

# Brexit transition – Summary of government guidance for schools on workforce and recruitment

## EU Settlement Scheme

If you're an EU, EEA or Swiss citizen, you and your family can apply to the EU Settlement Scheme to continue living in the UK after 30 June 2021. You can also apply if you're the family member of [an eligible person of Northern Ireland](#).

If your application is successful, you'll [get either settled or pre-settled status](#).

The EEA includes the EU countries and also Iceland, Liechtenstein and Norway.

You may be able to [stay in the UK without applying](#) - for example, if you're an Irish citizen or already have indefinite leave to remain.

The deadline for applying is 30 June 2021. You must have started living in the UK by 31 December 2020.

## [Stay in the UK \('settled status'\): step by step](#)

## Recruiting Teachers from Overseas

The UK will introduce a [points-based immigration system](#) from 1 January 2021 which will change how you employ teachers who are not UK or Irish nationals. All overseas nationals arriving in the UK from 1 January 2021, including those from the [European Economic Area \(EEA\)](#) and Switzerland, will come under the UK's points-based immigration system. Immigration routes will open later in 2020 for applications to live, work and study in the UK from 1 January 2021.

## Recruiting Trainee Teachers from Overseas – Accredited ITT Providers

All overseas nationals arriving to work or study in the UK from 1 January 2021, including those from the [European Economic Area \(EEA\)](#) and Switzerland, will come under the [UK's points-based immigration system](#).

The type of visa trainee teachers from overseas will need to apply for may depend on whether their teacher training course is salaried or unsalaried.

Unsalaries includes:

- higher education institution programmes
- school-centered initial teacher training (SCITT) programmes
- School Direct fee-funded programme
- Salaried includes:
  - School Direct salaried programme
  - Teach First Leadership Development programme
  - postgraduate teaching apprenticeships

Irish citizens will continue to be able to enter, work and study in the UK as they do now.

Trainees from outside the EEA and Switzerland may already need a visa to study or work in the UK. They can [check if they need a visa](#)

## Applying for Qualified Teacher Status (QTS) from 1st Jan 2021

You will still be able to [apply for qualified teacher status \(QTS\)](#) in England if you qualified as a teacher in the EU, Iceland, Liechtenstein, Norway or Switzerland, but the process is changing.

From 1 January 2021, teachers who qualified in any of these countries applying for QTS will need to provide a letter of professional standing. The letter will need to be from the organisation responsible for regulating teachers in the country in which you qualified. This will allow DfE to validate your qualification.

The letter should:

- confirm that you are recognised as a qualified teacher in any EU member state, Iceland, Liechtenstein, Norway or Switzerland
- show you are not subject to any restrictions in that country
- be dated within the 3 months prior to your application.

### Checking Someone's Immigration Status

You can use this service to check someone's immigration status if you have their 'share code'.

The share code will have been emailed to you or given to you by the person whose status you're checking. It expires after 30 days. You will also need the person's date of birth.

The service will show if they have the right to:

- live in the UK
- access services like the NHS
- apply for benefits
- apply for a bank account, loan or credit card in the UK

### Changes to Checks for EU sanctions on EEA teachers from 1 Jan 2021

From 1 January 2021 professional regulators in the EEA (EU, Iceland, Liechtenstein and Norway) will no longer share information about sanctions imposed on EEA teachers with the Teaching Regulation Agency (TRA).

From 1 January 2021 the Teaching Regulation Agency will no longer maintain a list of EEA teachers with sanctions.

Schools must continue to carry out safer recruitment checks on all applicants.

### Criminal Records Checks for Overseas Applicants

The application process for criminal records checks or 'Certificates of Good Character' for someone from overseas varies from country to country. You'll have to apply in the country or to the relevant embassy in the UK.

Please read the relevant guidance document if you have any queries. If you have any questions on applying for a criminal record check in the UK, please contact the [Disclosure & Barring Service](#).

All Tier 2 (General) visa applicants who want to work in specified health, education or social care sectors must provide a criminal record certificate.

This must be from any country (except the UK) where you have lived for 12 months or more (whether continuously or in total) in the last 10 years, while aged 18 or over. This will also apply to any adult partners, whether they apply with you or make a separate application to join you if you are already in the UK.

This will not apply if you are making an application for an extension of stay in the UK.

If you don't provide a certificate or a satisfactory explanation about why you have not provided one, your visa application will be refused.