



University of
Salford
MANCHESTER

Start-Up Visa Policy

Version Number 4.0

Effective from 23 August 2023

Author: Head of Home Office Compliance

Student Administration

Document Control Information			
Revision History incl. Authorisation: (most recent first)			
Author	Summary of changes	Version	Authorised & Date
Richard Melia	<i>Confirmation of end of Start-Up Visa</i>	V4.0	
Richard Melia	<i>Grammatical changes; removal of out of date information</i>	V3.0	
Richard Melia	<i>Added EU/EEA/Swiss nationals to Start Up eligibility criteria following Brexit</i>	V2.0	
Richard Melia	<i>Clarification of how the Start-Up Visa scheme is operated at the University of Salford (replacing the Tier 1 (Graduate Entrepreneur Policy)</i>	V1.0	
Policy Management and Responsibilities:			
Owner: Head of Home Office Compliance	This Policy is issued by the Head of Home Office Compliance, who has the authority to issue and communicate policy on the Start-Up visa and has delegated day to day management and communication of the policy to the University's Careers & Enterprise Team.		
Others with responsibilities (please specify): Careers and Employability	All subjects of the Policy will be responsible for engaging with and adhering to this policy.		
Author to complete formal assessment with the following advisory teams:			
Equality Analysis (E&D, HR)	1. <i>This is mandatory. Email the completed EA to Equality@salford.ac.uk</i>		
Legal implications (LPG)	2. <i>N/A</i>		
Information Governance (LPG)	3. <i>N/A</i>		
Student facing procedures (QEO)	4. <i>N/A</i>		
UKVI Compliance (Student Admin)	5. <i>August 2023</i>		
Consultation:			
Staff Trades Unions via HR Students via USSU Relevant external bodies (specify)	1. <i>N/A</i>		
Review:			
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https://www.salford.ac.uk/governance-and-management/academic-handbook			
The owner and author are responsible for publicising this policy document.			

Purpose

The Start-Up Visa scheme has now closed. It was aimed at those individuals from outside the UK and Ireland who wanted to set up a business in the UK and were successfully endorsed by an approved body (one of whom was the University of Salford). It replaced the Tier 1 (Graduate Entrepreneur) Scheme but had a much broader remit.

Scope

The University of Salford (UoS) was an approved endorsing body by the Home Office's UK Visas and Immigration department (UKVI). UoS qualified for this status as it is a higher education provider (HEP) with a track record of compliance.¹ As such, UoS could sponsor a maximum of 10 non-UK, non-Irish migrants per year. The UoS decided that these migrants should come from its own graduate population. As of August 2023, the University of Salford still had endorsees under the Start Up Visa route and, as such, this policy is still relevant.

1. Responsibilities and duties

1.1 To endorse an individual under the Start-Up Visa Scheme, the UoS confirmed that:

- The applicant had a genuine, original business plan that met new or existing market needs and/or created a competitive advantage;
- The applicant had, or was actively developing, the necessary skills, knowledge, experience and market awareness to successfully run the business;
- There was evidence of structured planning and of potential for job creation and growth into national markets;
- The UoS was reasonably satisfied that the applicant would spend the majority of their working time in the UK on developing business ventures.

1.2 After endorsing an individual for a Start-Up Visa, the University must:

- be able to competently assess applicants' business ventures against the endorsement criteria set out in the regulations in the Immigration Rules (Appendix Start Up);
- stay in contact with those they have endorsed at checkpoints six, 12, 18 and 24 months after the Start-Up Visa is granted;
- inform the Home Office if the individual does not keep contact, or misses one of their checkpoints without authorisation;

¹ See <https://www.gov.uk/start-up-visa>

- tell the Home Office if the individual has **not** made reasonable progress with their original business venture;
- let the Home Office know if the individual is **not** pursuing a new business venture that also meets the endorsement criteria set out in the Worker regulations in the Immigration Rules;
- withdraw its endorsement if either of the above three criteria applies, unless it is aware of exceptional and compelling reasons not to withdraw its endorsement, and informs the Home Office of those reasons; and
- inform the Home Office if it has any reason to believe that an individual it has endorsed breaches any of their visa conditions.

2. Post-endorsement support

2.1 Once the applicant has secured the Start Up Visa, the Careers & Enterprise Team will meet with them at least quarterly and provide them with one-to-one business mentoring, whilst monitoring their progress.

2.2 The successful Start-Up Visa holder will have access to these appointments at any time and with a frequency that is dependent on their needs (as long as the frequency meets the minimum described in 1.2 above).

2.3 During appointments, the Careers & Enterprise Team will guide the endorsed Start-Up Visa holder with their start-up process by providing up-to-date information and referring them, when needed, to a network of advisers for further help and support.

2.4 The Start-Up Visa applicant also has access to Enterprise training events and all the Enterprise training materials online.

3. Work conditions

3.1 Under the Start-up Visa scheme an applicant can take up most employment. They **cannot** work as a doctor or dentist in training, however, or as a professional sportsperson or sports coach.