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Immigration, Asylum and Nationality Statement

February 2022

What this policy covers

Under the Immigration, Asylum and Nationality Act 2006, all employers have a responsibility to prevent illegal working in the UK. Under sections 15-25 of this Act employers are required to make document checks on every person they intend to employ.

Our Commitment

The Company is committed to ensuring that there are checks in place, as part of recruitment process, to identify a person's right to work in the United Kingdom. The 2006 Act states that it is illegal to employ an adult subject to immigration control if: -

He has not been granted leave to enter to remain in the United Kingdom, or
His leave to enter or remain in the United Kingdom: is invalid, has ceased to have effect or is subject to a condition preventing him from accepting the employment.

An employer will only have an excuse from penalty for employing a person who has time-limited leave to be in the UK, if checks are repeated at least once every 12 months. This statement is made in accordance with section 15(1) of the Immigration, Asylum and Nationality Act 2006.

We are committed to acting morally and with integrity in all our business relationships and taking reasonable steps to ensure our Company and clients are not employing or working with anyone who is in the United Kingdom illegally.

Due diligence processes for right to work in the UK

The management team are responsible for the checking of valid documents for prospective and existing employees within their respective departments. Using the prescribed list of acceptable documents set out by UK law. If checks establish that a prospective employee is not permitted to work, then our Company is entitled to refuse employment.

Training

The management team are responsible for compliance within their respective departments and in their client/supplier relationships and have been trained accordingly.



Managing Director: F Adams
Directors: A Ferns, S Harrow, S Macphail
Associates: B Sim, C Weir

Members of the Association for Consultancy and Engineering
Registered in Scotland Number: 198294

Registered Office: 3 Glenfield Road, Kelvin, East Kilbride G75 0RA Quality Assured ISO: 9001: 2015

Reporting

Employers can seek legal advice and report any suspicion of illegal working by contacting the Sponsorship and Employers' Helpline or UK Border Agency. Details are set out below: -

UKBApublicenquiries@ukba.gsi.gov.uk

0300 123 4699

Signed:



Date: 02/02/22

(Director)

