



BEN XU

PARTNER

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Ben Xu has over 11 years of experience in dealing with U.K. immigration and nationality matters, particularly matters with complex personal and business immigration issues. As well as high-net-worth clients, Ben also has acted for many corporate organisations, executives, EU nationals, and individuals with human rights claims.

Ben used to practise corporate and commercial law. He finds that his experience as a corporate lawyer gives him a deeper level of understanding of the issues in hand when advising corporate and executive clients, and allows him to provide more rounded solutions.

Ben has a success rate of 100% in all applications to date. His clients describe him as “a first-rate immigration lawyer... accomplished the ‘impossible’” for them and a person who is able to make them feel “comfortable throughout the entire application process”.

BACKGROUND

Prior to joining Armstrong Teasdale, Ben managed the immigration practice at another London firm and acted as point of contact for all immigration-related inquiries for the firm’s 14 offices.

EDUCATION

- Nottingham Law School (LPC, 2009)
- University College London, University of London (LL.M., *Merit*, 2007)
- University of Leicester (LL.B., *2.1 honours*, 2006)

PROFESSIONAL ACTIVITIES

- Immigration Law Practitioners’ Association

ACCOLADES

- Chambers U.K., Up and Coming Lawyer for Immigration: Business (2023)
- Top Recommended Immigration Lawyer by Spear’s (2021-present)
- The Legal 500 U.K. (2019-2020; 2024)

LANGUAGES

SERVICES AND INDUSTRIES

Immigration
Corporate
Emerging Companies
Employee Benefits and Executive Compensation
Employment and Labor
Mergers and Acquisitions
Agribusiness and Food
Consumer Products and Services
Energy and Utilities
Financial Services and Banking
Health Care and Life Sciences
Education
Manufacturing and Innovation
Real Estate, Development, Construction
Sports, Media and Entertainment
Technology

ADMISSIONS

England and Wales

- Mandarin

EXPERIENCE

Advised a Major British Airline on Transfer of Migrant Workers

Advised a major British airline on the process of transferring foreign migrant workers to the airline as a result of a TUPE transfer and the responsibility of the airline as a sponsor post-acquisition.

Advised a Group of Companies on Sponsor Licence Structure

Advised an international health care and communications group on the structure of its sponsor licences prior to the acquisition by a private equity firm and assisted its global CEO with his ICT extension application.

Advised a Global Alliance Member on Application for Sponsor Licence

Advised a founding member of a global alliance on its application for a sponsor license in the sub-category of ICT. It required a detailed analysis of the global alliance constitution, in order to assess whether there was a satisfactory link by way of common ownership or control between member firms. A detailed legal representation was submitted to the Home Office, drawing on Ben's corporate law background expertise. ICT sponsor license was granted within two weeks.

Secured Approval of Naturalisation Application for a Highly Respected Doctor

Assisted a highly respected medical doctor with her application for naturalisation after numerous law firms informed her that she was not eligible to apply for British citizenship. She had spent six years in the U.K. as the spouse of an EU national and had obtained permanent residence, but exceeded the 450-day absence limit. After highlighting the compelling compassionate reasons for her absences from the U.K. in her application as well as bringing her extensive philanthropy in the U.K. to the Home Office's attention, her application was subsequently approved.

Assisted a Private Golf Club with Sponsor Licence

Assisted a private members' golf club with its application for a sponsor licence after acquiring the businesses and assets of another company (in administration) together with three migrant workers, and advised the club on its responsibility post-acquisition.

Advised a Fraud Victim on Tier 2 (General) Application

Advised a victim of fraud on her Tier 2 (General) application and successfully removed the Home Office's 'deception' findings and one-year ban under paragraph 320(7B) of the Immigration Rules.

Obtained Visa Extension for Domestic Worker after Initial Refusal

Formulated strategies and successfully obtained a visa extension for a domestic worker after the initial refusal decision on an application prepared by the applicant herself.

THOUGHT LEADERSHIP

February 16, 2024

U.K. Government Sheds Light on Five-Point Plan Timeline

January 18, 2024

Further Clarification on the U.K. Government's "Five-Point Immigration Plan"

January 18, 2024

U.K. Sponsor Licence Health Check: Here's What to Consider For 2024

December 18, 2023

Holiday Party Dos and Don'ts: How employers can avoid a morning-after headache

December 11, 2023

Major Increases to U.K. Minimum Salary Requirements and Further Visa Rule Changes

February 2022

Addressing Staff Shortages

CareMarkets UK

July 2021

Graduate Visa Practice Notes

LexisNexis

December 2020

Ending your marriage but not your visa: the impact of divorce on your UK immigration status

HNW Divorce Magazine

2019

Tier 1 (Investor) Practice Notes

LexisNexis

Settled Status and Permanent Residence

French Chamber Magazine