

EBC Global - Right To Work Report Explained

Why do you need to perform Right To Work Checks?

All employers in the UK have a legal responsibility to carry out checks and prevent illegal working! You do this by conducting right-to-work checks before you employ someone in line with Home Office guidance.

You can be sent to jail for 5 years and pay an unlimited fine if you're found guilty of employing someone who you knew or had 'reasonable cause to believe' did not have the right to work in the UK. This includes:

- they did not have leave (permission) to enter or remain in the UK.
- their leave had expired.
- they were not allowed to do certain types of work.
- Incorrect or false papers

What does it check?

The Right To Work Check:

- verifies applicant's selfie for liveness.
- validates the document using 9 different checks including:
 - biometric face-matching
 - age verification
 - police checks (lost, stolen, or compromised document)
 - government issued ID document.
- validates an individual's identity against the UK DIATF guidelines
- validates the application against the home office database to confirm Right To Work requirements.

What is included in the EBC Global Right To Work Report?

The digital Right To Work report consists of:

- Summary of Checks
- Liveness report
- ID verification
- UK DIATF (only applies if they use UK or Irish passport)
- Home Office conditional RTW results (*if applicable*)

EBC Global is a tier 1 partner of the only IDSP that has level 4 government UK DIATF.

Right To Work Report examples:


1. [UK passport](#)
2. [Sharecode](#)
3. [Biometric](#)

[\(Skip to Example Results Combinations\)](#)

Explaining the results:

- **Summary of Checks**

This is page one, generated by EBC Global. It gives you the candidates details, the traffic light system (showcasing the results of each check carried out), a copy of their selfie, and their right to work status.

 **Right to Work Report**

Check Date: 02 Nov, 2023 12:03
Evidence Checked By: Credas

Personal Details

Forename
John

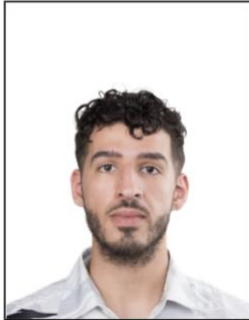
Surname
Doe

Date of birth
01/01/1990

Do you have a passport?
Yes

Invitee Name
John Doe

Invitee Email
John.doe@example.com



Summary of Checks

Liveness	ID Verification	UK DIATF	Right to Work
Pass	Pass	Not performed	Pass

**The UK DIATF verification only applies to UK and Irish passports.*

**To confirm whether the Right to Work is Continuous or Time Limited, or if there any conditions of employment, please refer to Home Office document attached..*

Right to Work

Status **Passed**

Don't Forget! You must also confirm the image attached is a true likeness of the prospective employee. This can be face to face or via video call. A statutory excuse will not be obtained where it is reasonably apparent that the prospective employee is not the individual linked to this identity.

For more detailed results and document images please view the document validation reports on the attached pages

Green = Check has been completed and Passed

Liveness	ID Verification	UK DIATF	Right to Work
Pass	Pass	Pass	Pass

Grey = Check has not been carried out (as documents do not qualify)

Liveness	ID Verification	UK DIATF	Right to Work
Pass	Pass	Not Performed	Pass

Red = Check has produced a failed result

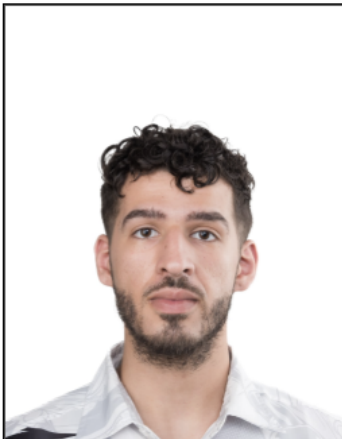
Liveness	ID Verification	UK DIATF	Right to Work
Pass	Pass	Not Performed	Failed

- **Liveness**

Liveness checks are run to ensure an individual is live and present at the time of completing their IDV. We compare their selfie to the image we capture on their ID document to ensure they are the same person.

Liveness

We use passive facial liveness software to detect facial biometric spoofing from the selfie image, confirming the person is live and present at the time the image is captured and that they aren't using a photo of a photo.



Full Name	John Doe	Date of Birth	01/01/1990
Address	Not Specified	Mobile	Not Specified
Email	John.doe@example.com	Reference	
Registration Code		Status	Complete
Manual Override Required?	No		

- **ID Verification**

ID documents are captured to validate an individual's identity, to ensure you that you are dealing with the correct person. We ask the individual to take a photograph of their biometric document and then use sophisticated image analysis to detect any tampering or manipulation.

Checks carried out are as follows:

- **Overall Result - Pass**

Overall Result of the ID document(s) check

- **Facial Match result - Pass**

Checks whether the face on the ID matches the face in the selfie

- **Visual Analysis - Pass**

Checks whether the document is a valid Government-issued ID document.

- **Name Match Result - Pass**

Checks whether the name on the ID matches the name on the invite.

- **Age Validation Result - Pass**

Checks whether the age calculated from the document is equal to or greater than the minimum accepted age.

- **Police Record - Pass**

Checks whether the document has been identified as lost, stolen or otherwise compromised.

- **Compromise Alert - Pass**

Asserts whether the document is publicly available as compromised.

- **Repeat Attempts - Pass**

Asserts whether the document has been reused in a suspicious way.


- **UK DIATF**


Validates an individual's identity against the UK DIATF guidelines and standards. This check will only be relevant for UK residents. The UK DIATF Verification only applies to UK and Irish passports for Right to Work

- **Right To Work**

Verifies that the individual has the right to work in the UK, in line with Home Office requirements.

If the RTW is conditional there will be an additional fourth page in the report containing the home office results stating the exceptions and circumstances.

 Home Office



JOHN DOE

They have permission to work in the UK from 30 September 2023. They can work in the UK until 30 September 2025.

Details

On their current visa, they can work in any job except those listed in the conditions below.

Conditions

They cannot work as a professional sportsperson or coach.
This condition is a standard requirement for their visa.

If you employ this person

To [avoid a penalty](#), you must:

- check this looks like the person you meet face to face or by video call
- keep a secure copy of this online check (either electronically or in hard copy) for the duration of the employment and for 2 years after

You must do this check again when their permission to be in the UK expires on 30 September 2025.

Read the [employers' code of practice](#) to find out more about right to work checks.

You cannot accept a job applicant's biometric residence card, biometric residence permit, or Frontier Worker permit as proof of their right to work. Ask them for a share code instead.














Details of check

Company name
Example Company

Date of check
2 November 2023

Reference number

Example Results Combinations

 EBC GLOBAL	Liveness	ID Verification	UK DIATF	Right To Work	
British passport / Irish passport or Irish ID Card					Unconditional Right To Work
ShareCode					Conditional Right To Work Home office conditions may apply
Biometric Document (driving licence)					Right to Work failed Documents don't fall under DIATF regulations

Conclusion

Our user-friendly digital Right to Work software services are crafted to simplify compliance. Whether you're verifying ID documents for a handful of employees or thousands, and whether you conduct face-to-face candidate assessments or not, our solutions are designed to streamline the process.


For further information or questions please contact: info@ebcglobal.co.uk, our dedicated team will be able to assist you.

To find out how our Right To Work solution can benefit you and your business, please [book a meeting with our sales team.](#)

EBC Global

01234 604601

contact@ebcglobal.co.uk




EBC GLOBAL

Software For Employment Background Checks

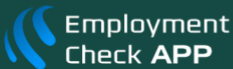
www.ebcglobal.co.uk
01234 604601

FOR ORGANISATIONS



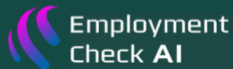
Employment Check **PRO**

FOR CANDIDATES



Employment Check **APP**

FOR AUTOMATION



Employment Check **AI**

