

**STRIDE TREGLOWN**

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# **Visa Sponsorship Policy**





## Visa Sponsorship Policy

This Visa Sponsorship Policy sets out how we make decisions for visa sponsorship, and specifically skilled worker visas. You can read how we handle your data during the recruitment process (Job Applicant Privacy Notice).

This Visa Sponsorship Policy explains the process for both new applicants seeking to work with us who would require a Skilled Worker Visa and for existing employees changing from one form of visa (e.g. Graduate Visa) to Skilled Worker Visa.

As an employer and visa sponsor we have a responsibility to prevent illegal working in the UK. As such we have a legal requirement to ask you about your right to work in the UK. During the recruitment process we will ask to see your documentation and take scans of that information to be kept on file.

This policy covers the majority of circumstances in which the regulations will apply. However, due to the complexity of the visas and immigration system it is difficult to create an exhaustive list, and each individual will need to be treated on a case-by-case basis, so please do speak to us if you have questions or concerns. We will also discuss these during the recruitment process after a job offer has been made.

Regardless of which options below applies to a prospective employee we will evaluate your right to work in the UK as the final stage of the process. Our job offer decision will be based on the capability, experience, and professional qualifications of an applicant.

### **New applicants – UK and Ireland Citizens**

If you are a citizen from the UK or Ireland you will have the right to work in the UK. During the recruitment process we will still ask you to show us documentation to demonstrate your legal right to work in the UK. This may include a current passport, driving licence, or birth certificate. We will discuss this with you during the recruitment and onboarding process.

### **New applicants – Switzerland and EEA Citizens**

You may be able to work in the UK if you have applied for pre-settled or settled status. If you require further information please look up EU Settlement Scheme (EUSS) on the UK government's website.

### **New applicants – If you have the right to work via a different route**

If you have the right to work already through the different visas and schemes available, we will ask you about this after we make a job offer to you.

### **New applicants – If you do not have the right to work in the UK**

If you do not already have the legal right to work in the UK, you are still welcome to apply for a job with us. We strongly recommend that you use the Home Office website to review the legal requirements of working in the UK as this will give you an indication of whether you may be eligible to work in the UK under the Points Based System (PBS) for immigration.

We will assess all job applications using criteria based on the knowledge, skills and experience needed for the post. The best way to demonstrate your qualities is through your Cover Letter, CV, and Portfolio.

It is a condition of any offer of employment we make to you that you have, or gain, permission to work in the UK. By law, you will not be able to start working for us until you are able to provide evidence that this permission has been granted.

If we make you a job offer and you need to seek permission to work in the UK on a Skilled Worker Visa, you will need to obtain a Certificate of Sponsorship from us (Stride Treglown). There will be requirements that must be met, such as the level of professional qualification and that this role meets minimum salary requirements or other criteria set by the Home Office for this role.

### **Existing employees – Seeking to change their visa**

We occasionally have current employees on one form of visa (e.g. Graduate Visa) who wish to change to a Skilled Worker Visa. Please do speak to the People and Development Team in these situations. There will still be requirements, set by the Home Office, that will need to be met and we will discuss these with you.

Pierre Wassenaar (Chair)  
5th January 2026

Darren Wilkins (Managing Director)  
5th January 2026

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