

EU SETTLEMENT SCHEME

HR Guidance Document

January 2019

1. About the scheme

EU citizens who want to stay in the UK beyond **30 June 2021**, in line with the Withdrawal Agreement, will need to apply with any family members to the **EU Settlement Scheme**.

The EU Settlement Scheme allows an EU worker and their family members to continue to live, work and study here in the UK. It means they continue to be eligible for:

- public services, such as healthcare and schools;
- public funds and pensions;
- British citizenship, if you meet the requirements and want to apply.

The implementation period will start on **30 March 2019**.

The EU settlement is expected to be open to all eligible applicants, including family members.

Individuals need to re-apply under the new system, as any current European residence documents, including permanent residence cards, will be rendered invalid.

NOTE: The UK has reached an agreement with Norway, Iceland, Liechtenstein and a separate agreement with Switzerland.

<https://www.gov.uk/government/publications/eea-efta-separation-agreement-and-explainer>

2. Eligibility

As of 30 June 2021:

Resident more than 5 years	Eligible for settled status – This gives the individual the right to live and work in the UK on an indefinite basis.
Resident less than 5 years	Eligible for pre-settled status – This gives the individual the right to remain in the UK until they have been resident for more than 5 years at which point they can apply for settled status.

3. Cost

Fees for application are:

- £65 for adults and children 16+
- £32.50 for children under the age of 16

and operate on the basis of a presumption that applications will be accepted.

Applications are free of charge in the following circumstances:

- The citizen already has valid indefinite leave to remain in or enter the UK
- The citizen already has a valid permanent residence document
- The citizen is applying to move from pre-settled to settled status
- The citizen is a child in local authority care.

Useful information

To stay informed visit <https://eucitizensrights.campaign.gov.uk/> to sign up for alerts and regular updates from UK immigration

Video describing how to apply for the settlement scheme:

<https://www.youtube.com/watch?v=XEA06Wes6JQ>

EU settled and pre-settled status for EU citizens and their families

<https://www.gov.uk/settled-status-eu-citizens-families>

A number of employers, including both Westminster City Council and Royal Borough of Kensington and Chelsea, have made the decision to allow current council staff to claim back the cost of their individual application.

ACTION:

- a. Identify how many employees are from the EU and likely to be affected by the changes.**
- b. Advise employees of the proposed changes, signposting them to the guidance.**
- c. The Governing Body to consider and confirm whether it will pay the cost of the settlement for any individual staff member employed at the school.**

When to apply

The scheme will be open fully by 30 March 2019. The deadline for applying will be 30 June 2021.

When you'll have 5 years' 'continuous residence'

Five years' continuous residence means that for 5 years in a row you've been in the UK for at least 6 months in any 12-month period, except for:

- one period of up to 12 months for an important reason (for example, childbirth, serious illness, study, vocational training or an overseas work posting)
- compulsory military service of any length

If you'll have 5 years' continuous residence by 30 June 2021

If you apply once you've got 5 years' continuous residence (and you meet all the eligibility criteria), you'll get settled status.

If you apply before you've got 5 years' continuous residence, you'll only get pre-settled status. You'll then need to apply again later to get settled status if you want to stay in the UK permanently.

If you will not have 5 years' continuous residence by 30 June 2021

You will not be eligible for settled status before the deadline for the EU Settlement Scheme. However, if you meet all the eligibility criteria, you'll get pre-settled status if you apply any time before 30 June 2021.

You can then change your pre-settled status to settled status as soon as you have 5 years' continuous residence.

Find further details at www.gov.uk/settled-status-eu-citizens-families