

Are you prepared for Home Office compliance action?

Immigration compliance audits for employers



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at a time

Managing immigration risk

We are seeing a significant increase in Home Office enforcement activity against UK employers.

This includes a clear rise in:

- Sponsor licence suspensions and revocations
- Civil penalties for illegal working of up to £60K per worker
- Targeted information requests checking compliance with sponsorship duties
- Unannounced compliance visits and illegal working audits

In 2026, the requirement to carry out right to work checks will extend beyond employed workers to encompass those directly engaged via self employment. This means that the risk of a possible civil penalty is only set to grow.

A new enforcement approach: The “paper-based” audit

Importantly, enforcement is no longer limited to reactive investigations – it is becoming systematic and data-driven.

Rather than relying solely on-site visits, authorities are now using information held across Government, including HMRC data, to identify potential breaches.

This includes:

- Identifying individuals working beyond visa expiry dates
- Checking whether sponsored workers are being paid in line with salary requirements
- Cross-referencing records at Companies House to assess a business's compliance with sponsorship duties

This data is being used to trigger compliance enquiries and formal information requests to employers across all sectors.

As a result, even well-managed organisations are being caught out by gaps in systems, processes, or record-keeping.



How we can help

The immigration team at DAC Beachcroft offers Immigration Compliance Audits designed to help employers assess and strengthen their immigration compliance processes.

Our audit provides a clear, practical review of your current systems to assess whether they would meet Home Office expectations. The aim of the audit is to help you identify and address issues before they become serious problems.

What the audit covers

We carry out a structured review across key risk areas:

Sponsor licence compliance

- Roles and responsibilities of key personnel
- Reporting processes and SMS usage

Right to work compliance

- Systems and procedures
- Record-keeping and repeat checks

Sponsored worker file reviews

- Sample audit of employee files
- Identification of missing or inconsistent documentation

Recruitment and onboarding

- Alignment between roles, salaries, and sponsorship
- Compliance with immigration requirements

Policies and governance

- Review or creation of internal policies and procedures relating to recruitment, right to work and sponsorship
- Assessment of training needs or gaps in knowledge in HR teams

Self employed and supplied labour

- Strategic advice on possible risks presented by the extension of right to work checks to self employed workers

What you receive

Following the audit, you will receive:

- A clear risk assessment with Red / Amber / Green rating of identified issues
- Insight into how your organisation may be assessed during a Home Office compliance review
- Practical action plan with recommendations for immediate actions and longer-term improvements

Why this matters

Immigration compliance action can have significant financial, operational, and reputational consequences. An immigration audit will help your business or organisation to:

- Reduce the risk of a civil penalty of up to £60k for illegal working
- Protect your sponsor licence to ensure you can keep employing your sponsored workers
- Strengthen internal right to work and compliance procedures to ensure a smoother recruitment and onboarding process

Fixed-fee approach

We offer this audit on a fixed-fee basis, tailored to the size and complexity of your organisation.

Get in touch

If you would like to review your current compliance position or discuss how an audit could support your organisation or business, we would be pleased to assist.

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