

Sponsor Licence Support and Compliance Capability Statement

Helping employers secure, manage, and protect their sponsor licence with confidence.

A sponsor licence can create valuable recruitment opportunities, but it also brings ongoing legal duties. Many businesses only become aware of weaknesses in their systems when the Home Office raises issues.

Our role is to help employers obtain licences, strengthen internal processes, reduce risk, and respond effectively where problems arise.

How we support our clients

Whether you are applying for your first sponsor licence, training internal staff, preparing for a compliance visit, or dealing with suspension or revocation action, we provide clear, responsive support.

Practical support for sponsor licence holders

We work with businesses of all sizes, from first-time sponsors to established employers managing multiple sponsored workers across different sites.

Our advice is practical and proportionate, helping businesses remain compliant without creating unnecessary operational burden.



With offices in London, Brighton, Bath, Eastbourne, Hastings, and Ulverston, we support businesses nationwide with practical, commercially focused immigration compliance advice.

Our sponsor licence services

We provide support across all aspects of sponsor licence management and compliance, including:

- Sponsor licence applications
- Sponsor licence renewal support
- Sponsor licence compliance audits
- Mock Home Office compliance visits
- Sponsor licence suspension support
- Sponsor licence revocation response and recovery strategy
- Sponsor Management System (SMS) Level 1 User training
- Sponsor licence training for HR teams, managers, and key personnel
- Key personnel role guidance
- Right to work compliance reviews
- Record-keeping and reporting duty assessments
- Sponsored worker file reviews
- Change of circumstances reporting
- Ongoing compliance support as your business grows

Identifying risks before they become problems

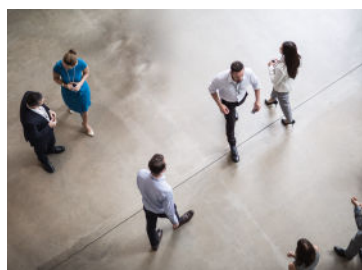
We review the systems and processes the Home Office expects sponsor licence holders to maintain, including:

- Right to work checking procedures
- Record retention and sponsored worker files
- Absence monitoring and contact detail records
- Reporting processes for relevant changes
- Internal responsibility for sponsor duties
- SMS usage and access controls
- Recruitment planning involving sponsored workers

A proactive review can help identify gaps early, reduce disruption, and improve confidence across your business.

Who we work with

- SMEs recruiting overseas workers for the first time
- Care, hospitality, and recruitment-led businesses
- Professional services and technology companies
- Multi-site employers with ongoing sponsorship needs
- HR teams requiring external specialist support
- Businesses facing Home Office scrutiny or compliance concerns



Our immigration team

Our immigration solicitors provide clear, practical advice to help your business recruit and retain the international talent it needs to grow.

Sanae Sahebjalal, Head of Corporate Immigration

✉ ssahebjalal@solegal.co.uk

☎ 0203 967 7700



Sanae leads our corporate immigration offering and advises businesses on sponsor licences, work visas, compliance, and workforce planning. She has acted for multinational corporations, SMEs, high-net-worth individuals, and families, giving her a broad perspective on immigration strategy and compliance.

She is known for clear advice, strong technical knowledge, and commercially focused support.

Dhayalinie Kathiravan, Consultant Solicitor

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Dhaya has a strong background in immigration law and advises on a range of business and personal immigration matters. She also supports clients on family-related immigration issues where circumstances overlap.

Supporting your wider legal needs

Sponsor licence and compliance matters can overlap with employment law, grievance and disciplinary issues, business growth plans, and wider regulatory risk.

We work closely with colleagues across employment, corporate, litigation, and commercial teams to provide joined-up support where required.

Get in touch with our team to discuss how we can support your business.