



Serving and supporting schools

What evidence should we see?

	NON-UK NATIONALS		UK NATIONALS		
	Non-UK Paid Employee	Non-UK Voluntary Role Route 1	Route 1	Route 2	Route 3
Evidence Base	<ul style="list-style-type: none"> • 1 Primary Document • 2 Supporting Documents (from any evidence within Groups 1, 2a or 2b) • 1 piece of evidence must demonstrate current address 	<ul style="list-style-type: none"> • 1 Document from Group 1 • 2 Further Documents from Groups 1, 2a or 2b • 1 piece of evidence must demonstrate current address 	<ul style="list-style-type: none"> • 1 Document from Group 1 • 2 Further Documents from Groups 1, 2a or 2b • 1 piece of evidence must demonstrate current address 	<ul style="list-style-type: none"> • 1 Primary Document • 2 Supporting Documents (from any evidence within Groups 1, 2a or 2b) • 1 piece of evidence must demonstrate current address 	<ul style="list-style-type: none"> • Birth Certificate issued after time of birth (UK IoM & CI only) • 1 Document form Group 2a • 3 Further Documents from Groups 2a or 2b • 1 piece of evidence must demonstrate current address
Limitations / Extra checks required	<ul style="list-style-type: none"> • If they cannot produce these documents, they cannot submit a DBS check as right to work in the UK has not been established 	<ul style="list-style-type: none"> • Non-UK Nationals applying for voluntary work may need fingerprinting if they cannot produce these documents 		<ul style="list-style-type: none"> • Only to be used if Route 1 is not possible • External ID must take place 	<ul style="list-style-type: none"> • Route of last resort • If the applicant cannot produce these documents, then they may need to be fingerprinted

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