



Home Office

# Global Talent Code of Practice for Endorsing Bodies

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# Introduction

Global Talent is a niche category for talented and promising individuals in the fields of science, engineering, medicine and humanities, digital technology and the arts (including film and television, fashion and architecture) who wish to pursue their career with the option to eventually settle in the UK. It is for those who are internationally recognised as leaders in their particular field, as well as for those individuals who have demonstrated exceptional promise and are likely to become leaders in their particular area.

The UK Government wishes to encourage such individuals to choose the UK for their future work and, unlike Tier 2 migrants, they will not be restricted to working for a sponsoring employer.

To qualify under the Global Talent category, the individual will need to be endorsed by the relevant endorsing body (which is designated by the Home Office for the purposes of Global Talent applications).

## Endorsing Bodies

The Endorsing Bodies have agreed to advise the Home Office on the merits of applications under Global Talent by helping to identify outstanding scholars, scientists, engineers, artists, film industry, fashion designers, architects and tech industry individuals wishing to enter the UK under this route. They have been invited by the Home Office to fulfil this role by virtue of their national role and standing.

## The responsibilities of the Home Office and the Endorsing Bodies

The endorsing bodies are responsible for assessing whether an individual who makes an application under the Global Talent category is internationally recognised as a leader, or has demonstrated the potential to become a leader, in their particular field. This assessment will be carried out by the endorsing bodies without involvement from the Home Office. The endorsing bodies will use their expertise in their respective areas of responsibility to formulate the criteria they will apply in considering whether a particular applicant is “exceptionally talented” or demonstrates “exceptional promise”. The endorsing body will confirm to the Home Office whether each applicant meets the criteria it has set for “exceptional talent” or “exceptional promise”. Their positive confirmation to the Home Office is known as the endorsement.

The Home Office is responsible for the decision to issue entry clearance or leave under the Global Talent category. This cannot be issued without the endorsement of an endorsing body. However, there are other criteria that an applicant must also meet in order for entry clearance or leave to be granted.

The application under the Global Talent category is therefore dependent on the decision of the relevant endorsing body either to grant or refuse an endorsement, but a decision to grant an endorsement is not of itself decisive as to whether a visa will be issued.

The endorsing body criteria is published by the Home Office as part of Appendix W of the Immigration Rules.

As is set out in more detail later in this Code of Practice, the endorsing bodies will also ensure that the processes for deciding whether to issue an endorsement meet the criteria set out in this Code of Practice.

## Processing of applications

The process of applying is split into two stages with two separate application forms. Stage 1 is the endorsing body consideration and stage 2 is the Home Office consideration. Both application forms are submitted directly to the Home Office for processing. The appropriate information on the applicant will then be forwarded to the relevant endorsing body which will undertake its role of assessing whether the applicant meets the criteria the endorsing body has set for “exceptional talent” or “exceptional promise”. The relevant endorsing body will then confirm to the Home Office whether it endorses the application. When the endorsing body gives its endorsement, the Home Office will then advise the applicant of the decision. Once the stage 2 application is submitted the Home Office will consider the case and decide whether to issue entry clearance or leave. If the decision is to refuse the application, the Home Office will inform the applicant of the reasons for that refusal, including confirming that the refusal is because the relevant endorsing body did not grant the applicant an endorsement, if that is the case.

## Contacting us

If you have any queries about this code of practice, please contact us at [economicmigrationpolicy@homeoffice.gov.uk](mailto:economicmigrationpolicy@homeoffice.gov.uk)

The endorsing bodies listed in this document cover all the areas encompassed by the Global Talent category. If there are any other bodies that believe they may need separate recognition, they should first consider whether their interests could be adequately reflected by one of the existing bodies and liaise with them **before** approaching the Home Office to discuss their case for their own separate recognition.

### Related content

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### Related external links

# Part 1 – Role of the Endorsing Body

## General principles

1. Under the Global Talent category, it is the responsibility of the designated endorsing body to:
  1. agree, publish, maintain and implement the requirements under which they will endorse initial Global talent applications.
  2. consider all individual requests for their endorsement forwarded to them by the Home Office and notify the Home Office of their decision.
  3. provide the Home Office with reasons for any decisions not to give their endorsement to an applicant to allow the Home Office to provide this information when subsequently refusing the application.
  4. decide at least 80% of cases within 25 working days and 100% of cases within eight weeks.
2. The Home Office has worked with the academic, arts, humanities, engineering and science, and digital technology sectors and the following bodies have currently been designated as endorsing bodies for the purposes of the Global Talent route:
  1. Arts Council England - For arts, culture, film, television, fashion and architecture applications
  2. The British Academy - For humanities and social science applications
  3. The Royal Society - For natural sciences and medical science research applications
  4. The Royal Academy of Engineering - For engineering applications
  5. Tech Nation – For digital technology applications
  6. UKRI –For applications from all research fields, supported by a grant or award from an endorsed funder'
3. The Home Office will withdraw its designation from, or not designate an endorsing body which has had a sponsor licence under the Points-Based System revoked.
4. The system of endorsement requires the endorsing body to actively participate in ensuring the Global Talent category is not abused. All endorsing bodies involved have agreed to fulfil certain duties as set out in this document.
5. In fulfilling its duties the endorsing body will adhere to the following principles:

Accountability – The endorsing body will be accountable to the Home Office for its actions and decisions undertaken in the process of carrying out its duties as

an endorsing body. It will ensure that it carries out its role in a responsible manner by following the published and agreed criteria for assessment as described in Part 4 – *The endorsing body’s role in the process of setting endorsement requirements and the issuing of endorsements.*

Openness – The endorsing body will be open and transparent in its role. It will:

- a. be clear in its actions and decisions and be prepared to account for them.
- b. ensure the processes it has in place for endorsing applications are clear and not open to abuse by those administering them.
- c. ensure that its administration systems are rigorous, subject to regular maintenance and developed if necessary.
- d. ensure that documentary evidence is kept to support any changes to its endorsement requirements and decisions on individual applications and make them available to Home Office officials on request. (See sections on record keeping and retention of information.)
- e. make best endeavours to ensure there are no conflicts of interest involved in the making of decisions. If a conflict of interest arises, the endorsing body will provide a solution to ensure impartiality.

## **Related content**

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# Part 2 – The Endorsing Body’s relationship with others

## Relationship with other organisations in their particular field of expertise

6. The endorsing body may represent the interests of a number of other organisations with similar expertise in its particular field and have assumed the lead role for the Home Office’s purposes in relation to the Global Talent category. It will continue to consult and reach a consensus with those other interested parties when setting and publishing its Global Talent endorsement requirements or making any changes to them.
7. If the endorsing body is approached by another body in its field with a proposal for changing the endorsement requirements, it is the responsibility of the endorsing body to discuss this with all interested parties and for the proposal to be given full consideration.
8. If more than one endorsing body needs to be designated for a particular field of expertise then the relevant bodies will consult with each other to ensure their Global Talent endorsement requirements are compatible. This should be completed before consulting with the Home Office.

## Relationship with the Home Office

9. The endorsing body will decide its own Global Talent endorsement criteria to be used for issuing endorsements in its field of expertise and for any subsequent changes. Before publication as part of the Immigration Rules, the endorsing body will provide the Home Office with a copy of its criteria for comment and the Home Office reserves the right to request changes be made where appropriate.
10. Each endorsing body will provide the Home Office with the details of and contact details for their named signatory/ies for issuing endorsements in order that the Home Office may conduct such verification checks in relation to any endorsements they have issued as are considered necessary.
11. The endorsing body will keep a record of decisions made. It will also keep a record of any meetings held with other bodies in setting or changing its endorsement requirements or about individual applications. These records will be made available to the Home Office on request.
12. Each endorsing body agrees to comply with the terms of the indemnity provided by the Home Office in the event that their decisions are challenged legally. Full details of the indemnity are provided at Annex E.

## Complying with this code

13. If the Home Office considers that an endorsing body is failing to comply with any of its duties as set out in this Code, the Home Office will meet with the endorsing body to discuss any issues and agree an action plan to address them. If the endorsing body does not adhere to the action plan or the Home Office still has specific concerns, the Home Office will withdraw its designation from the endorsing body and seek to find a new alternative body. If an endorsing body decides to withdraw from the scheme, it will be free to do so on giving due notice.

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## Part 3 – Role of the Home Office

14. The Home Office will not arbitrate on any disputes relating to whether the Global Talent endorsement requirements set by the designated Competent Body are met in a particular case. The endorsement decision of the endorsing body is final.
15. The Home Office, and not the endorsing body, will be responsible for the final decision to grant or refuse entry clearance or leave to a migrant whose application has received an endorsement under the Global Talent category. This is because applicants also need to demonstrate that they meet the Home Office's own published criteria for the route relating to their previous immigration history and other factors.
16. The endorsing body will raise any queries it has about its duties with the Home Office. The Home Office will provide the endorsing body with a contact who will provide support and advice on Global Talent processes and the setting and monitoring of the endorsement requirements. The Home Office will not give advice or involve itself in any way in the decisions about or giving of individual endorsements.
17. The Home Office may periodically monitor endorsements issued, including numbers, and may ask for further information about a given endorsement from the endorsing body responsible.
18. The Home Office reserves the right to check the activities of the endorsing body's role in the endorsement process at any time. The Home Office may close the Global Talent route at any time and will make every effort to inform the endorsing bodies in advance.



19. The Home Office agrees to provide the endorsing bodies with an indemnity as set out at [Annex E](#).
20. The Home Office will advise the endorsing bodies of the deadline for the receipt of quarterly invoices for their services. It will pay an agreed set annual amount to each endorsing body, which includes the consideration of an agreed number of applications plus an agreed 'cost per additional application' for the consideration of any additional applications above this inclusive amount.
21. Any endorsement review consideration will be paid at 50% of the agreed 'cost per application' rate where the original decision is maintained. No payment will be made where the original decision is overturned.

## **Related content**

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# Part 4 – The Endorsing Body's role in the process of setting endorsement requirements and the issuing of endorsements

## **Principles**

22. The purpose of an endorsement of a Global Talent applicant is to confirm to the Home Office that, based on the evidence provided, the person is already internationally recognised in their field of expertise at the highest level or has demonstrated sufficient promise to be likely to become so.
23. Decisions on migrant endorsements will:
  - a. be impartial;
  - b. be consistent;
  - c. be based solely on any published endorsement criteria being applied by the endorsing body to the Global Talent category at the time of the application;
  - d. not give unfair advantage or disadvantage to any one employer or individual;
  - e. not advantage or disadvantage entrants from one country over another.

24. Challenges to endorsement decisions may only be made on grounds of process, through the Home Office's official route of Endorsement Review – challenges against the substance of a peer review judgement will not be accepted.

## Setting the endorsement requirements

25. The endorsing body is responsible for the published Global Talent endorsement requirements against which it will consider such requests.

26. All Global Talent endorsement requirements will be provided to the Home Office by the endorsing bodies. This will be done such that the requirements can be made available in the Immigration Rules published in the Home Office pages of the GOV.UK website, and kept up to date to ensure applicants are clear about the criteria against which endorsements for individuals are assessed.

27. The Global Talent endorsement requirements will comply with any UK legislation and immigration regulations, as detailed on the Home Office pages of the GOV.UK website.

28. Changes to Global Talent endorsement requirements will be made to coincide with other scheduled changes to the Immigration Rules, unless required by legislative or other changes outside the control of the endorsing body or the Home Office.

## The endorsements

29. Endorsing bodies will communicate their Global Talent endorsement decisions directly to the Home Office.

30. The endorsement decision will be signed by a named signatory whose details will be provided to the Home Office.

31. The suggested format for a Global Talent endorsing body endorsement decisions can be found in Annexes A, B,C and D.

32. Endorsements for Global Talent migrants will be required for initial and switching applications only.

33. The endorsing body's further endorsement is not required for any extension or settlement application by a Global Talent migrant. However, an endorsing body will notify the Home Office if it no longer wishes to endorse a particular applicant. Any application for further leave or settlement by the Global Talent migrant will be refused where the endorsing body has withdrawn its endorsement.

## Record keeping

34. The endorsing body will operate a numbering system of Global Talent endorsements to track readily those issued. Each endorsement will be assigned a unique reference number in a format specified by the Home Office that will be used by all endorsing bodies irrespective of the area they represent. An endorsing body will not use a format other than that detailed below.

35. The migrant endorsement will be in the following format:

Endorsing body unique reference allocated by the Home Office/financial year/  
sequential migrant endorsement number

36. The endorsing body will ensure that all information it stores is kept according to the requirements of General Data Protection Regulations (GDPR). More information on data protection is available at: <https://ico.org.uk/for-organisations/guide-to-the-general-data-protection-regulation-gdpr>.

## Retention of information

37. Copies of all documents submitted as part of the migrant's application for an endorsement and any information the endorsing body used to make its decision will be kept for a minimum of six years from the date of the endorsing body's decision to either endorse or refuse to endorse the applicant.

## Review and amendments to this code of practice

38. This Code will remain in place until reviewed or revised. All parties to the Code agree to work together in good faith and to agree any amendments to the Code that may be necessary in the operation of the Global Talent category. No significant changes will be made without consultation or agreement – however the endorsing bodies recognise that the Home Office, in exceptional circumstances and in order to deal with situations that may arise suddenly, may need to take action in relation to the Code at short notice.

### Related content

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### Related external links

# ANNEX A - suggested format of Endorsing Body endorsement decision – Arts Council England

to be provided electronically to the Home Office

Name of applicant:

Applicants Nationality:

Date of application:

Date of referral to Endorsing Body:

Date documents received by post/email:

URN:

Name of endorsing body: Arts Council England

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TO BE COMPLETED BY AN AUTHORISED OFFICIAL OF ENDORSING BODY

Name of the authorised official:

Do you endorse the Global Talent application for the above named applicant?

Yes  No

Category: Exceptional Talent  Exceptional Promise

Is this the category they applied under: Yes  No

Date of Decision:

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ENDORSEMENT RECOMMENDED

Endorsement issued for work in the field of: Complete only if endorsed

---

ENDORSEMENT NOT RECOMMENDED

Please check relevant boxes:

**Applicants from the fields of arts and culture.**

**Insufficient evidence of Exceptional Talent/Promise in relevant field**

- Media recognition/articles/reviews insufficient/not acceptable
- International/domestic awards/nominations insufficient/not acceptable
- Appearances/exhibitions insufficient/not acceptable

**Three letters of endorsement unacceptable**

- None of the letters are from a UK based organisations
- At least two letters are not from established arts or cultural organisations,

- institutions or companies
- Letter(s) not written by authorised member of acceptable body
- Insufficient evidence of applicant's achievements or exceptional promise
- Insufficient evidence of benefit
- Other reasons (please detail below)

**Applicants from the fields of film, television, animation, post-production and visual effects.**

**Awards or nominations**

- No win or nomination for Academy Award / BAFTA / Golden Globe / Emmy in the last ten years
- Not received minimum of two nominations for Academy Award / BAFTA / Golden Globe / Emmy in the last fifteen years
- Insufficient details of direct contribution to Academy Award / BAFTA / Golden Globe / Emmy award or nomination
- Insufficient evidence of international distribution sales and recognition
- Not awarded two named industry awards in the last six years
- Not awarded one and nominated for one other named industry awards in the last six years
- Not nominated for three named industry awards in last six years
- Insufficient details of direct contribution to named industry awards or nominations

**Three letters of endorsement unacceptable**

- None of the letters are from UK based organisations
- At least two letters are not from established arts or cultural organisations, institutions or companies
- Letter(s) not written by authorised member of acceptable body
- Insufficient evidence of applicant's achievements or exceptional talent/promise
- Insufficient evidence of benefit
- Other reasons (please detail below)

**Applicants from the fashion design industry**

**Insufficient evidence of Exceptional Talent/Promise in relevant field**

- Media recognition/articles/reviews insufficient/not acceptable
- Evidence of international awards/nominations/direct contribution insufficient/not acceptable
- Evidence of sponsorship through relevant support schemes insufficient/not acceptable
- Evidence of catwalk shows/presentations/exhibitions insufficient /not acceptable
- Evidence of orders insufficient/not acceptable
- Evidence of distribution/sales insufficient/not acceptable
- Evidence of industry recognition insufficient/not acceptable

**Three letters of endorsement unacceptable**

- All three letters are not from established and recognised national or international

- organisations, institutions or companies
- At least one letter is not from a UK organisation
- Letter(s) not written, signed and dated by authorised member of acceptable body
- Insufficient evidence of applicant's achievements or exceptional talent/promise
- Insufficient evidence of benefit
- Other reasons (please detail below)

**Applicants from the architecture industry**

**Insufficient evidence of Exceptional Talent/Promise in relevant field**

- Media recognition/articles/reviews insufficient/not acceptable
- Evidence of international awards/nominations/direct contribution insufficient/not acceptable
- Evidence of appearances/exhibitions/publications insufficient/not acceptable
- Evidence of industry recognition insufficient/not acceptable

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**Three letters of endorsement unacceptable**

- All three letters are not from established and recognised national or international organisations, institutions or companies
- At least one letter is not from a UK organisation
- Letter(s) not written, signed and dated by authorised member of acceptable body
- Insufficient evidence of applicant's achievements or exceptional talent/promise
- Insufficient evidence of benefit
- Other reasons (please detail below)

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**Further Details (if required):**

**Reference:**

# ANNEX B - suggested format of Endorsing Body endorsement decision – science bodies full peer review to be provided electronically to the Home Office

Name of applicant:

Applicants Nationality:

Date of application:

Date of referral to endorsing body:

Dates documents received by post/email:

Name of endorsing body:

URN:

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TO BE COMPLETED BY AN AUTHORISED OFFICIAL OF ENDORSING BODY

Name of the authorised official:

Telephone Number:

Email address:

Do you endorse the Global Talent application for the above named applicant?

Yes

No

Category:

Exceptional Talent

Exceptional Promise

Is this the category they applied under: Yes

No

Date of Decision:

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ENDORSEMENT RECOMMENDED

Endorsement issued for work in the field of:

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ENDORSEMENT NOT RECOMMENDED

*Please check relevant boxes:*

**Feedback - mandatory and qualifying eligibility criteria not fulfilled**

The applicant has not fulfilled the necessary mandatory and qualifying eligibility criteria to be considered under the Global Talent route.

*Details of which area(s) were not fulfilled should be listed using the check boxes below:*



Are an active researcher in a relevant field, typically within a university, research institute or within industry;

Have a PHD or equivalent research experience (including industrial research);

Provided a dated letter of personal recommendation from an eminent person resident in the UK who is familiar with the applicant's work and is qualified to assess the applicants claim to be a leader in their field;

Meet one or more of the following Qualifying Criteria (Exceptional Talent applicants only);

Be a member of your national academy or a foreign member of academies of other countries (in particular any of the UK national academies);

Have been awarded a prestigious internationally recognised prize;

Provide a written recommendation from a reputable UK organisation concerned with research in your field. The dated letter must be written by an authorised senior member of the organisation, such as a Chief executive, Vice-Chancellor or similar, on official paper.

Are at an early stage in their career (Exceptional Promise applicants only);

Have been awarded, hold, or have held in the past five years, a prestigious UK-based Research Fellowship, or an International Fellowship or advanced research post judged by the competent bodies to be of equivalent standing (Exceptional Promise applicants only).

### **Feedback – Exceptional Talent**

The reviewers felt that there was insufficient evidence within the application to demonstrate that the applicant could be consider a leader in their field.

The evidence, as presented in the supporting statement(s), did not persuade the reviewers that the applicant should be endorsed for entry through the Global Talent route.

The reviewers considered that the applicant's track record and contributions to the field to date were not strong enough to endorse the candidate for entry through the Global Talent route.

The reviewers felt that the application did not demonstrate that the contributions to the UK's research excellence and to wider society was of sufficient scale to merit endorsement for entry through the Global Talent route.

### **Feedback – Exceptional Promise**

The reviewers considered that there was insufficient evidence within the application to suggest that the applicant had the potential to be a future leader in the field.

The evidence, as presented in the supporting statement(s), did not persuade the reviewers that the applicant should be endorsed for entry through the Global Talent route.

The reviewers considered that the applicant's track record and contributions to the field to date, relative to career stage, were not strong enough to endorse the candidate for entry through the Global Talent route.

The reviewers felt that the application did not demonstrate that the contributions to the UK's research excellence and to wider society was of sufficient scale to merit endorsement for entry through the Global Talent route.

**Further Details (if required):**

# ANNEX C - suggested format of Endorsing Body endorsement decision – science bodies – Fast-Track

## to be provided electronically to the Home Office

Name of Applicant:

Applicant Nationality:

Date of Application:

Date of referral to Endorsing Body:

Date documents received by post/email:

Name of endorsing body:

URN:

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TO BE COMPLETED BY AN AUTHORISED OFFICIAL OF ENDORSING BODY

Name of the authorised official:

Telephone Number:

Email address:

Do you endorse the Global Talent application for the above named applicant?

Yes

No

Fast-track category:

Peer-reviewed research fellowship or award

Eligible senior academic or research position

UKRI endorsed funder

Date of Decision:

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ENDORSEMENT RECOMMENDED

Endorsement issued for work in the field of:

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ENDORSEMENT NOT RECOMMENDED

Please check relevant boxes:

**Feedback – Mandatory eligibility criteria not fulfilled**

*Details of which area(s) were not fulfilled should be listed using the check boxes below:*

**Peer-reviewed research fellowship or award**

Currently holds, or has held in the 12 months prior to application, specific peer reviewed research fellowship or award named on the published list by the Royal Society, The Royal Academy of Engineering or the British Academy.

**Eligible senior academic or research position**

Statement of guarantee from the Director of Human Resources (or equivalent) at an

approved UK Higher Education Institution or research institute.

**UKRI endorsed funder**

Applicant will be hosted or employed in a UKRI-approved UK research organisation and will provide critical contributions to work supported by a substantial research grant or award from an endorsed funder named on the list published by UKRI.

**Feedback –**

**Peer-reviewed research fellowship or award**

There was insufficient evidence within the application to demonstrate that the applicant currently holds, or has held in the 12 months prior to application, specific peer reviewed research fellowship or award named on the published list by the Royal Society, The Royal Academy of Engineering or the British Academy.

**Eligible Senior academic or research position**

There was insufficient evidence within the application to demonstrate that the applicant has been appointed to an eligible senior academic or research position at an approved UK Higher Education Institution or research institution named on the list published by the Royal Society, the Royal Academy of Engineering or the British Academy.

There was insufficient evidence within the application to demonstrate that the job was advertised, and an open competition was held for the position or, where there was not an open competition a reasonable explanation has been given.

The application did not demonstrate that the applicant has accepted a job offer of an eligible senior academic or research position at the employing institution

The application did not demonstrate that at least 3 references were required and received for the appointment

The application did not demonstrate at least 4 senior academic representatives from the employing institution were present on the interview panel

The application did not demonstrate that at least one senior external expert in a relevant field, who is not employed by the employing institution, was consulted during the recruitment process.

**UKRI endorsed funder**

Written confirmation of the award from an endorsed funder confirming that the grant or award is worth a minimum £30,000 and covers a minimum of 2 years;

A declaration for the Director of Human Resources (or equivalent) of the UKRI-approved UK research organisation, where the applicant will be hosted;

Are an academic, researcher, scientist, research engineer or other skilled research technology/methodology specialist;

Will be hosted in or employed at an approved research organisation;

Provide critical contributions to work supported by a research grant or award by an endorsed funder;

At least 50% of an applicant's time must be on the grant or award from an endorsed funder;

The employment contract or hosting agreement of the applicant must have at least 2 years remaining;

Independently direct, or direct under the supervision of a Principal Investigator, a unique research or innovation project or make critical contributions to research through the provision of core technical or domain excellence, or in developing new technologies and methodologies.

**Further Details (if required):**

# ANNEX D - suggested format of Endorsing Body endorsement decision – Tech Nation

to be provided electronically to the Home Office

**Name of Applicant:**

**Applicant Nationality:**

**Date of Application:**

**Date of referral to Endorsing Body:**

Date received from ATLAS:

**Name of endorsing body:** Tech Nation

**URN:**

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TO BE COMPLETED BY AN AUTHORISED OFFICIAL OF ENDORSING BODY

**Name of the authorised official:**

**Telephone Number:**

**Email address:**

**Do you endorse the Global Talent application for the above named applicant?**

Yes

No

**Category:**

Exceptional Talent

Exceptional Promise

**Is this the category they applied under:** Yes

No

**Date of Decision:**

---

ENDORSEMENT RECOMMENDED

**Endorsement issued for work in the field of:** Complete only if endorsed

---

ENDORSEMENT NOT RECOMMENDED

*Please check relevant boxes:*

**Feedback - mandatory and qualifying eligibility criteria not fulfilled**

The applicant has fulfilled the necessary mandatory and qualifying eligibility criteria to be considered under the Global Talent route.

*Details of which area(s) were not fulfilled should be listed using the check boxes below:*

Mandatory criteria

Have a proven track record of innovation in the digital technology sector as a founder of a product-led digital technology company or an employee working in a new digital field or concept

Proof of recognition for work outside your immediate occupation that has contributed to the advancement of the sector.

Meet two or more of the Qualifying Criteria:

Have made significant technical, commercial, or entrepreneurial contributions in the digital technology sector as either a founder, entrepreneur or employee of a product-led digital technology company;

Have been recognised as a leading talent in the digital technology sector; Have undergone continuous learning / mastery of new digital skills (commercial or technical) throughout their career

Have demonstrated exceptional ability in the field by making academic contributions through research

**Feedback – further details**

*Details of decision made should be noted using the check boxes below:*

People who enter through Global Talent are expected to have an outstanding track record/career history. The reviewers felt that the applicant’s track record was sufficiently strong to be endorsed under Global Talent.

The strength of the evidence as presented in the supporting statement(s), persuaded the reviewers that the applicant met the mandatory and qualifying criteria and should therefore be endorsed under Global Talent.

The reviewers felt the application demonstrated that the applicant’s presence in the UK will be of sufficient merit to be endorsed for entry through the Global Talent route

The reviewers felt that there was sufficient evidence within the application to demonstrate that the applicant could be considered a leader/potential leader in the field of digital technology

**Further specific details (if required):**

# ANNEX E – Statement of Indemnity

The Home Office will cover all reasonable legal costs incurred by the endorsing bodies arising out of or associated with a challenge to any recommendation made by the endorsing bodies in connection with a Global Talent application. This includes the reasonable legal costs associated with responding to requests and claims associated with threatened or issued legal proceedings as well as reasonable legal costs associated with defending any legal claims. The exception is in the case where the endorsing body is found by a competent court to have failed materially to follow the published criteria for assessment and the procedures relating to the determination or evaluation of an application for endorsement for Global Talent.

In the event that a costs order is made by a competent court in favour of any of the endorsing bodies, that endorsing body will first make reasonable efforts to obtain those costs from the losing party. No liability for reasonable legal costs will accrue to the Home Office in advance of the relevant endorsing body confirming to the Home Office that it has made such reasonable efforts without success. Subject to the foregoing clause, the indemnity offered by the Home Office will prevail at all times save to the extent that the endorsing body has received payment from another party.

The endorsing bodies will retain control over and responsibility for any response that they make to a claim or inquiry. However, they will provide the Home Office with information at the earliest opportunity, namely when first notified of a potential legal challenge, and in any event no later than receipt of any pre-action protocol letter, to enable it, wherever possible, to assist in ensuring that any disputes may be resolved before they reach a court.

The endorsing bodies will provide the Home Office with copies of the policies or procedures that they implement for the purpose of determining an endorsement for Global Talent. In accordance with the Code of Practice, the Home Office reserves the right to request amendments to those documents where they are incompatible with current immigration law. The Home Office's indemnity will continue to apply irrespective of any criticism of any such policies or procedures.

## **Related content**

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