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**Asylum and Immigration Act 1996 (2004)**

### Section 8 of the Asylum and Immigration Act 1996 imposes an onus on employers to ensure that all employees are not in breach of Immigration Rules. For this reason, it is the employer’s responsibility to ask each potential employee to provide identification from the specified list. If you are offered employment by Mind in Furness it will be subject to the provision of evidence from the list below

That specified list is as follows and is detailed in the Immigration (Restrictions on Employment) Order 1996 SI 1996/3225:

* a document issued by a previous employer, the Inland Revenue, the Benefits Agency, the Contributions Agency or the Employment Service which states the National Insurance Number of the person named (eg a P45, a National Insurance card or a P60);
* a passport describing the holder as a British citizen or as having the right of abode or an entitlement to readmission to the United Kingdom;
* a certificate of registration or naturalisation as a British citizen;
* a passport containing a certificate of entitlement issued on behalf of the UK government certifying that the holder has the right to abode in the UK;
* a birth certificate issued in the UK or Republic of Ireland;
* a passport or national identity card issued by a state which is party to the European Economic Area Agreement and which describes the holder as a national of that state ( the EEA is formed by the members of the European Union plus Iceland, Liechtenstein and Norway);
* a passport which shows that the holder has indefinite leave to enter or remain in the UK or has no time limit placed on his or her stay or remain;
* a letter issued by the Home Office confirming that a person has indefinite leave to enter or remain in the UK;
* a passport or other travel document endorsed to show that the person named has current leave to remain in the UK and is not precluded from taking employment;
* a UK residence permit issued to a national of an EEA state;
* a passport or other travel document endorsed to show that the holder has a current right of residence in the UK as the family member of an EEA national;
* a letter issued by the Home Office indicating that the person named in the letter is a British citizen or has permission to take employment;
* a work permit or other approval to take the employment in question;
* a passport describing the holder as a British Dependent Territory Citizen which indicates the status derives from a connection with Gibraltar