



Are EU ready for Brexit?

Are you actively making plans for how Brexit might affect your business? Or have you decided to “wait and see” if it affects you?

With “Brexit Day” rapidly approaching, time is running out for you to take pre-emptive steps to protect your business when the time comes. Whilst you may not think that Brexit will have a direct impact on your business, you may be surprised...

For those in the nursery sector...

You are a nursery owner, employing 25 staff. You do not currently employ anyone who requires a visa to work in the UK.

We suggest that you go through your employee files and make a list of what nationalities your staff are.

Of your staff, 22 are UK passport holders, but to your surprise, you find that 3 members of staff are EU nationals. What will Brexit mean for these employees?

You are thinking about recruiting a new manager for your nursery and you have reached the second interview stage. You have discovered that the candidate you would like to hire is a French national. Does Brexit change whether or not you can take him/her on?

This also gets you thinking about your future expansion plans. You have always found staff turnover to be a problem - will Brexit change how you need to go about recruitment in future?

What impact will Brexit have on employers?

The latest figures from the Office for National Statistics estimate that there are **2.25 million EU nationals** working in the UK. Every one of these EU nationals will be affected – to some extent – by Brexit.

What about the nursery sector?

The Office for National Statistics estimates that some 850,000 people are employed in the UK’s childcare sector. The National Day Nurseries Association survey 2017/2018 found that 25% of employers employed EU staff; of the childcare practitioners who responded, some 12% of the respondents indicated they were EU nationals.

Whether the UK leaves the EU with a deal or “no deal” on 29 March 2019, “**free movement**” - which allows EU nationals to come to the UK and work without obtaining a visa – **will come to an end**. Free movement has been part of the UK’s economic landscape since the early 1970’s. This is a major change.

This means that EU nationals who are currently in the UK will need to actively take steps to secure their rights to stay living and working in the UK. Any EU nationals who want to come to the UK to work in the future will no longer be able to do so unless they meet new visa requirements and employers will not be able to recruit new EU nationals unless they hold the appropriate visa.

We will be discussing these issues and what Brexit will mean for your current (and future) employees at our seminar on 23 January 2019. The details can be found [here](#). We will also be looking at **what steps you can take right now** to prepare your business to make sure that when Brexit happens, you’re ready for it.