. If you are absent from the UK for more than five consecutive years, your settled status will lapse.
- If you have a child born in the UK after you are granted settled status, that child will be a British citizen.
- Settled status will run alongside any rights you have as an EU citizen under the EU Free Movement Directive, which run until 31 December 2020.

### Pre-settled status



- If you have **pre-settled status**, also known as **limited leave to remain in the UK**, this means you can stay in the UK for a period of five years.
- This will allow you to remain in the UK until you are eligible for settled status, generally once you have lived continuously in the UK for five years.
- EU citizens who have pre-settled status will have the same access to work, study, healthcare, pensions and other benefits in the UK according to the same rules as now.
- Pre-settled status will run alongside any existing rights you have as an EU citizen under the EU Free Movement Directive, which run until 31 December 2020.

## Questions and Answers

Please type your question in the  
Question/Chat box.



Email: [memberservices@smt.co.uk](mailto:memberservices@smt.co.uk) with your questions  
after this session.

Slides emailed to participants after this session.

# Thank you

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