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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.

01 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, such as casual work
- ✓ Individual subcontractor arrangements
- ✓ Certain wider contractual arrangements

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

02 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. As penalties apply per worker, costs can quickly add up across a site.

£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?

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03 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.

Assured Right to Work status. From onboarding to every re-check.

- ✓ 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, and induction.
- ✓ 04 **Monitor**
  One central record of competency and Right to Work status, including re-checks.

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.

04 Watch our Right to Work webinar

One month after the changes came into effect, we hosted a free webinar with Dean Tuhey, founder of PPAC, on the challenges, good practice, and lessons emerging across construction. The recording and resources are free to access.

Webinar recording
Dean's expert view on what's working, what isn't, and why.
Watch now →

Key Takeaways
A summary of the key lessons, gaps, and recommendations.
Download →

Compliance Checklist
A practical checklist to spot gaps in your current processes.
Download →

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.

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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.