

A Brief Guide to UK Right to Work Changes

From 1 October 2026, UK Right to Work requirements cover a wider range of working arrangements, including workers and individual subcontractors.



What's changing?

Previously, the statutory Right to Work scheme focused mainly on employees. Now, organisations may also have responsibilities when they engage individuals under:

- ✓ **Worker contracts**
- ✓ **Individual subcontractor arrangements**
- ✓ **Certain wider contractual arrangements**

Don't assume your **existing workforce** is out of scope: repeat checks still apply.

For construction, where projects rely on large, changing workforces and complex subcontractor networks, this makes a robust and auditable Right to Work process more important than ever.

Construction businesses need to look beyond their directly employed workforce, to how Right to Work compliance is managed across the people and supply chains delivering their projects.

The risk of getting it wrong

If an organisation employs someone without the right to work and can't establish a statutory excuse, civil penalties can be significant.

£45,000

Maximum starting penalty per illegal worker for a first breach.

£60,000

Maximum starting penalty per illegal worker for a repeat breach.

How do you know the person arriving on site has been properly checked and is cleared to work?

How can DataScope help?

DataScope connects Right to Work compliance with the processes you already use to onboard workers and control access to site.

Through integrations with our approved digital framework partners, you can keep the provider you prefer and Right to Work verification becomes part of one connected workforce onboarding journey.



Approved digital
framework partners

One connected process.

From onboarding to the site gate.



01

REGISTER

The worker is added to DataScope as part of the project onboarding process.

02

VERIFY

Right to Work checks are completed through one of our approved digital framework partners.

03

ASSURE

Bring together everything needed to show a worker is ready for site:

Identity

Right to Work

Competencies

Training

Induction

04

CONTROL

Connect compliance with DataScope Access Control, so workers only get the right site access once all criteria are met.

✓

MONITOR

One central record of competency and Right to Work status, including re-checks.

From compliance check to site access

1

Worker onboarded
Competencies verified

2

Right to Work checked
Via an approved partner

3

Identity verified
Worker confirmed

4

Worker approved
All checks complete

✓

Site access enabled

Instead of Right to Work evidence sitting apart from the systems that control your workforce, DataScope makes compliance part of every worker's journey onto site.

Know who's on site. Know they're compliant.

DataScope connects workforce onboarding, compliance and access control, giving contractors greater assurance over who is entering their projects and whether the required checks are complete.

 **datascope**

Get in touch

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This guide is for general information only and does not constitute legal advice. Organisations should take their own independent legal advice on how they manage Right to Work compliance on their sites.