Resident Labour Market Test –
Code of practice for ballet under the skilled migrant tier (Tier 2) and the temporary worker tier (Tier 5)

INTRODUCTION

1. This Code of Practice has been drawn up with Equity, SOLT (Society of London Theatre), TMA (Theatrical Management Association), NCA (National Campaign for the Arts) and ITC (Independent Theatre Council), and has been issued by the United Kingdom Border Agency (UKBA) to supplement the “Guidance for sponsor applications Tiers 2, 4 and 5 of the points-based system” (‘sponsor guidance’) – available on the UKBA website.

2. This Code of Practice is for sponsors of migrants who will be working as dancers in ballet under Tier 2 or Tier 5. For dancers in theatre and opera, see the Code of Practice applying to theatre and opera. For dancers in dance forms other than ballet, see the Code of Practice applying to dance forms other than ballet.

3. The introduction of the new Points Based System (PBS) for managing migration creates a number of changes and opportunities for all involved in the creative sectors in the UK.

4. At the heart of the new system is the concept of sponsorship, whereby those who benefit most directly from the contribution migrants make to the UK will be expected to play a bigger part in ensuring the system is not abused. In return, sponsors will have a bigger say over which migrants they wish to sponsor to come to the UK.

5. Prospective sponsors must apply to UKBA supplying specified documents to show that they are eligible to become a sponsor. UKBA will carry out appropriate checks on the prospective sponsor before issuing a sponsor licence. Further information about the licensing process is available in the sponsor guidance.

6. Tier 2, the new skilled migrant tier of the PBS, will replace the existing Work Permit system and will enable UKBA-licensed employers to recruit
individuals from outside the EEA to fill a vacancy that cannot be filled by a British or EEA worker – the job must either be on the shortage occupation list or pass the Resident Labour Market Test. Migrants coming to the UK under Tier 2 will be able to stay for up to three years initially, depending on the length of their contract.

7. The Creative & Sporting sub-category of Tier 5: Temporary Workers is for those coming to the UK for shorter periods of time (the maximum length of leave in this category is 12 months) as well as for those with lower skills levels and potential earnings who would not qualify under Tier 2.

8. Representatives from across the creative sector have been working closely with UKBA to ensure that the new system contains enough flexibility to allow UK-based sponsors to bring in the migrants they require, while seeking to ensure that this does not undermine efforts to protect the resident labour market.

9. This Code of Practice contains a number of categories. Migrants falling into one of the categories are deemed to be making an additional contribution to ballet in the UK and not displacing the resident labour force, so are exempt from further resident labour market testing.

10. Under the PBS, sponsors are empowered to select the migrant they wish to sponsor and issue a Certificate of Sponsorship (CoS) without referring each case to UKBA. It is therefore very important that sponsors retain documentary evidence, as set out in this Code, so that they can demonstrate the steps they took to ensure compliance with the Code before issuing the CoS to the migrant, and so that UKBA staff can examine it during their pre-arranged (or unannounced) compliance visits.

11. If the sponsor is thinking of issuing a CoS to a migrant under Tier 2 or Tier 5 to come to the UK as a dancer in ballet, they should consult this Code of Practice to see whether any of the categories apply.

12. The sponsor will need to meet the advertising requirements in this Code of Practice to ensure that they are complying with their duties as a sponsor unless:
   - one of the categories in this Code applies or;
   - the occupation concerned is on the shortage occupation list.

13. If one of the categories does apply, and the sponsor follows the guidance given, keeping documentary evidence where specified, they will not be required to undertake any further labour market testing. When they issue a CoS to a migrant under one of the categories contained in this Code of Practice, they will be required to state which category applies.

14. All licensed sponsors will be required to fulfil certain duties; compliance with sector-specific Codes of Practice is one of these duties. Where UKBA discovers that a sponsor has acted in breach of the relevant Code of Practice, UKBA will be able to take action against the sponsor using a range of measures applied according to the nature of the breach. Further
information on the range of action UKBA may take is contained in the sponsor guidance.
CATEGORIES

Sponsors may issue a CoS to a migrant, who will be deemed to be making an additional contribution to the UK labour market when:

1. **The dancer is required for continuity**

   This means that the dancer will have worked for a period of one month or more during the past year on the same production outside the EEA prior to coming to the UK. The “same production” means one which is largely the same in terms of direction and design as the production outside the EEA.

   **Evidence**

   Proof that the dancer is currently working, or has worked, on the same production outside the EEA and has done so, or did so, for at least one month during the past year, e.g. contract of employment, press cuttings, cast list.
2. **The dancer has international status**

This means that the dancer is internationally famous in their field. (This is different to being well-known only in one country.)

**Evidence**

Proof that the dancer has international status, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.
3. **The dancer is engaged by a unit company**

A unit company is a ballet company which exists in a country outside the EEA and has put on at least one production in that country.

**Evidence**

Proof that the company has put on at least one production in its home country, e.g. press cuttings, awards, publicity material, television/radio interviews, programmes.

Proof that the individual is engaged by the unit company for the production in the UK, e.g. contract of employment.
4. **The dancer is recruited from a specified school for a specified company**

This means that the dancer is recruited from:

(a) the English National Ballet School for English National Ballet;
(b) the Royal Ballet School for the Royal Ballet; or
(c) the Royal Ballet School or Elmhurst School for Dance for Birmingham Royal Ballet.

**Evidence**

Proof that, at the time of recruitment, the dancer was or recently had been a student at the school concerned, e.g. a letter of confirmation from the school.

Proof that the dancer has been engaged by the company concerned, e.g. contract of employment, letter of confirmation from the company.

Where none of the above categories applies and the role/position is not on the shortage occupation list, the role/position should be advertised in accordance with the next section of this Code of Practice.
Advertising

Roles cast after a genuine labour market search within the EEA

Where advertising is required (see above), the role/position must be advertised to suitably qualified EEA-resident dancers in accordance with standard industry practice through at least one of the following: dance agencies, ‘The Stage’, ‘Dance Europe’, ‘The Spotlight Link’, ‘Dancing Times’ and Equity’s Job Information Service. In order to comply with equal opportunities legislation, sponsors should avoid using the latter as the sole forum for advertising.

Where advertising is required and it is for the purposes of issuing a Tier 2 CoS, the sponsor must advertise the job in Jobcentre Plus in addition to one of the methods listed above. This is a mandatory requirement; any sector specific media may be used as well, but not instead of, this advertising.

A period of at least four weeks should elapse between the date the advertisement appears and the date the CoS is issued to a migrant dancer for the role/position concerned.

The advertisement should appear within the six months before the date the CoS is issued.

Evidence

The sponsor must be able to provide evidence that a thorough and genuine search for a dancer from the EEA was undertaken prior to casting the migrant dancer, to include:

- the name or description of the specific role or position;
- proof that the role/position was advertised in accordance with standard industry practice through at least one of the channels set out above;

and, if applicable,

- a list of any EEA dancers who were contacted, interviewed, auditioned and/or offered the role/position; and

- a statement of the reasons why any EEA dancer who was auditioned was not suitable.
Salary

Payment of migrant dancers should be commensurate with industry standards.

Agreed minimum salaries are set out in Equity’s collective agreements, most of which are negotiated with ITC, SOLT and TMA. The current rates of pay can be found at: www.equity.org.uk; www.itc-arts.org; www.solt.co.uk; and www.tmauk.org.
Compliance and Notification

Sponsors must only issue CoSs to migrants who meet the requirements of this Code and the other rules relating to the Tier. Sponsors must play their part in ensuring the system is not abused. Sponsors therefore must collate and maintain documentary evidence demonstrating that the migrant meets the requirements for the particular category under which the CoS is issued. Records may be retained in original or electronic form.

When a sponsor issues a CoS for a migrant working as a dancer in ballet, Equity will be notified electronically by UKBA. This notification will provide Equity with details of the CoS.

Once this notification has been made, Equity can request that the sponsor demonstrate that the dancer falls into one of the categories above by providing the evidence specified above for the category concerned.

Sponsors should ensure that the passing of any personal data relating to the migrant dancer to Equity complies with the Data Protection Act 1998.

This evidence is required solely for the purpose of enabling Equity to ascertain whether this Code of Practice has been complied with and will be proportionate depending on the dancer and the category concerned. For example, where a dancer is of international status, their name may be sufficient. Further evidence may need to be provided in other cases.

UKBA may also ask to see the evidence relating to one or more migrants who have been granted CoSs, as part of its regular checks that sponsors are complying with their duties. UKBA will take into account the views of Equity and the Sponsor, assessing all of the available evidence during the course of its checks on sponsors, and will take the final decision as to whether the Sponsor has complied with this Code.
Disputes

In the event that Equity, or another third party, believes that:

(a) a migrant dancer does not fall within one of the categories above and the role/position has not been advertised as set out above;

(b) the role/position has not been advertised as set out above;

(c) evidence requested has not been provided; or

(d) the sponsor has not complied with this Code of Practice in any other way,

Equity, or the third party concerned, will first raise the issue directly with the Sponsor.

In cases where no resolution is reached, Equity or the Sponsor may refer this to UKBA for a decision on whether the Sponsor has failed to comply with this Code of Practice. UKBA will carry out its own investigations, taking action as appropriate.

In making a final decision, UKBA will carry out its own investigations, examining all relevant evidence and taking into account the views of Equity and the Sponsor. UKBA will take the final decision based on its assessment of whether the Sponsor has complied with this Code, taking action as appropriate.

Queries regarding this Code of Practice may be addressed to:

- UKBA: SponsorshipPBSenquiries@ukba.gsi.gov.uk
- Equity: lmcmullan@equity.org.uk
- ITC: j.elliman@itc-arts.org (for members only)
- SOLT: louise@solttma.co.uk (for members only)
- TMA: louise@solttma.co.uk (for members only)