



Home Office

Ukraine: Guidance for Employers and Landlords

May 2022



Department for Levelling Up,
Housing & Communities



Department
for Work &
Pensions



REFUGEE
EMPLOYMENT
NETWORK

Background

The unprovoked invasion of Ukraine has caused a large displacement of people from Ukraine to other European countries.

The UK is moving as quickly as possible to ensure that those fleeing Ukraine can find safety in the UK through the **Ukraine Family Scheme** and **Homes for Ukraine**.

We have streamlined the process so valid passport holders do not have to attend in-person appointments before arriving in the UK, simplified our forms and boosted caseworker numbers, while ensuring vital security checks are carried out.

In addition, the UK is home to thousands of Ukrainians on temporary visas who are here either visiting, studying or working, but are unable return to Ukraine

Under the new **Ukraine Extension Scheme**, Ukrainians already in the UK, along with their family members, will be given three years' leave as well as full access to work, study and public funds. This will ensure they have the same rights and entitlements as those coming here through either the Ukraine Family Scheme or Homes for Ukraine route.

Ukraine Family Scheme visa

Launched on 4 March 2022, the Ukraine Family Scheme allows **immediate and extended family members of British nationals**, people settled in the UK, and certain others resident here, to come to the country.

Those granted under the Scheme will be granted a visa that lasts three years. It is **free to apply** and applicants will be able to **live, work and study in the UK and access public funds**.

Those applying to the Ukraine Family Scheme will:

- be applying to join or accompany a UK-based family member
- be Ukrainian or the immediate family member of a Ukrainian national who is applying to the scheme
- have been residing in Ukraine on or immediately before 1 January 2022 (including those who have now left Ukraine)

Homes for Ukraine Scheme

Applications for the Homes for Ukraine scheme opened on 18 March 2022 and allows people seeking sanctuary with no family ties to the UK **to be sponsored by individuals who can offer them a home**, such as a spare room or unoccupied residential self-contained unit.

We will welcome as many Ukrainians as wish to come and that have matched sponsors.

It is **free to apply** and applicants will be able to **live, work and study in the UK and access public funds for up to 3 years.**

- The scheme will be open to all Ukrainian nationals and their immediate family members
- Sponsors can be of any nationality, with any immigration status, provided they have at least six months' leave to remain within the UK.
- Sponsors are asked to provide accommodation for a minimum of six months and will be offered a 'thank you' payment of £350 per month to people who can accommodate one or more household for up to 12 months.

Ukraine Extension Scheme

From 3 May 2022, Ukrainian nationals in the UK who have temporary visas, including work, study or visit visas will be able to apply to the Ukraine Extension Scheme free of charge.

Ukrainians who had visas on or before 18 March 2022, or visas which have expired since 1 January 2022, will be able to apply. Their partner and children will also be able to apply if they are already in the UK as ‘dependants’.

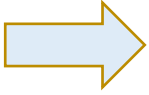
- The Ukraine Extension Scheme will be introduced to allow Ukrainians who have limited leave in the UK to extend that leave.
- Under the Ukraine Extension Scheme, individuals will get **3 years leave to remain in the UK** and will have the right to work, study and access public funds.
- The Scheme is fee free with no Immigration Health Surcharge requirement. Additional VAC services where needed will also be free.
- This scheme is currently not a route to settlement. Individuals who have leave on a route to settlement should consider carefully whether the Ukraine Extension Scheme would be the right route for them to apply for.



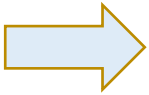
Home Office

Right to Work / Rent Checks

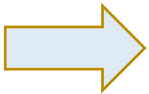
Right to Work / Rent Checks



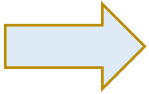
Those Ukrainians who are granted a visa under one of these schemes **have the right to work in the UK and rent private property in England**, if they chose to do so.



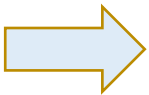
In line with all other cohorts, employers and landlords should conduct right to work and rent checks on all Ukrainian nationals wishing to take up employment or renting whilst they have leave.



Right to Work and Right to Rent checks operate in exactly the same way for Ukrainian nationals on the Ukraine Schemes. The only difference is in what documents they have on arrival in the UK.



Those Ukrainians arriving in the UK can evidence their right to work and rent either with their **valid passport** or with their **Biometric Residence Permit (BRP)**.



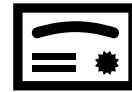
For landlords, it is also important to note that the Homes for Ukraine Scheme does not fall within the Right to Rent Scheme. This will change, however, if or when they move into private rented accommodation in England.

Ukrainian nationals who have a valid passport

Arrive in UK



Border Force stamp the passport with a Code 1A or Amended Code 1 stamp, valid for six months - Leave Outside the Rules (LOTR)



They have a time-limited right to work and rent



They will need to obtain a Biometric Residence Permit (BRP). This can be done at any point during the six-months validity of the stamp



Follow-up checks of those individuals who have time-limited permission to work and rent in the UK



Example Immigration Officer Stamps

Leave to enter the United Kingdom is hereby given for/until

--	--	--

Code 1A Stamp

Leave to enter for/until

No recourse to public funds

Code 1 Stamp



Immigration Officer's Date Stamp

Example Code 1A and Code 1 stamps, endorsed with an Immigration Officers date stamp

Ukrainian nationals who don't have a valid passport

Biometric information given at a VAC and provided with an entry clearance vignette attached to a 'Form for Affixing the Visa' (FAV)



Arrive in UK



Shortly after arrival, a BRP is available for collection



A BRP can be used to access the Home Office online checking service to prove a right to work and rent



Individuals can use their FAV document as proof of right to work/rent with confirmation from the Employer Checking Service (ECS) / Landlord Checking Service (LCS)



Example Visa documents

UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND
ROYAUME-UNI DE GRANDE-BRETAGNE ET D'IRLANDE DU NORD

FORM FOR AFFIXING THE VISA
FEUILLET POUR L'AFFOCHAGE D'UN VISA

21 UK

ISSUING AUTHORITY/AUTORITE DE DELIVRANCE

(1) Name/Nom (2) Passport/Passport

Stamp
Cachet

(3) Date of birth/Date de naissance

(4) Passport number/Numéro de passeport

Signature
Signature

Date/Date

Your Stamp
Vignette Visa

Example of a Form for Affixing the Visa (FAV)



Example Ukraine Scheme Entry Clearance Vignette / Visa

Online Digital Checking Service

Home Office online digital service

- Check that the photograph is of the individual presenting themselves for work.
- Check they have the right to work and are not subject to a condition.
- You must retain evidence of the online right to work check.

[View a job applicant's right to work details - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

[View a tenant's right to rent in England - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

The screenshot shows the GOV.UK 'Right to work' check page. At the top, it says 'View a job applicant's right to work' and 'BETA This is a new service - your feedback will help us to improve it.' The main content area is titled 'Right to work' and features a profile for 'Erika Mustermann'. It states: 'They have permission to work in the UK from 28 March 2021. They can work in the UK until 28 April 2023.' Below this, under 'Details', it says 'They can work in any job.' To the right is a photograph of a man with a 'Rotate' button. Below the photo, it says 'If you employ this person To avoid a penalty, you must:' followed by a list of instructions: 'check this looks like the person you meet face to face', 'keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after', and 'do this check again when their permission to be in the UK expires on 28 April 2023'. It also mentions 'Read the employers' code of practice to find out more about right to work checks.' At the bottom, there is a 'Details of check' table:

Company name	Date of check	Reference number
Acme Ltd	8 January 2018	WE-JRKMKG-12

At the very bottom, there are links for 'Print page' and 'Download PDF'.



Home Office

Employment support available



Department
for Work &
Pensions



REFUGEE
EMPLOYMENT
NETWORK

Registering employment opportunities

If you are an employer, you can use this form to tell the **Department for Work and Pensions (DWP)** and the **Refugee Employment Network (REN)** about work you can offer to people arriving from Afghanistan or Ukraine.

This includes:

- full-time jobs
- part-time jobs
- voluntary work

Email the completed form to: offerwork@homeoffice.gov.uk

What happens next

After your offer is received, you'll be contacted by someone from the DWP or REN.

They'll ask you about your offer in more detail and explain what happens next.

[Offer work to people who have come to the UK from Afghanistan or Ukraine - GOV.UK](https://www.gov.uk/government/consultations/offer-work-to-people-who-have-come-to-the-uk-from-afghanistan-or-ukraine)
(www.gov.uk)

DWP - The National Employer and Partnership Team - Resettlement Team

Offer work to people who have come to the UK from Ukraine:

www.gov.uk/offer-work-ukraine

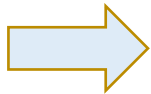
Guidelines to Help British Businesses Employ Refugees: [UNHCR - Tapping Potential](#)

DWP Jobs Portal: [Find a job - www.gov.uk/find-a-job](http://www.gov.uk/find-a-job)

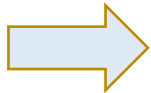
REN Jobs Board: [Job Opportunities - Refugee Employment Network](#)

Contact the team for offers of employment queries: Employer.Advice@dwp.gov.uk

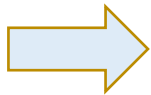
Refugee Employment Network



Refugee Employment Network (REN) brings together non-profits, local authorities and businesses to ensure refugees in the UK have access to paid work or self-employment opportunities.



Founded in 2019, our organisation is the only national membership network in the UK exclusively focused on creating better opportunities for refugees across the whole country.



Our team has in-depth knowledge of the UK refugee space, as well as established connections with key organisations in the sector.

Refugee Employment Network

REN's purpose is to **strengthen the ecosystem of support services for refugees across the UK to help remove the financial, cultural and social barriers** that prevent them from accessing more employment opportunities and adding social and economic value to society.

We are honoured to collaborate closely with **200+ member organisations** who work with refugees directly, and ensure their efforts are strong, effective and coordinated through the following activities:

1. **Facilitate connections** between employers and local, regional and national service providers;
2. **Share best practice of refugee employment and retention**, and provide general guidance for our members to create and attain standards for meaningful and long-lasting refugee employment; and
3. **Leverage resources** and seek **financial support** to fund meaningful job creation and employment support programmes for refugees.

Refugee Employment Network

REN partners with the DWP to work together to disseminate the many job opportunities currently on offer to refugees to our network of organisations and to offer advice and support.

Considerations for employers who want to support Ukrainian refugees into employment:

- Evaluate recruitment tools – will they disqualify refugees?
- Offer a range of contracts - full time, part time, flexible work, work in school hours
- Access to free or affordable childcare
- Access to trauma support
- Access to English language support
- Access to training opportunities



Home Office

Key sources of advice



Department
for Work &
Pensions



REFUGEE
EMPLOYMENT
NETWORK

Ukraine Family Scheme

Central guidance: [UK visa support for Ukrainian nationals - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/uk-visa-support-for-ukrainian-nationals)

Ukraine Family Scheme (UFS): <https://www.gov.uk/guidance/apply-for-a-ukraine-family-scheme-visa>

Factsheets for handing out in ENG/UKR/RUS: [Immigration information for Ukrainians in the UK, British nationals and their family members - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/immigration-information-for-ukrainians-in-the-uk)

Ukraine Family Scheme 24/7 helpline: call +44 (0)808 164 8810 - option 1

Homes for Ukraine Scheme

Homes for Ukraine Factsheets in ENG/UKR/RUS: [Homes for Ukraine: factsheet for Ukrainians - GOV.UK \(www.gov.uk\)](#)

Unmatched sponsors can be signposted to Reset - [Homes for Ukraine](#) and [Ukrainian Sponsorship Pathway](#)

Recognised Providers: [Organisations who can help UK citizens become sponsors - GOV.UK \(www.gov.uk\)](#)

HMG welcome guide (translated versions in top right-hand corner): [Welcome: a guide for Ukrainians arriving in the UK - GOV.UK \(www.gov.uk\)](#)

HMG guide for new arrivals: <https://www.gov.uk/guidance/move-to-the-uk-if-youre-from-ukraine>



Further links

Offer work to people who have come to the UK from Ukraine - [GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Information for Ukrainians wanting to come to the UK - <https://www.augb.co.uk/ukrainian-refugees-wanting-to-come-to-the-uk-or-are-already-here>

Ukrainian refugees help and support - <https://www.augb.co.uk/ukrainian-refugees-in-the-uk-help-and-support>

Details of free travel through the EU - [Information for people fleeing the war in Ukraine](https://european-council.europa.eu/media/en/press-communications/infographic/infographic-ukraine-war)
[European Commission \(europa.eu\)](https://european-council.europa.eu/media/en/press-communications/infographic/infographic-ukraine-war)

Ukraine displaced persons travel scheme - details of free travel on arrival in the UK - [National Rail Enquiries - Journey Planner](#)

For Scotland – Sponsors can contact a Ukraine Advice Helpline on 0800 9956045 or Ukraine@justrightscotland.org.uk (Scottish Govt super sponsors)

Right to Work and Rent Checks

Ukrainian Nationals and Right to Work Checks - [pdf \(publishing.service.gov.uk\)](#)

Ukrainian Nationals Right to Rent Checks - [pdf \(publishing.service.gov.uk\)](#)

Use the Employer Checking Service - [GOV.UK \(www.gov.uk\)](#)

Check your tenant's right to rent: [How to do a check - GOV.UK \(www.gov.uk\)](#)

Gangmasters & Labour Abuse Authority

GLAA Workers' Checklist poster - [Workers' rights - UK - Checklist - FREE - GLAA](#)

GLAA Know the Signs / Know Your Rights poster - [Know the signs - Exploitation - Your rights - Posters – GLAA](#)

Workers' Rights leaflets - [Workers' Rights Leaflets - Translations - Languages - GLAA](#)