

FOI 088 2025 Response

1a. A copy of any policies that set out how the Trust ensures that employees have a legal right to work in the UK, and how these policies are enforced.

Please see attachments.

1b. A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.

We carry out monthly reports using our HR system, ESR to check right to work compliance.

Please note that we do not explicitly conduct audits, these are monthly reports that are pulled to review the information and highlight visas coming up for expiry or any gaps.

1c. The job title and grade of the person (or people) responsible for overseeing and enforcing this policy? (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).

People Partner Resourcing B8A

2a. A copy of any policies that set out how the Trust ensures that employees contracted through third parties have a legal right to work in the UK, and how these policies are enforced.

There is no specific policy. Our agency workers are procured via national frameworks that and that stipulate requirements around right to work checks.

2b. A copy of any records or audits, from within the last two years, that set out details as to how far these policies are complied with.

N/A – please refer to the response provided in Q2a.

2c. The job title and grade of the person (or people) responsible for overseeing and enforcing this policy. (For the avoidance of doubt, I am not seeking any personal information other than job title and grade).

N/A – please refer to the response provided in Q2a.

3a. Information that sets out, for each of the last three years, how many asylum seekers were hired on a temporary right to work visa by the Trust.

This is unknown as we do not have this information.

3c. Information that sets out, for each of the last three years, how many asylum seekers were registered volunteers at the Trust.

This is unknown as we do not have this information.

3d. A copy of any policy concerning how you ensure that asylum seekers who are registered volunteers are not replacing paid roles.

There is no specific policy.

4a. Information that sets out, for each of the last three years, how many checks have been conducted due to expiration of a Positive Verification Notice of a Temporary work visa.

This is unknown as we do not have this information.

5a. Information that sets out, for each of the last three years, how many employees had an employment contract terminated due to a change in their immigration status? Check?

This is unknown as we do not have this information.

6a. Information regarding any schemes or partnerships that your Trust has with charities or other external organisations that support or promote the employment of foreign nationals, asylum seekers or those who have recently successfully claimed asylum. I am seeking information on the name of the charity or organisation and any partnership agreement or document that sets out the nature of the relationship or scheme.

N/A