

Ethical Sponsorship Bulletin

27th February 2026

Background

Delivered in partnership with local authorities, SESCA and trusted voluntary and community sector organisations, our **Ethical Sponsorship Programme** is designed to reduce the risk of avoidable sponsorship breakdown across East Sussex and Brighton & Hove.

For care providers, it focuses on building confidence in sponsorship duties and tackling compliance risks before they escalate.

For internationally recruited workers, it provides safe, confidential access to support — helping people understand their rights and know where to turn if something doesn't feel right at work.

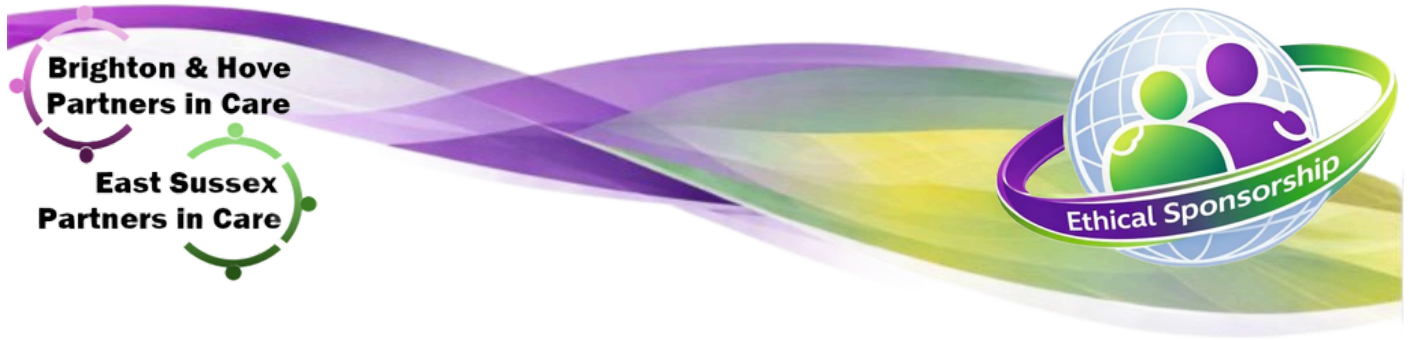
FREE In-Person Workshops and Webinars Now Open for Booking!

Our Ethical Sponsorship Programme is **now live**, with a series of FREE in-person workshops and online webinars **open for booking** to support both care providers and internationally recruited workers.

Full details of all upcoming sessions are listed over the following pages, including booking links. Alternatively, you can book online via our website at **www.espic.co.uk**.

All sessions are delivered by experts from leading organisations, and cover key risk areas including **sponsorship duties**, **National Minimum Wage compliance**, and **modern slavery**.

**Working in Partnership to Strengthen
Ethical Sponsorship in Adult Social Care**



Free Online Webinar: Book Now

For Care Providers

Making the Most of Your Sponsorship



Free Webinar for adult social care providers sponsoring internationally recruited staff under the UK Skilled Worker visa route.

This practical session is designed to support providers with any compliance challenges, reduce the risk of avoidable issues, and provide clear, up-to-date guidance on:

- Identifying and addressing sponsorship compliance risks
- Reducing the risk of license suspension or revocation
- Applying supplementary working rules correctly
- Strengthening ethical sponsorship practices

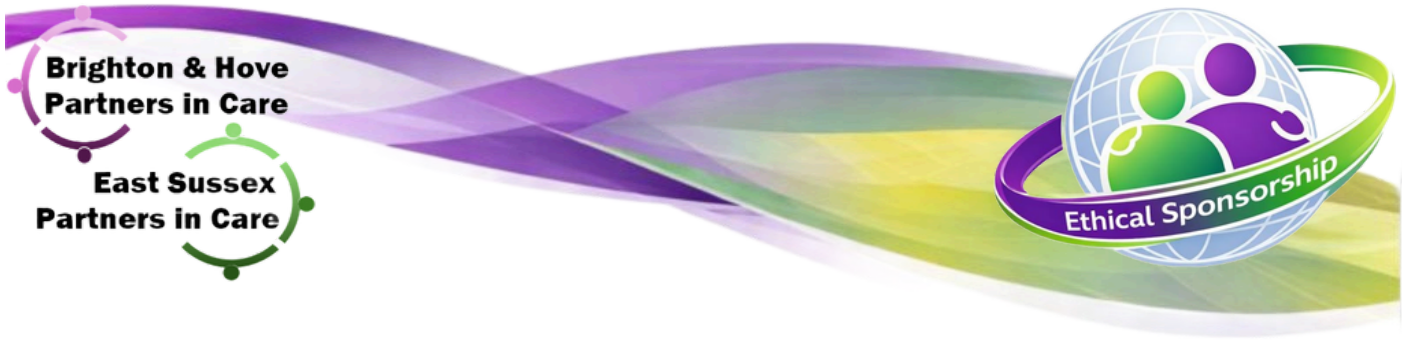
The webinar, delivered by expert advisors in immigration and employment law will include time to ask questions and discuss real-world scenarios relevant to care providers. The session is suitable for providers who want reassurance, clarity, or to strengthen their understanding of sponsorship responsibilities. Delivered as part of the Ethical Sponsorship Programme, in collaboration with local authorities and trusted partner organisations.

Online Workshop

Wednesday 18th March 2026

10:00am – 12:00pm

[REGISTER HERE \(FREE\)](#)



FREE Online Webinars - Book Now

National Minimum Wage Essentials FREE Webinar Delivered by HMRC

For Care Providers / Managers Sponsoring
International Workers

When it comes to the sponsorship of internationally recruited staff, National Minimum Wage (NMW) compliance can be particularly complex.

To support providers, **HM Revenue & Customs (HMRC)** are delivering this free, tailored webinar covering the following:

- Why NMW is much more than a pay rate
- Understanding NMW Compliance in Sponsored Employment
- What happens during a HMRC NMW compliance check
- Common pitfalls in the social care sector
- How to put things right before HMRC conduct a compliance check



HM Revenue
& Customs

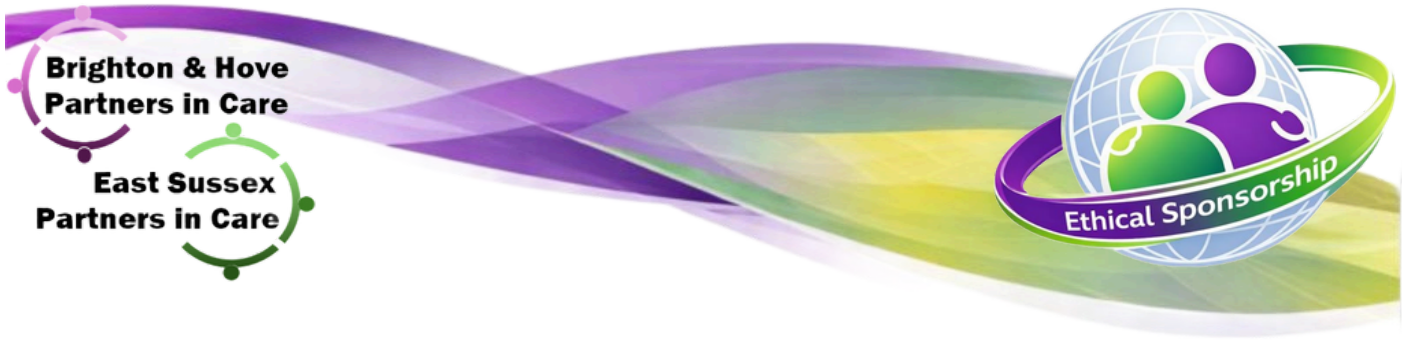
Tuesday 7th April

10:30am -11:30am

Online - MS Teams (free)

[REGISTER HERE](#)

**Working in Partnership to Strengthen
Ethical Sponsorship in Adult Social Care**



Your Rights: National Minimum Wage FREE Webinar Delivered by HMRC

For Internationally Recruited Sponsored Care Workers

When you are sponsored to work in the UK, understanding your National Minimum Wage (NMW) rights can feel complicated. To support internationally recruited care workers, **HM Revenue & Customs (HMRC)** are delivering this free, tailored webinar to explain your pay rights.

The session will cover:

- How HMRC enforces National Minimum Wage
- Common causes of NMW underpayments in social care
- What to do if you think you're underpaid



**HM Revenue
& Customs**

Thursday 9th April

11:30am -12:30pm

Online - Zoom (free)

[REGISTER HERE](#)

**Working in Partnership to Strengthen
Ethical Sponsorship in Adult Social Care**



Modern Slavery and Labour Exploitation: Awareness Raising Session

This webinar aims to increase care providers' awareness and understanding of modern slavery and labour exploitation.

It will cover the different forms of exploitation in the UK, key signs and indicators of exploitation, and where to report concerns if you suspect a worker is being exploited. The session will also highlight issues in the care sector as it has increasingly been recognised as a high-risk area for modern slavery and related abuses, often linked to longstanding issues around working conditions and more recently, unethical recruitment and treatment of overseas workers.



The session will be delivered by **Dr Akilah Jardine**, Senior Policy Lead on Modern Slavery at Orbis Procurement — a shared service partnership between Surrey County Council, East Sussex County Council, and Brighton & Hove City Council.

The webinar will help providers to:

- Understand how modern slavery risks can arise in adult social care
- Recognise early warning signs and risk indicators
- Strengthen internal policies and workforce practices
- Align ethical sponsorship with procurement and governance expectations

Early April (Date TBC)

10:00am – 11:00am

Online (free)

REGISTER HERE

(booking link coming soon)

Don't Miss Out!

Places are limited and demand is high for all of our FREE events.

Early booking is strongly recommended.

**Working in Partnership to Strengthen
Ethical Sponsorship in Adult Social Care**