



KINGSBRIDGE

S&B
RECRUITMENT

IR35: TAKING CONTROL

**Confidently and compliantly maintain
your flexible workforce**

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OVERVIEW

Kingsbridge provide a unique, award-winning and comprehensive IR35 solution that manages the entire IR35 process, from status assessment to insurance, so you can confidently and compliantly maintain every aspect of your flexible workforce.

The government's changes to the off payroll working rules (also known as 'IR35') finally came into effect on 6th April 2021. In a nutshell, these reforms shifted the responsibility of determining the IR35 status of an assignment from the Personal Service Company ('PSC') to the end-hirer. These rules placed the accountability and, more importantly, the liability of unpaid taxes on the end-hirer or recruiter, rather than the PSC as previously.

THE ISSUE

These changes have led to many organisations becoming nervous around engaging with PSCs due to the risk of being inadvertently hit by a large and unexpected tax bill from HMRC. A few have even taken the draconian step of imposing "blanket bans", refusing to engage with any PSCs under any circumstances.

This approach, however, comes at a significant cost. Where a PSC is needlessly treated as Inside IR35, it can result in additional and avoidable costs, such as Employer's NIC, the Apprenticeship Levy, and potential claims for employment rights, depending on how a contractor is engaged. More importantly, it reduced access to some of the best contracting talent out there. These contractors are far more likely to be attracted to end-hirers who adopt a robust and fair approach to determining IR35 status.

Employers willing to engage with PSCs therefore stand to gain a significant competitive advantage and ability, particularly in a post-pandemic landscape where flexible workers are set to play an even greater role in the UK economy and access to the best talent will be decisive.



KINGSBRIDGE

THE COMPLETE IR35 SOLUTION

Kingsbridge is uniquely positioned to help businesses engage PSCs in a compliant manner that saves money and reduces risk through its award winning IR35 solution.

Using the Kingsbridge solution will:

- Ensure you still have access to the best talent
- Prevent disruption to your projects
- Help you maintain a compliant workforce
- Manage your potential defence cost and tax liability in the event of an investigation
- Save you money on unnecessary costs

IR35 Status Tool

- Insurance backed
- A best-in-class online status determination tool
- A hybrid approach of an automated process with in-house expertise to provide quick and accurate status results
- Generates an inside or outside instant determination with any borderline cases being assessed by in-house IR35 experts
- Embedded dispute process

Training & Education

- Delivered by IR35 Experts
- Presentations followed by a Q&A
- Hosted webinars
- Internal or client focused webinars

Consultancy services

- Helps businesses assess and resolve IR35 risks
- Tailored business audits
- Review of contractual engagements
- Review of IR35 processes
- Review of in-house training
- Review of hiring manager engagements
- Ad-hoc support inc wider tax issues

Contract reviews

- Upper or Lower level
- Inside or outside of IR35 estimation
- Advice and suggested alterations



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INSURANCE

IR35 INSURANCE

Kingsbridge IR35 Protect is a unique insurance product that offers comprehensive cover that flexes to protect the entity deemed liable by HMRC, protecting all parties in the chain against the potentially significant costs of a tax tribunal if a status determination is challenged.

IR35 Protect offers:

- £100k cover for all IR35 related defence costs, per contractor, per year
- £100k cover for all IR35 related tax, interest and penalty costs, per contractor, per tax year, payable to whichever entity is deemed liable by HMRC
- Four-year extended reporting period following the initial year of coverage
- Underwritten by Zurich plc, one of the largest insurers in the UK
- Ability to insure a third party status assessment through the Insurance Validation Tool
- No prospects of success clause¹ for IR35 claims if the status assessment is through the Kingsbridge IR35 Status Tool or the Insurance Validation Tool

¹ Nearly all legal expenses insurance policies contain a clause that entitles the insurer to refuse to represent legal proceedings if there is less than 51% chance of success. Prospects of success clause is automatically met where the status assessment has been carried out by the IR35 Status tool.

CONTRACTOR INSURANCE

Kingsbridge works closely with end-clients and recruiters to ensure that their PSC workforces are compliant by offering a unique contractor insurance package, comprising Professional Indemnity cover, Public Liability cover and other covers essential to insure against the usual business risks that an independent service provider would encounter and expect to make responsible provision for. Increasingly, end-clients and recruiters have a zero-tolerance approach to PSCs having adequate cover. It would be highly unlikely for a PSC contractor who has been assessed as “outside” IR35 not to also hold business insurance.



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THE TEAM

Our dedicated IR35 team has successfully defended more IR35 investigations than anyone else. Combined, the Kingsbridge IR35 team have over 50 years' worth of IR35 experience and have completed over 26,500 status assessments covering over 3,600 end-users².



Andy Vessey (ATT) | Head of Tax

Andy has been deeply involved with IR35 since its inception and has personally defended more than 600 IR35 cases, winning almost every case. In 1993, Andy qualified with the Association of Taxation Technicians (ATT) and now has 38 years of tax experience under his belt, specialising in employment status matters.



Matt Tyler | IR35 Consultancy Manager

Matt has been dealing with IR35 for almost a decade. Having started his career as a tax consultant his training on the legislation is thorough and well-rounded. He most recently made the move over to Kingsbridge to head up the IR35 Consultancy Team



Nicola Hayman | Legal Manager

Nicola who was previously legal advisor at APSCo has been heavily involved with IR35 since the off-payroll changes came into the public sector and is regarded as an expert on the topic. Since finishing her legal qualifications in 2012, Nicola has been working in the staffing industry advising recruiter and end-clients on legal matters.



Ryan Dawson | IR35 Project Manager

Ryan has worked as an IR35 legislation professional for over six years. He holds an LLB Law degree, a Level 3 Certificate in Insurance (Cert CII) and has been endorsed for his skills, knowledge and understanding of IR35 legislation and insurance.

² October 2021



KINGSBRIDGE

EXPERT SUPPORT FROM AN EXPERT PARTNER

Kingsbridge has grown to become the UK's leading provider of specialist insurance and IR35 services to the UK's recruitment supply chain. By partnering with us, you're getting the best support in the market.

GET IN TOUCH

It is easy to sort IR35, if you act now.

Get in touch with us and we'll explain what you need to do to maintain your flexible workforce confidently and compliantly.

Please contact:

Email: partners@kingsbridge.co.uk

Call: 01242 335 444



40,000 customers



500 partners



Over 26,500 IR35 assessments completed



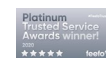
3600 end hirers benefitted from the status tool



Underwritten by Zurich Insurance plc



Awarded APSCo Affiliate Member of the Year



Feefo Platinum Trusted Service Award



Broker innovation award 2020 for IR35 Solution



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