

Supporting international professionals into UK employment

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Biscoes Solicitors

Teach
PORTSMOUTH

**JOBS AND
OPPORTUNITIES**
FAIR 2025

Sponsor licence is a privilege and not a right

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BISCOES
SOLICITORS

What will we be covering?

- ▶ What is a Tier 2/Skilled work sponsorship?
- ▶ Criteria for sponsorship and employment
- ▶ What does an employer need to employ migrant workers?
- ▶ What are the common barriers to employment in the UK?
- ▶ Top tips for migrant workers looking for sponsored work

What is a Tier 2/Skilled worker sponsorship?

- ▶ If you are a UK employer looking to recruit a non-UK resident skilled worker from overseas, you will need to understand all about visa sponsorship.
- ▶ Employing a Tier 2 or Skilled worker requires a company to hold a valid sponsor licence, and for the role and candidate to meet certain eligibility requirements.

A sponsorship licence is the permission granted to you as a UK employer to sponsor skilled foreign workers wanting to work for your organisation in the UK under the Skilled Worker visa route.

What the requirements to apply for a sponsor licence?

- ▶ They are a genuine organisation operating lawfully in the UK.
- ▶ Their key personnel named on the application are honest, dependable and reliable.
- ▶ They are aware of and capable of carrying out their sponsor duties i.e. they have appropriate human resources and recruitment systems and practices in place.
- ▶ They are offering genuine employment that meets the required skill level and appropriate rates of pay.

What does an employer need to employ migrant workers?

- ▶ Employers looking to sponsor a worker must:
- ▶ **Hold a Valid Sponsorship License:** This involves a thorough application process and ongoing duties and compliance with Home Office regulations.
- ▶ **Prove Genuine Vacancy:** Demonstrate that the role cannot be filled by a settled worker in the UK.
- ▶ **Meet Salary and Skill Requirements:** Ensure the role meets the minimum salary threshold and skill level.
- ▶ **Cover Costs:** Pay the Immigration Skills Charge and Certificate of Sponsorship fees.

What is the criteria for sponsorship?

- ▶ To be eligible for sponsorship, individuals must meet the following criteria:
- ▶ **Job Offer:** A valid job offer from a UK employer with a skilled worker sponsor license.
- ▶ **Skill Level:** The role must be at RQF Level 6 (graduate level) or above.
- ▶ **Salary Threshold:** The salary must meet the minimum threshold (currently £38,700 or the going rate for the role, whichever is higher).
- ▶ **English Language Proficiency:** Proof of English language skills at CEFR Level B1 or higher.
- ▶ **Maintenance Funds:** Evidence of sufficient personal savings to support themselves in the UK.

What are the common barriers to employment in the UK?

- ▶ Sponsorship License: Not all employers hold a sponsorship license, limiting opportunities.
- ▶ Salary Requirements: Many roles, often fall below the minimum salary threshold.
- ▶ Skill Level: Some jobs may not meet the required skill level (RQF Level 6).
- ▶ Competition: High demand for roles that do meet the criteria can make it challenging to secure a position

What roles qualify as skilled worker roles?

2312	Further education teaching professionals	FE College lecturer Lecturer (further education) Teacher (further education) Tutor (further education)
2313	Secondary education teaching professionals	Curriculum leader (secondary school) Deputy head teacher (secondary school) Head of year (secondary school) Secondary school teacher Sixth form teacher Teacher (secondary school)
2314	Primary education teaching professionals	Deputy head teacher (primary school) Infant teacher Junior school teacher Primary school teacher
2315	Nursery education teaching professionals	Kindergarten teacher (professional) Nursery school teacher Pre-school teacher
2316	Special and additional needs education teaching professionals	Behaviour support teacher Deputy head teacher (special/additional needs school) Learning support teacher Special educational needs coordinator Special needs teacher
2321	Head teachers and principals	Head master (secondary school) Head teacher (primary school) Principal (further education) Rector (university)

Continued..

6112	Teaching assistants	Classroom assistant School assistant Teaching assistant	Yes
6113	Educational support assistants	Education support assistant Learning support assistant Non-teaching assistant (schools) Special needs assistant Support assistant (educational establishments)	Yes

TA role

- ▶ In most cases, a teaching assistant role is not considered a "skilled worker" under the UK immigration system, as the going rate salary (£23,500) for most teaching assistant positions typically falls below the required threshold to qualify for a Skilled Worker visa; meaning they would need to meet the general salary of (£38,700) requirements to be eligible.
- ▶ **Who will pay this?**
- ▶ Salary threshold: To be considered a skilled worker, the job usually needs to meet a specific salary threshold, which is often too high for most teaching assistant positions.

How to Overcome This Challenge:

- ▶ **Upskilling:** Consider roles that meet the skill and salary requirements, such as senior or specialized positions.
- ▶ **Alternative Routes:** Explore other visa options, such as the graduate visas, if applicable.

Top Tips for Employees:

- ▶ Research Eligible Roles: Focus on roles that meet the skill and salary requirements.
- ▶ Check Employer Licenses: Ensure the employer holds a valid skilled worker sponsor license.
- ▶ Prepare Documentation: Gather proof of qualifications, English language proficiency, and maintenance funds.
- ▶ Speak to immigration specialist

Hannah Chalmers

Thinking Schools Academy Trust

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International Candidates

Every young person in our community deserves to have the best opportunities at life regardless of their individual circumstances.

Education is the key to accessing these opportunities and we support and develop every member of our community to:

- Think about their Thinking
- Be their Best self
- Shape their Success

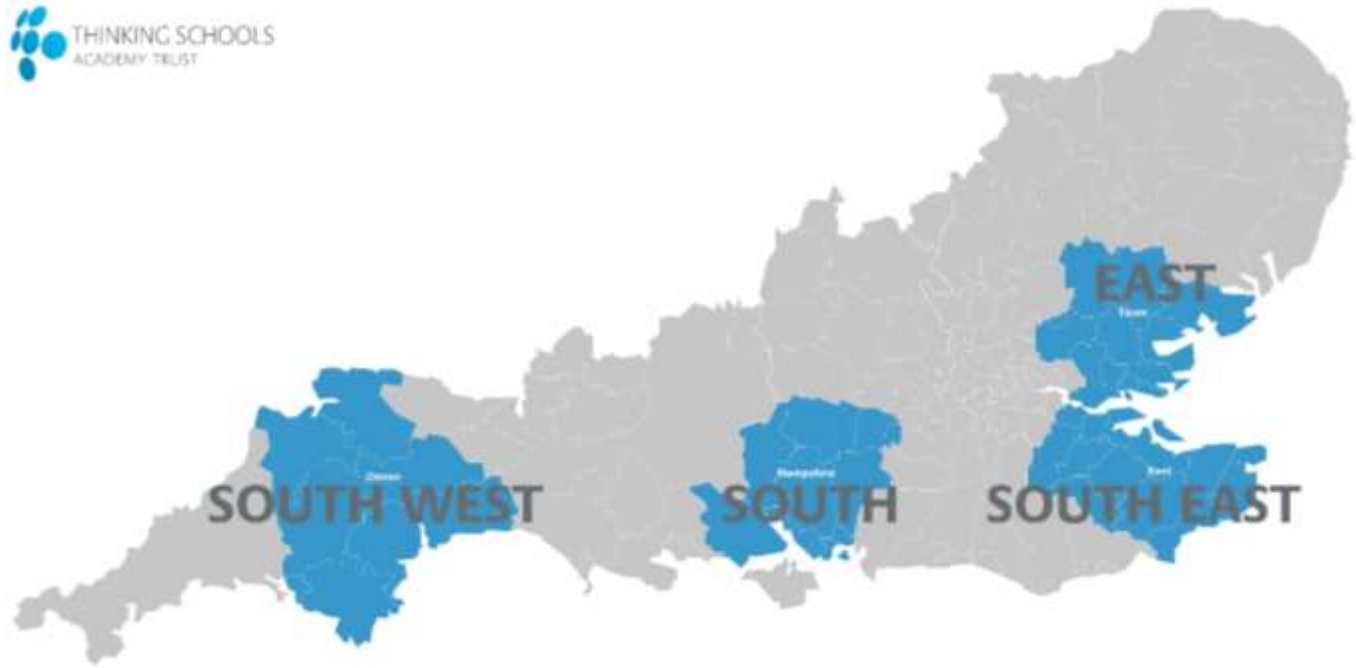
In this way Thinking Schools Academy Trust transforms life chances.



TRANSFORMING LIFE CHANCES



Our Locations



SOUTH WEST



SOUTH



SOUTH EAST



EAST



TRANSFORMING LIFE CHANCES



What do you need to include on the application form?

APPLY NOW

- CVs are not accepted but can accompany and support a completed application form. We use CV parsing!
- Full education and employment history – all gaps must be explained from leaving full time education
- Referees – ideally from the most recent employer and second most recent employer. **No personal email address for character referees** e.g. gmail / Hotmail etc
- National Insurance Number

What do you need to bring to interview and why do we need this?

- Share code / Biometric Residence Permit
- Passport + 2 other forms of ID
- Police certificate if lived or worked abroad for 3 months or more in the last 5 years [Criminal records checks for overseas applicants - GOV.UK](#)
- Evidence of qualifications



Important to note

- TSAT has a sponsorship licence but we only sponsor teaching roles at present
- Permanent Full Time contracts cannot be offered to individuals who hold a student visa
- Level 2 Maths & English is required for Teaching Assistant roles



Any questions?

Where can you find our vacancies?

Thinking Schools Academy Trust Career site

<https://shorturl.at/Eie1Y>



Hannah Chalmers, Recruitment Advisor: recruitment@tsa.academytrust.org.uk

Thank you!



Portsmouth
CITY COUNCIL

EMAS – The Ethnic Minority Achievement Service for Portsmouth

Ruth Nabholz Duncan - EMAS BLA Manager

Who are EMAS?

1. Advisory support
2. Bilingual Support
3. 'Starting Out'
4. Resources

<https://eal.portsmouth.gov.uk>

The logo for EAL Portsmouth is displayed on a blue rectangular background. It features the text 'EAL' in a large, white, sans-serif font at the top. Below it, 'PORTSMOUTH' is written in a larger, bold, white, sans-serif font. At the bottom, the tagline 'The home of Portsmouth EMAS' is written in a smaller, white, sans-serif font.

EAL
PORTSMOUTH
The home of Portsmouth EMAS

1. Advisory support

- School improvement work
- Training and capacity building
- Pupil assessments, especially disambiguating SEN and EAL



2. EMAS' bilingual staff

- The team – 28 BLAs in 21 community languages
- The work of a Bilingual Learning Assistant (BLA) in class, in nursery settings, with families, outside agencies etc.



BLA job description

(EMAS) BILINGUAL LEARNING ASSISTANT

PURPOSE:

- **To provide a support service complementary to teaching activities, primarily through first language or bilingual communication.**
- **To work in partnership with the class/subject/EMA adviser to access bilingual learners to the curriculum.**

ROLES AND RESPONSIBILITIES:

- To act as a classroom assistant, supporting bilingually the language and learning needs of pupils, particularly in their access to the national curriculum.
- To support the class/subject/EMA adviser in providing a stress-free 'settling-in' period for new entrants, recent arrivals or returnees from extended stays in country of origin. This may include involvement in admission/induction/assessment/placement procedures e.g. parent/pupil conferences.
- To assist in monitoring progress and assessing performance including: early profiling of new arrivals; teacher assessment and records of achievement;

- To communicate important information to teachers about the child's full language repertoire, details about first language oracy/literacy skills etc.
- To assist in the production of bilingual language/curriculum support materials.
- To assist in the promotion of home-school links/parental partnership e.g. contributing to the reporting process by interpreting at parents' evenings, translating home/school communications etc.
- To respect and maintain confidentiality in negotiations with parents, pupils, teachers and community representatives.
- To support school/EMA advisers in liaising with other educational agencies/services.
- To keep records of arrangements made and work carried out.
- To undertake any additional duties that may be reasonably allocated by the Team Leader within the purview of the post.
- Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. CRB Disclosure at Enhanced level will be required prior to any offer of employment.

Ethnicity and Language background in Portsmouth schools

Around 32% of school-aged children in the city are ME (Minority Ethnic). This equates to almost 9,000 pupils in our schools who are not White British.

21.5% of pupils (over 6,000 pupils) in Portsmouth schools speak English as an additional language (EAL).

There are currently **118 languages** other than English spoken in Portsmouth schools

From the school census (January 2024):

The most common languages spoken in the city are currently, in order (largest first): Bengali, Polish, Romanian, Kurdish, Arabic, Malayalam, Yoruba, Chinese, Portuguese, Farsi and Spanish.

3. 'Starting Out' support for UAMs

- The sessions
- A partnership approach



4. Resource offer

Electronic resource support

- Curriculum support
- Display materials
- Parental resources
- Advice and Guidance

e.g. regular monthly bulletin, Schools in England



Plus a library of bilingual books, stories in first language, diversity boxes, bilingual dictionaries etc. and display materials

Contact

Ruth Nabholz Duncan
Children, Families and Education

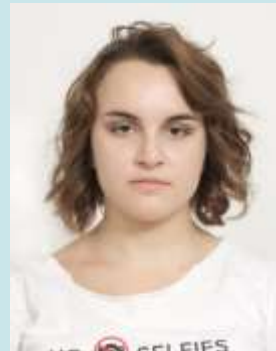
Portsmouth City Council: Ethnic Minority Achievement Service (EMAS)
Floor 4, Core 1
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Guildhall Square
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And most importantly - the voice of a BLA

- Teodora Karailanova – Bulgarian BLA



Questions?

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