

NOTICE IS HEREBY GIVEN that a hearing of the **LICENSING SUB-COMMITTEE** will be held in the **CIVIC SUITE (LANCASTER / STIRLING ROOMS), PATHFINDER HOUSE, ST MARY'S STREET, HUNTINGDON PE29 3TN** on **MONDAY, 17 JULY 2023** at **10:00 AM** and you are requested to attend for the transaction of the following business:-

## **AGENDA**

### **APOLOGIES**

#### **1. ELECTION OF CHAIR**

**Item Led By: Democratic Services**

#### **2. MEMBERS INTERESTS**

To receive from Members declarations as to disclosable pecuniary, other registerable and non-registerable interests in relation to any Agenda item. Please see Notes below.

**Item Led By: Chair.**

#### **3. INTRODUCTION**

**Item Led By: Chair.**

#### **4. LICENSING SUB COMMITTEE PROCEDURE (Pages 5 - 10)**

**Item Led By: Chair.**

#### **5. INDIAANA RESTAURANT, 61 HIGH STREET, RAMSEY PE26 1AB (Pages 11 - 80)**

To consider an application for a review of a premises licence made under Section 51 of the Licensing Act 2003 made by the following:-

Applicant: Home Office Immigration Enforcement

Premises: Indiaana Restaurant, 61 High Street, Ramsey PE26 1AB

**Item Led By: S Mardon - (01480) 387075**

## 6. EXCLUSION OF PRESS AND PUBLIC

To resolve:-

to exclude the press and public from the hearing during the determination of the application.

**Item Led By: Chair.**

## 7. DETERMINATION

To determine the application referred to in Agenda Item 5.

**Item Led By: Chair.**

30th day of June 2023

***Oliver Morley***

Head of Paid Service

### **Disclosable Pecuniary Interests and other Registerable and Non Registerable Interests**

Further information on [Disclosable Pecuniary Interests and other Registerable and Non-Registerable Interests is available in the Council's Constitution](#)

### **Filming and Recording of Council Meetings**

This meeting will be recorded by the Council for live broadcast online at <https://www.youtube.com/user.HuntingdonshireDC>

If you participate in the meeting, you consent to being filmed and to the possible use of those images and sound recordings for broadcasting and/or training purposes.

If you have any questions on the issue of filming / recording of meeting, please contact Democratic Services.

The District Council permits filming, recording and the taking of photographs at its meetings that are open to the public. Arrangements for these activities should operate in accordance with [guidelines](#) agreed by the Council.

**Please contact Democratic Services, Tel: 01480 388169 / email: Democratic.Services@huntingdonshire.gov.uk if you have a general query on any Agenda Item, wish to tender your apologies for absence from the meeting, or would like information on any decision taken by the Sub-Committee.**

Specific enquiries with regard to items on the Agenda should be directed towards the Contact Officer.

Members of the public are welcome to attend this meeting as observers except during consideration of confidential or exempt items of business.

Agenda and enclosures can be viewed on the [District Council's website](#).

**Emergency Procedure**

In the event of the fire alarm being sounded and on the instruction of the Meeting Administrator, all attendees are requested to vacate the building via the closest emergency exit.

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## HUNTINGDONSHIRE DISTRICT COUNCIL

### LICENSING SUB-COMMITTEE PROCEDURE

#### 1. Introduction

- 1.1 The following proceedings apply to the licensing sub-committees established by the Licensing Committee of the Huntingdonshire District Council acting as the Licensing Authority.

#### 2. Membership

- 2.1 Each licensing sub-committee shall comprise three Members appointed by the Licensing Committee from amongst its membership. A sub-committee shall elect a Chair from amongst its members at each meeting, for the purpose of that hearing or meeting.
- 2.2 The quorum for hearings and meetings of a sub-committee shall be three members.
- 2.3 Members shall endeavour to be present throughout an individual hearing by a sub-committee. If a member of a sub-committee is required to leave a hearing temporarily, the Chair shall adjourn the hearing for the duration of the period whilst that member is unavailable. Any member who is absent from a hearing for any reason whilst that hearing is taking place shall be precluded from commencing or continuing to take part in the matter under debate upon his arrival/return and from voting upon the matter at the conclusion of that item of business.
- 2.4 Where the Sub-Committee undertakes a site visit prior to a hearing, a member shall be precluded from taking part in the hearing if he has not attended that site visit.
- 2.5 A member will not take part in a hearing or meeting at which a matter is being discussed which relates to a premises licence, club premises certificate, temporary events notice or personal licence where either the premises or the person is resident in the ward which he represents.

#### 3. Notice of Hearings

- 3.1 Upon the date of a hearing of a sub-committee being arranged, notice shall be given to the parties to the hearing in accordance with the requirements of the Hearings Regulations. For the purposes of this procedure, a party is defined as an applicant for a licence or certificate, a person who has given a temporary events notice, a responsible authority or a person or business that has submitted relevant representations in respect of an application or applied for a review of a licence or certificate and, in certain additional instances, the Chief Officer of Police.
- 3.2 The notice of the hearing shall be accompanied by a copy of this procedure which sets out
- the right of attendance at a hearing by a party and the right to submit representations etc.

- the consequences if a party does not attend or is not represented at a hearing
- the procedure to be followed at the hearing

3.3 The notice of the hearing will also be accompanied by copies of the documents required by the Hearings Regulations and any particular points upon which the Sub-Committee considers that it will want clarification from a party at the hearing.

3.4 Where a hearing is to be held on more than one day, the hearing will be arranged so that it takes place on consecutive working days.

#### **4. Action Following Receipt of Notice of Hearing**

4.1 Upon receipt of a notice of a hearing, a party is required to give notice to the licensing authority whether

- he intends to attend or be represented at the hearing,
- he wishes to request permission for any other person to appear at the hearing, accompanied by the name of the person and a brief description of the point(s) to be made by the person, and
- he considers the hearing to be necessary.

4.2 A party should notify the licensing authority within the following timescales-

- 1 working day of the hearing in the case of a cancellation of an interim authority notice following police objections or a counter notice following police objection to a temporary events notice;
- 2 working days of the hearing in the case of a review of a premises licence following a closure order or the conversion of an existing licence or club premises certificate or an application by the holder of a justices' licence for a personal licence; or
- 5 working days of the hearing in all other cases.

4.3 Notice may be given to licensing authority by electronic means to the address [democratic.services@huntingdonshire.gov.uk](mailto:democratic.services@huntingdonshire.gov.uk)

4.4 A sub-committee may dispense with the holding of a hearing if all of the parties have given notice that they consider a hearing to be unnecessary. Where the parties have agreed that a hearing is unnecessary in such circumstances, the Council shall give notice to the parties that the hearing has been dispensed with.

4.5 Where a hearing has been dispensed with, the matter which was to have been the subject of the hearing shall be determined at a meeting of the Sub- Committee.

#### **5. Withdrawal of Representations**

5.1 A party may give notice to the licensing authority no later than 24 hours before the commencement of the hearing that he wishes to withdraw his representations or he may do so orally at the hearing.

## **6. Extension of Time**

- 6.1 The Sub-Committee may extend any of the time limits specified in this procedure where it considers it necessary to do so in the public interest and shall give notice of the extension of time and the reason for it to the parties to the hearing.
- 6.2 The Sub-Committee may adjourn the hearing or arrange for it to be held on specified additional days, where it considers this to be necessary to consider any representations made by a party. The parties to the hearing will be notified of the adjournment or rearrangement.
- 6.3 In considering any extension of time or adjournment, the Sub-Committee will not exercise its powers so that an application is deemed as granted or rejected in accordance with the transitional arrangements specified in the Act.

## **7. The Hearing**

- 7.1 The Sub-Committee may exclude the public from all or part of a hearing where it considers that the public interest in so doing outweighs the public interest in the hearing or that part of the hearing taking place in public. The Sub-Committee will normally resolve to exclude the public from that part of the hearing during which the Sub-Committee determines the matter which is the subject of the hearing.
- 7.2 Subject to the above, a party may attend the hearing and may be assisted or represented by any person whether or not that person is legally qualified
- 7.3 At the commencement of the hearing, the Chair shall introduce the members of the Sub-Committee and any officers in attendance to support the Sub-Committee and shall ask the parties and any persons accompanying them to state their names and addresses or who they represent. The Chair shall explain to the parties present that the hearing is subject to this procedure, copies of which will have been distributed to the parties with the notice of the hearing, and shall enquire of the persons present whether there are any questions of clarity or explanation about its contents.
- 7.4 The Sub-Committee shall consider any request from another person to appear at the hearing of which notice has been given but such permission shall not be unreasonably withheld.

### **Procedure in all cases other than an application for a review of a premises licence or a club premises certificate or convictions coming to light after the grant or renewal of a personal licence**

- 7.5 The Licensing Officer will present the application. The Chair will then invite the applicant or his representative to address the Sub-Committee on his application, to respond to any point(s) upon which notice has been given that clarification is required by the licensing authority and to call any person(s) to whom permission has been granted to appear in support of his application. The applicant will be allowed a maximum period of time of twenty minutes in which to address the Sub-Committee and call persons on his behalf.
- 7.6 The applicant or his representative or any person called on his behalf may then be asked any questions upon their presentation by any member of the Sub-Committee or by any of the other parties present at the hearing or their representatives.

- 7.7 The Chair will then invite each of the parties at the hearing or their representative sequentially to address the Sub-Committee and call any person(s) to whom permission has been granted to appear. Each party will be allowed a maximum period of time of twenty minutes in which to address the Sub-Committee and call persons on his behalf. The sequence in which each of the parties will be invited to address the Sub-Committee will be at the discretion of the Chairman but will normally be in the order of the Chief Officer of Police, the Fire Authority, the health and safety at work enforcing authority, the local planning authority, the local environmental health authority, the local weights and measures authority, the authority responsible for the protection of children from harm, a navigation or other authority responsible for waterways and any other party that has submitted representations in respect of the application, certificate, notice or other matter appearing before the Sub-Committee.
- 7.8 The party or his representative or any of his witnesses may be asked any questions upon their presentation by any member of the Sub-Committee or by the applicant or his representative or any of the other parties present at the hearing or their representatives.
- 7.9 Where relevant written representations have been received and the party submitting those representations has given notice of his intention not to attend the hearing, the parties present will be invited by the Chair to indicate whether they wish to comment on the representations submitted. The Sub-Committee may take into account documentary or other evidence submitted by a party either in support of their application, notice or representations either before the hearing or, with the consent of all of the other parties present, at the hearing.
- 7.10 Where appropriate, the Chair shall remind the parties that their representations should be relevant to the licensing objectives of the prevention of crime and disorder, public safety, the prevention of public nuisance and the protection of children from harm. The Sub-Committee shall disregard any information given by a party or person permitted to appear which is not relevant to their application, notice or representations or to the licensing objectives. If, in his opinion, the Chairman feels that the representations being made are not relevant, he may, after first reminding the party of the need for relevance, advise the party that he will no longer be heard. Where in the opinion of the Chair, a party is being repetitious, vexatious or slanderous in his remarks, the Chair may first warn the party and may then advise the party that he will no longer be heard. The ruling of the Chair shall be final in such circumstances.
- 7.11 The Chairman may require any person who in his opinion is behaving in a disruptive manner at a hearing to leave the hearing and may refuse to permit that person to return or to return only upon complying with such conditions as the Chair may specify. However any such person may submit any evidence in writing that they proposed to give orally, provided that they do so before the end of the hearing.
- 7.12 After each party has addressed the Sub-Committee and after comments have been invited on written representations, the applicant or his representative will be invited by the Chair to sum up his application for a time not exceeding five minutes but without introducing any new evidence to the proceedings.

**Procedure in cases relating to an application for a review of a premises licence or a club premises certificate or convictions coming to light after the grant or renewal of a personal licence**

- 7.13 In the case of such hearings, the above procedure shall be followed with the exception that the applicant for a review of a premises licence or a club premises certificate or the chief



officer of police in the case of an objection notice where convictions have come light after the grant or renewal of a personal licence will be invited to address the Sub-Committee first and to call any person(s) to whom permission has been granted to appear.

- 7.14 After any questions have been dealt with the holder of the licence or certificate will be invited to address the Sub-Committee and to call any person(s) to whom permission has been granted to appear.
- 7.15 There shall be no right of reply for the applicant for a review of the licence or certificate or for the Chief Officer of Police.

## **8. Determination of Applications**

- 8.1 At the conclusion of the hearing, the Sub-Committee will determine the application in accordance with the timescales specified in the Hearings Regulations but, in any event, will endeavour to do so as soon as practicable after the hearing has concluded.
- 8.2 Where a hearing has been dispensed with in accordance with paragraph 4.2 above, the application will be determined by the Sub-Committee within 10 working days of notice having been given to the parties that the hearing has been dispensed with.
- 8.3 The Licensing Authority will notify the applicant and parties of its decision forthwith upon the making of the decision.
- 8.4 A record shall be taken of the hearing by the licensing authority which shall be retained for six years after the date of the determination of the hearing or the disposal of an appeal against the determination.

## **9. Meetings of the Sub-Committee**

- 9.1 Any meetings of the Sub-Committee, other than hearings described above, shall be subject to the proceedings adopted by the Licensing Committee for the conduct of its own business except where otherwise stated above.

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## LICENSING SUB-COMMITTEE – 17th July 2023

### LICENSING ACT 2003 APPLICATION TO REVIEW PREMISES LICENCE Indiaana, 61 High Street, Ramsey, Huntingdon, PE29 1AB

#### 1. INTRODUCTION

- 1.1 Huntingdonshire District Council as the Licensing Authority has received an application to review a premises Licence, from Home Office Immigration Enforcement in their capacity as a Responsible Authority under the Licensing Act 2003 ('the Act'), for Premises Licence HDC/PRE00613; Indiaana, 61 High Street, Ramsey, Huntingdon, PE26 1AB.
- 1.2 The Application was received on 31 May 2023. As required under the Licensing Act 2003, notice of the application was advertised on the Council's website, and blue notices were displayed at or near the premises from 02 June 2023. The 28 days consultation period ended on 28 June 2023.
- 1.3 A copy of the application for review, along with supporting documentation is attached as **Appendix A** and **Appendix B & C**
- 1.4 The current premises licence, is at **Appendix D**.
- 1.5 Officers attended the premises on the 2 June 2023 in order to display the required blue notices of Review. These Officers have provided statements of their encounters during this visit. These statements are attached as **Appendix E**

#### 2. BACKGROUND

- 2.1. The Premises Licence HDC/PRE00613, for 61 High Street, Ramsey was first issued in November 2012, at that time the Premises traded as Blue Tiffin and the Premises Licence Holder was a previous owner Mr FM.
- 2.2. In June 2013, the Premises Licence was transferred to Mr Abdul AWAL & Mr AM. At the same time an application to Vary the DPS to Mr Abdul AWAL was received and the premises then began trading as Indiaana.
- 2.3. In October 2015, we received a letter from Mr Abdul AWAL, informing he had changed his name to Mr Harun RASHID. The copy of the Deed of Change was dated October 2013. The record of the Premises Licence and Mr RASHID's Personal Licence were updated with the new name details.
- 2.4. The letter of October 2015 also explained Mr AM was no longer involved with the business and the Premises Licence should be only in the name of Mr Harun RASHID. At this time Mr RASHID was advised, to remove Mr AM as a Licence Holder he should complete an application to transfer the premises licence, into only his own name.
- 2.5. In December 2017, an application to transfer the Premises Licence was received and granted, stating Mr Harun RASHID as the sole Licence Holder.
- 2.6. In March of 2023, there is a record of Mr RASHID telephoning the Licensing Team and advising he had sold the business. He was advised the new owners would need to

make an application to Transfer the licence to themselves. Mr RASHID was asked to email in the details of the new owner in order that we could make contact. He was advised he would still be liable for the annual fee payments until such time as the licence is transferred or surrendered.

- 2.7. Mr Harun RASHID remains the Premises Licence Holder and the named Designated Premises Supervisor of this Licence.
- 2.8. However, records from our Business Rates and Council Tax team confirm on the 8 August 2022 RAMSEY FOODS LTD became the occupier of the restaurant premises and Mr Falah CHOUDHURY become responsible for the upstairs living accommodation.

### **3. REPRESENTATIONS**

- 3.1 During the period for representations 2 valid representations in support of the application have been received from Cambridgeshire Constabulary in their role as a Responsible Authority. These representations have been attached in their entirety as **Appendix F**.
- 3.2 Not all matters raised within the representation may be relevant matters for consideration under the Licensing Act 2003.
- 3.3 A person who has submitted a relevant representation is entitled to address the Licensing Sub-Committee at the hearing and ask questions of any other party appearing at the hearing.

### **4. GENERAL DUTY/ POLICY CONSIDERATIONS**

- 4.1 The licensing authority must carry out its functions under the Act with a view to promoting the licensing objectives, each objective has equal importance, the objectives are:
  - a. the prevention of crime and disorder,
  - b. public safety,
  - c. the prevention of public nuisance, and
  - d. the protection of children from harm.
- 4.2 The sub-committee must also have regard to –
  - a. its statement of licensing policy, and
  - b. any statutory guidance issued under Section 182 of the Licensing Act 2003.
  - c. the Human Rights Act 1988
- 4.3 The Council must also fulfil its obligations under Section 17 of the Crime and Disorder Act 1998 to do all that it reasonably can to prevent crime and disorder in its district.

### **5. DETERMINATION**

- 5.1. In making a decision, this application must be determined on its individual merits having regard to the representations and supporting documents included as part of the report along with additional information considered relevant at the hearing. As part of the decision process the sub-committee is required to give its reasons for any decision arrived at.
- 5.2. Where the licensing authority considers that action under its statutory powers is appropriate, it may take any of the following steps:

- a. modify the conditions of the premises licence (which includes adding new conditions or any alteration or omission of an existing condition), for example, by reducing the hours of opening or by requiring door supervisors at particular times;
  - b. exclude a licensable activity from the scope of the licence, for example, to exclude the performance of live music or playing of recorded music (where it is not within the incidental live and recorded music exemption);
  - c. remove the designated premises supervisor, for example, because it is considered that the problems are the result of poor management;
  - d. suspend the licence for a period not exceeding three months;
  - e. revoke the licence.
  - f. take no action
- 5.3. Any decision made by the sub-committee must be reasonable and proportionate and promote the Licensing objectives.

#### **BACKGROUND INFORMATION**

Licensing Act 2003.

Guidance issued under section 182 of the Licensing Act 2003.

The Council's Statement of Licensing Policy.

**Licensing Officer: Sarah Mardon**

**30 June 2023**

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*[Insert name and address of relevant licensing authority and its reference number (optional)]*  
Licensing Authority: Huntingdonshire District Council

**Application for the review of a premises licence or club premises certificate under the  
Licensing Act 2003**

**PLEASE READ THE FOLLOWING INSTRUCTIONS FIRST**

Before completing this form, please read the guidance notes at the end of the form.  
If you are completing this form by hand, please write legibly in block capitals. In all cases ensure  
that your answers are inside the boxes and written in black ink. Use additional sheets if necessary.  
You may wish to keep a copy of the completed form for your records.

**I Home Office Immigration Enforcement**

**apply for the review of a premises licence under section 51 / apply for the review of a club  
premises certificate under section 87 of the Licensing Act 2003 for the premises described in  
Part 1 below**

**Part 1 – Premises or club premises details**

Postal address of premises or, if none, ordnance survey map reference or description	
Indiaana Restaurant 61, High Street, Cambridgeshire	
Post town Ramsey	Post code (if known) PE261AB
<b>Name of premises licence holder or club holding club premises certificate (if known)</b> Mr Harun Rashid [REDACTED]	
<b>Number of premises licence or club premises certificate (if known)</b> HDC/PRE00613	

**Part 2 - Applicant details**

I am

Please tick ✓ yes

- 1) an individual, body or business which is not a responsible authority (please read guidance note 1, and complete (A) or (B) below)
- 2) a responsible authority (please complete (C) below)
- 3) a member of the club to which this application relates

(please complete (A) below)

**(A) DETAILS OF INDIVIDUAL APPLICANT** (fill in as applicable)

Please tick ✓ yes

Mr  Mrs  Miss  Ms  Other title  
(for example, Rev)

**Surname**

**First names**

**I am 18 years old or over**

Please tick ✓ yes

**Current postal  
address if  
different from  
premises  
address**

**Post town**

**Post Code**

**Daytime contact telephone number**

**E-mail address  
(optional)**

**(B) DETAILS OF OTHER APPLICANT**

Name and address

Telephone number (if any)

E-mail address (optional)



**(C) DETAILS OF RESPONSIBLE AUTHORITY APPLICANT**

Home Office Immigration Enforcement Alcohol Licensing Team Lunar House 40 Wellesley Road Croydon CR9 2BY
Telephone number (if any)
E-mail address (optional) IE.Alcoholreviews@homeoffice.gov.uk

**This application to review relates to the following licensing objective(s)**

- Please tick one or more boxes ✓
- 1) the prevention of crime and disorder
  - 2) public safety
  - 3) the prevention of public nuisance
  - 4) the protection of children from harm

**Please state the ground(s) for review** (please read guidance note 2)

Grounds for review:

We have grounds to believe the license holder has failed to meet the licensing objectives of prevention of crime and disorder, as illegal working has been identified at this premises.

Section 36 and Schedule 4 of the Immigration Act 2016 (the 2016 Act) amended the Licensing Act 2003 (the 2003 Act) to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 6 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late-night refreshment.

The Home Secretary (in practice Home Office (Immigration Enforcement)) was added to the list of Responsible Authorities (RA) in the licensing regime, which requires Home Office (Immigration Enforcement) to receive premises licence applications (except regulated entertainment only licences and applications to vary a Designated Premises Supervisor (DPS)), and in some limited circumstances personal licence applications. In carrying out the role of responsible authority, Home Office (Immigration Enforcement) is permitted to make relevant representations and objections to the grant of a licence or request a review of an existing licence as a responsible authority where there is concern that a licence and related licensable activity is prejudicial to the prevention of immigration crime including illegal working.

**Please provide as much information as possible to support the application (please read guidance note 3)**

Please refer to accompanied review pack for detailed information

**Please tick ✓ yes**

Have you made an application for review relating to the premises before?

If yes, please state the date of that application

Day	Month	Year

**If you have made representations before relating to the premises, please state what they were and when you made them**

**Please tick ✓ yes**

- I have sent copies of this form and enclosures to the responsible authorities and the premises licence holder or club holding the club premises certificate, as appropriate
- I understand that if I do not comply with the above requirements my application will be rejected

**IT IS AN OFFENCE, UNDER SECTION 158 OF THE LICENSING ACT 2003, TO MAKE A FALSE STATEMENT IN OR IN CONNECTION WITH THIS APPLICATION. THOSE WHO MAKE A FALSE STATEMENT MAY BE LIABLE ON SUMMARY CONVICTION TO A FINE OF ANY AMOUNT.**

**Part 3 – Signatures** (please read guidance note 4)

**Signature of applicant or applicant’s solicitor or other duly authorised agent** (please read guidance note 5). **If signing on behalf of the applicant, please state in what capacity.**

Signature Raj Hundal

.....

Date 31/05/2023

.....

Capacity **Responsible Authority**.....

**Contact name (where not previously given) and postal address for correspondence associated with this application** (please read guidance note 6)

**Alcohol Licensing Team  
Lunar House  
40 Wellesley Road**

**Post town  
Croydon**

**Post Code  
CR9 2BY**

**Telephone number (if any)**

**If you would prefer us to correspond with you using an e-mail address your e-mail address (optional) IE.Alcoholreviews@homeoffice.gov.uk**

**Notes for Guidance**

1. A responsible authority includes the local police, fire and rescue authority and other statutory bodies which exercise specific functions in the local area.
2. The ground(s) for review must be based on one of the licensing objectives.
3. Please list any additional information or details for example dates of problems which are included in the grounds for review if available.
4. The application form must be signed.
5. An applicant’s agent (for example solicitor) may sign the form on their behalf provided that they have actual authority to do so.
6. This is the address which we shall use to correspond with you about this application.

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Home Office

## Premises Licence Review

Indiaana Restaurant  
61 High Street  
Ramsey  
Cambridgeshire  
PE26 1AB

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## Case Summary

On 25 February 2023, officers from the Home Office Immigration Compliance and Enforcement (ICE) team for the East of England visited the premises of Indiana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE261AB after intelligence was received that the business was employing illegal workers. Entry to the premises was gained by a search warrant obtained under the Immigration Act 1971.

Five members of staff were found to have no permission to work in the United Kingdom.

A referral has been made to the Home Office Civil Penalty Compliance Team to consider pursuing a penalty in relation to the illegal working and a £20,000 penalty has been imposed.

Referrals were also made to Cambridgeshire Fire Service due to concerns over the premises and its residential accommodation. A referral was also made to the local authority's Food Safety Team due to the business kitchen apparently being used by residents who were not members of staff.

## Licensed Premises History

The premises license number is HDC/PRE00613 issued by Huntingdonshire District Council on 09 October 2015 and relates primarily to the provision of alcohol for consumption on the premises.

The named holders of this licence are recorded as Mr [REDACTED] & Mr [REDACTED] [REDACTED] with Mr [REDACTED] being recorded as the Designated Premises Supervisor.

The business is listed on Companies House as "Ramsey Foods Ltd", company number 13904056 which was incorporated on 09 February 2022 and which has only one director listed – Mr [REDACTED], a British citizen born in May 1974. He is recorded as being a person with significant control, owning more than 75% of the company shares.



## Enforcement Visit dated: 25 February 2023

Entry was gained to the premises at 20:27 hours. Upon entering, Immigration Officers encountered several members of staff and questioned them regarding their immigration status. Of those present at the premises, five were subject to immigration control.

██████████

██████████ was initially seen by officers to be standing behind the bar, pouring customers drinks. He was wearing a smart white shirt and black formal trousers. He was also seen to accept payment for meals from customers and a food safety certificate bearing his name was also found to be on display in the premises.

Upon being spoken to, he admitted that he was working at the restaurant and had done so since December 2022. He stated that he was not paid a regular wage but was given food, water and accommodation for his services and occasionally was give some cash by "Mr ██████████

Home Office records revealed that ██████████ had arrived in the UK with a student visa which expired in 2011 but in 2017 had been arrested by police and had at that point been served been served notice of intention to remove him from the UK, as an overstayer. He had then made two attempts to seek leave to remain to avoid removal to Bangladesh and is currently released on bail. His bail conditions include a prohibition on him undertaking employment.

██████████

██████████ was first encountered at the restaurant in the kitchen area. Upon being spoken to she repeatedly denied being employed at the premises and maintained that she was only making her own food in the kitchen of the restaurant.

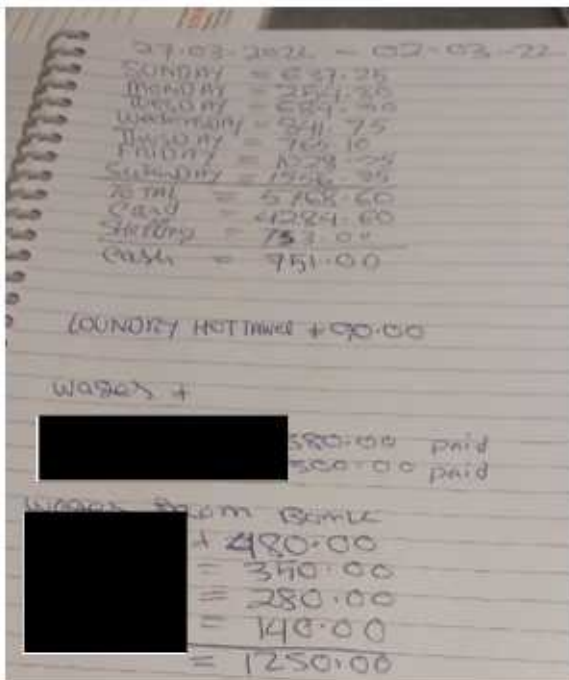
Home Office records showed that ██████████ had arrived in the UK from Bangladesh in 2019 and had been in possession of a visit visa, since then she had overstayed and subsequently sought leave to remain in the UK. She had been bailed to an address in Birmingham and as her application had yet to be decided, she had been given restricted rights of employment. This means she can only undertake work that is on the Shortage Occupation List (SOL), this includes areas of employment such as nursing and care work, but not restaurants.

When interviewed, the duty manager stated that ██████████ was going to be employed at the business but at present just lived above the restaurant and came to the kitchen to chat to staff.



[REDACTED]

[REDACTED] was encountered by officers when they entered the kitchen. On being spoken to, he stated that he did not work at the premises, but the owner gave him accommodation and he used to work at the premises when his visa was valid. When pressed regarding why he was given accommodation by the owner, he admitted that he helped with shopping of products for the restaurant. He could not explain why the man who was the duty manager on the day of the visit stated that he was working and using the dishwasher in the kitchen. It was also noted that the name [REDACTED] repeatedly appeared in a book showing accounts which was found in the restaurant.



Photograph of accounts. [REDACTED] is noted to have been paid £280 under wages.

Home Office records show that [REDACTED] entered the United Kingdom on 21 October 2021 as a student dependent. Although he had arrived with a valid visa it was established that he had used deception to enter the UK and was therefore notified of his liability to removal as an illegal entrant, he made an application to remain in the UK and was bailed to the premises of 61A High Street, Ramsey. His status as an illegal entrant means that he has no permission to work in the UK.

[REDACTED]

[REDACTED] was seen by officers working in the kitchen of the restaurant, he admitted to an officer that he was an overstayer and had originally arrived in the UK as a student in 2013. On further interview he stated that he had only been working at the premises for four days and that he cooked and prepared food. He expected to be paid in cash but didn't know how much he would get. [REDACTED] also had a room

upstairs for which he didn't pay rent. [REDACTED] was asked if he showed documents before being offered a job he replied "no".

Home Office records show that [REDACTED] originally had a visa as a student valid to 3 September 2012. He had been served notice as an overstayer in 2013 and made an application to remain. He had been bailed to an address in Basingstoke and had subsequently disappeared. [REDACTED] had no right to work, he was arrested and detained by officers.

## Reasons for Review

Section 36 and Schedule 4 of the Immigration Act 2016 amended the Licensing Act 2003 to introduce immigration safeguards in respect of licensing applications made in England and Wales on or after 06 April 2017. The intention is to prevent illegal working in premises licensed for the sale of alcohol or late-night refreshment.

There were five immigration offenders encountered at the premises. Of these, two remained adamant that they lived above the premises and were not employed but merely cooking their own dinner in the restaurant kitchen.

The only person at the premises who was not subject to immigration control was Mr [REDACTED] who stated that he'd worked at the premises for 4-5 years but did not employ the staff or tell them what duties to undertake. He stated that the manager was Mr [REDACTED] and the man responsible for employing staff was Mr [REDACTED], the owner. He was also the man responsible for paying wages and the man who had employed him. This appears to accord with the information recorded on Companies House.

Neither the licensees, nor the Designated Premises Supervisor appear to have any obvious connection to the business, and none have been mentioned by any of the staff, including the one person who has worked there for 4-5 years. Whatever systems that the business may claim to have in place regarding employment of staff and checks on their right to work, they are woefully inadequate. Indeed it seems that their employment practices as a whole are open to concern - the statement of one of the offenders that he had no idea what he would be paid suggests that there is an element of not only off the books employment and therefore failure to pay National Insurance and tax etc, but there is a strong likelihood that such payments would be significantly under the national minimum wage and verge upon potential elements of modern day slavery.

It is an offence to work when a person is disqualified to do so, and such an offence can only be committed with the neglect or co-operation of a premises licence holder or its agents. It is also an offence to employ an illegal worker where there is reason to believe this is the case.

Section 182 guidance at point 11.27 states that certain activity should be treated particularly seriously, and this includes employing someone who is disqualified from that work by reason of their immigration status in the UK. 11.28 of the guidance states that it is expected that revocation of the licence – even in the first instance – should be seriously considered.

Immigration Enforcement submits that for commercial reasons those engaged in the management of the premises employed an illegal worker and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded straight to review.

## Outcome Sought

The objective of the Licensing Act 2003 (the Act) is to provide a clear, transparent framework for making decisions about applications by individuals or businesses wishing to sell or supply alcohol or provide certain types of regulated entertainment and late-night refreshment.

There are four licensing objectives which underpin the Act, and which need to be taken into account and promoted throughout the licensing process.

The licensing objectives are:

- the prevention of crime and disorder
- public safety
- the prevention of public nuisance and
- the protection of children from harm

### Fire Safety:

A referral has been made to Cambridgeshire Fire & Rescue Service following officer's concerns over the safety of the associated residential property above the business.

### Food Safety:

The local authority Food Safety Team were also informed of officer's concerns that it appears to be common practice to allow non staff to use the kitchen during peak business opening time.

The license holder or the business exercising the rights granted by the possession of a licence, should be aware of their responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application, i.e. the right to work checks and keeping records for audit purposes.

One of the workers confirmed that his documents were not checked prior to starting. Right to work checks should be carried out on all prospective employees prior to their first day, the checks are also irrespective of the length of the engagement or employment contract. Guidance is available online and the Home Office have published "[Right to work checks: an employer's guide](#)" which can be found on the .Gov website. Additional information on how to conduct these checks is readily available online, this includes the Home Office's official YouTube page which gives a step-by-step video on how to conduct the checks. The information is readily available; however, the license holder has ignored the rules and laws in place to prevent crime and disorder.

It is clear that in relation to this premises, the business is controlled and operated by one man to a significant degree, Mr [REDACTED]; he is neither the DPS nor the license holder for the premises, yet he profits by the licence being in place at his business.

The use of illegal labour provides an unfair competitive edge and deprives the UK economy of tax revenue. Illegal workers are often paid below the minimum wage (itself an offence) and National Insurance payments are not paid. The main draw for illegal immigration is work and low-skilled migrants are increasingly vulnerable to exploitation by criminal enterprises; finding themselves in appalling accommodation and toiling in poor working conditions for long hours for little remuneration.

A firm response to this criminal behaviour is required to ensure that the licence holder and/or its agents are not allowed to repeat the exercise and in particular, in the interests of the wider community to support responsible businesses and the jobs of both UK citizens and lawful migrants. It is also required to act as a deterrent to others who would otherwise seek to seek an unfair competitive advantage, exploit workers and deny work to the local community, evade the payment of income tax and (unlawfully) inflate their profits to the expense of others.

Merely remedying the existing situation (for instance by the imposition of additional conditions or a suspension) is insufficient to act as a deterrent to the licence holder and other premises' licence holders from engaging in criminal activity by employing illegal workers and facilitating disqualified immigrants to work illegally. Immigration Enforcement asks that the premises licence is revoked.

This submission and appended documents provide the licensing subcommittee with background arguments and information pertinent to that contention. These provide the sub-committee with a sound and defensible rationale as to why it should revoke the licence.

## Annex: Officer Records

Encounter\_ [REDACTED]-Complete  
Encounter\_ [REDACTED]-Complete  
Freetext\_Food\_safety\_certificate\_ [REDACTED]-Completed  
Freetext\_Illegal\_working\_ ([REDACTED])-Completed  
Freetext\_Observation\_ ([REDACTED])-Completed  
Freetext\_Observations\_working\_ ([REDACTED]-Completed  
Freetext\_Staff\_wages\_ ([REDACTED])-Completed  
Illegal\_Working-Employee\_ [REDACTED]  
Illegal\_Working-Employee\_ [REDACTED]  
Illegal\_Working-Employee\_ [REDACTED]  
Illegal\_Working-Employee\_ [REDACTED]  
Illegal\_Working-Employee\_ [REDACTED]  
Illegal\_Working-Employer [REDACTED]



OFFICIAL SENSITIVE

Encounter					
<b>Details</b>					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - BGD Bangladesh				
Time	20:30				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>528782</td> </tr> <tr> <td><b>Northing</b></td> <td>285027</td> </tr> </table>	<b>Easting</b>	528782	<b>Northing</b>	285027
<b>Easting</b>	528782				
<b>Northing</b>	285027				
Creation date	25-02-2023 20:33:33				
<b>Chosen Identity</b>					
Identity source/type	Declared				
Name	[REDACTED]				
DOB	[REDACTED]				
Gender	Female				
Nationality	BGD Bangladesh				
<b>Languages</b>					
Languages spoken	English				
Interpreter used?	No				
<b>Encounter</b>					
Encountering officer	[REDACTED] - Officer_Admin				
Is this encounter related to a Small Boats event?	No				
Is this person the subject of the visit?	No				
Do you suspect an immigration offence?	Yes				
Why do you suspect the person of an immigration offence?	Intel stated that there are illegal BDG workers in the restaurant and she is listed on the Intel.				
Declared immigration status	Asylum seeker				
How and when did the subject last enter the UK?	Arrived at Heathrow Airport in 19th May 2019				
Do you know the subject's CIDPID/CEPR?	Yes				
CIDPID/CEPR	[REDACTED]				

<b>Are there any vulnerabilities/trafficking/safeguarding issues?</b>	No
<b>Is the subject considered a 'rough sleeper'?</b>	No
<b>Where in the premises was the subject located?</b>	Subject was found in the kitchen area of the restaurant. Stated that she came down to the kitchen to eat as it is food time.
<b>Are you taking enforcement action?</b>	No
<b>References (Person ID, HO Ref, Port Ref, BRP)</b>	
<b>Biographic search results</b>	<p><b>Systems checked</b> Atlas</p> <p><b>Result of checks</b> Shortage worker occupation. Stated that on Monday 27th she will be getting a NI No. Before she can work as a caseworker.</p> <p><b>Status returned by system checks</b></p>
<b>Identity Documentation</b>	
<b>Document 1</b>	<p><b>Document type</b></p> <p><b>Name in document (if different from above)</b></p> <p><b>Document reference</b></p> <p><b>Document expiry date</b></p> <p><b>Country of issue (if different from nationality above)</b></p> <p><b>Suspected fraudulent</b></p> <p><b>Notes</b></p> <p><b>Photos</b></p>
<b>Notes</b>	
She was Encountered in a working kitchen in the restaurant a CPCT info was completed.	

**Encounter**

**Details**

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - BGD Bangladesh				
Time	20:36				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>528783</td> </tr> <tr> <td><b>Northing</b></td> <td>285025</td> </tr> </table>	<b>Easting</b>	528783	<b>Northing</b>	285025
<b>Easting</b>	528783				
<b>Northing</b>	285025				
Creation date	25-02-2023 20:36:40				

**Chosen Identity**

Identity source/type	Declared
Name	[REDACTED]
DOB	[REDACTED]
Gender	Male
Nationality	BGD Bangladesh

**Languages**

Languages spoken	Bengali
Interpreter used?	Yes
Interpreter details	[REDACTED]
Does the individual understand the interpreter?	Yes

**Encounter**

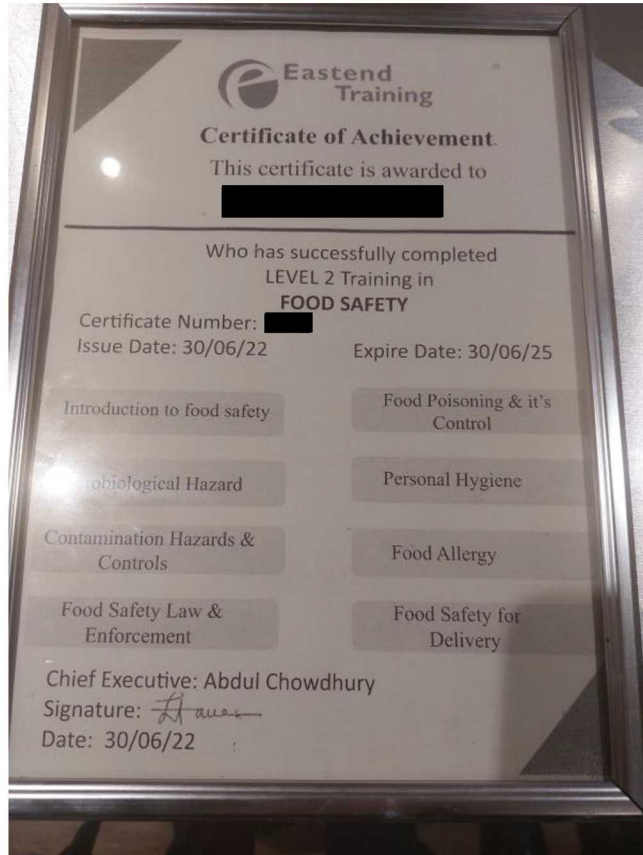
Encountering officer	[REDACTED] - Officer
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	No
Do you suspect an immigration offence?	Yes
Why do you suspect the person of an immigration offence?	fits the illegal working intelligence
Declared immigration status	States he applied for asylum on the 9th January 2023
How and when did the subject last enter the UK?	On the 19th of December 2022 from Bangladesh to Heathrow terminal 4

Do you know the subject's CIDPID/CEPR?	Yes
CIDPID/CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Is the subject considered a 'rough sleeper'?	No
Where in the premises was the subject located?	In the kitchen
Are you taking enforcement action?	No
References (Person ID, HO Ref, Port Ref, BRP)	██████████
Biographic search results	<p><b>Systems checked</b>                      CID, Person Check, Atlas</p> <p><b>Result of checks</b></p> <p><b>Status returned by system checks</b></p>
<b>Identity Documentation</b>	
Document 1	<p><b>Document type</b></p> <p><b>Name in document (if different from above)</b></p> <p><b>Document reference</b></p> <p><b>Document expiry date</b></p> <p><b>Country of issue (if different from nationality above)</b></p> <p><b>Suspected fraudulent</b></p> <p><b>Notes</b></p> <p><b>Photos</b></p>
<b>Notes</b>	
Gentleman advised that he was not working here but came down to the kitchen to get some food	

<b>Freetext</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
Address	Indiaana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB (Visit Address)				
Subject CIDPID/CEPR	██████████				
Subject name	██████████████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	21:19				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"><b>Easting</b></td> <td style="text-align: right;">528777</td> </tr> <tr> <td><b>Northing</b></td> <td style="text-align: right;">285035</td> </tr> </table>	<b>Easting</b>	528777	<b>Northing</b>	285035
<b>Easting</b>	528777				
<b>Northing</b>	285035				
Creation date	25-02-2023 21:19:34				
Is this entry related to a Critical Incident?	No				
<b>Entry</b>					
Title	Food safety certificate ██████████				
Text	Certificate on display				

Photographs

certificate of achievement Food Safety



<b>Freetext</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	████████████████████				
Address	Indiaana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB (Visit Address)				
Subject CID Person ID	██████████				
Subject name	████████████████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	00:00				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"><b>Easting</b></td> <td style="text-align: right;">517132</td> </tr> <tr> <td><b>Northing</b></td> <td style="text-align: right;">283665</td> </tr> </table>	<b>Easting</b>	517132	<b>Northing</b>	283665
<b>Easting</b>	517132				
<b>Northing</b>	283665				
Creation date	26-02-2023 08:48:28				
Is this entry related to a Critical Incident?	No				
<b>Entry</b>					
Title	Illegal working				
Text	<p>The illegal working interview was terminated early due to the individuals refusal to deviate from his story of cooking for his wife even when challenged. His responses, when challenged, especially around his soiled shoes, are completely implausible. I am also a Home Office trained Behavioural Detection Officer, and while speaking to this individual, he showed indicator or stress above what would be expected in this situation. These indicators were only present when talking about the illegal working. When speaking about his status in the UK, he was calm and showed no stress indicators at all. From my observations, when entering the kitchen of him at the cooker, the physical indicators on his clothing combined with the stress inductors showed when speaking about his work it is my firm belief that he was working at the restaurant despite his cover story.</p>				
<b>Photographs</b>					
No photographs.					

Freetext					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
Address	Indiaana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB (Visit Address)				
Subject CID Person ID	██████████				
Subject name	██				
Subject DOB	██████████				
Subject nationality	GBR British Citizen				
Subject gender	Male				
Time	12:55				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>508108</td> </tr> <tr> <td><b>Northing</b></td> <td>248811</td> </tr> </table>	<b>Easting</b>	508108	<b>Northing</b>	248811
<b>Easting</b>	508108				
<b>Northing</b>	248811				
Creation date	27-02-2023 12:55:13				
Is this entry related to a Critical Incident?	No				
Entry					
Title	Observation				
Text	<p>Upon entry to the premises I observed only one male who appeared to be working at front of house. Any other persons encountered in the course of this visit appeared to in the kitchen area. The male encountered front of house informed me that he was ██████████ and is the manager of the Indiaana restaurant. When asked about the individual now know to me as ██████████ he informed me that this person had been in the kitchen since his arrival at the business 3-4 hrs earlier and that duties included washing up and cooking the food for customers. He was not willing to inform me of how long ██████ had been employed at the business, for how long he had been employed and how he was paid but did state that ██████ was allowed to live upstairs in return for his work.</p>				
Photographs					
No photographs.					

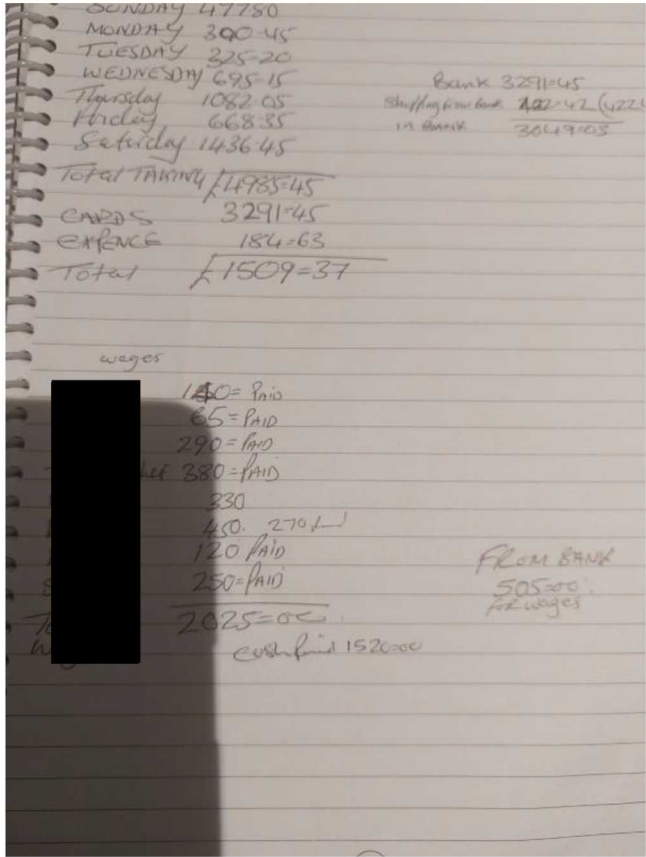


<b>Freetext</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
Address	Indiaana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB (Visit Address)				
Subject CIDPID/CEPR	██████████				
Subject name	██████████████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	20:41				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"><b>Easting</b></td> <td style="text-align: right;">528785</td> </tr> <tr> <td><b>Northing</b></td> <td style="text-align: right;">285025</td> </tr> </table>	<b>Easting</b>	528785	<b>Northing</b>	285025
<b>Easting</b>	528785				
<b>Northing</b>	285025				
Creation date	25-02-2023 20:41:12				
Is this entry related to a Critical Incident?	No				
<b>Entry</b>					
Title	Observations working				
Text	On entry to premises I observed individual behind the bar. During officer ██████████ encounter he told me he only helps out with serving drinks when the restaurant is busy. He said he lives upstairs for free. While Officer ██████████ was conducting checks I observed two customers approach the individual and asked him if they could pay for their meals. He took their payment by credit card and gave a receipt.				
<b>Photographs</b>					
No photographs.					

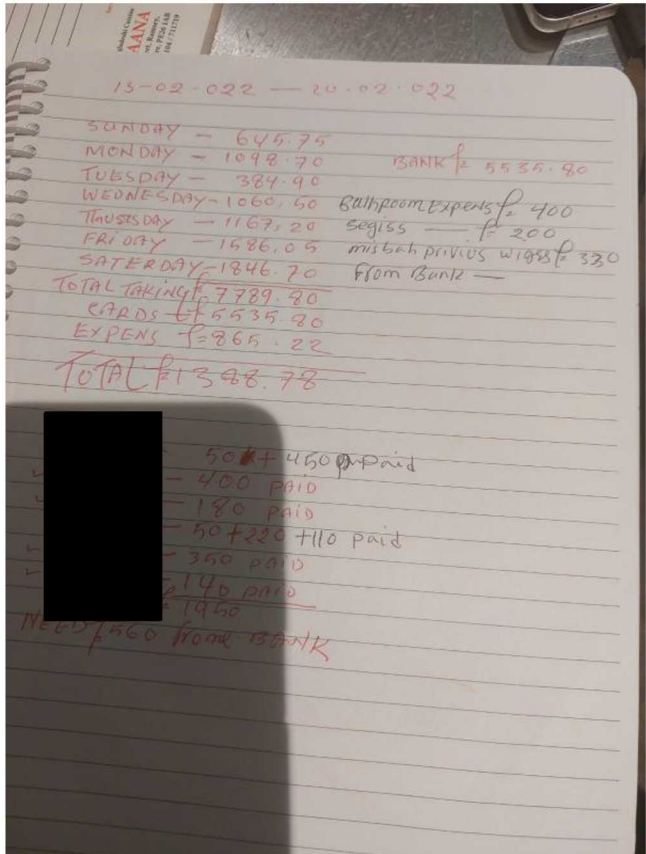
Freetext					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
Address	Indiaana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB (Visit Address)				
Subject CIDPID/CEPR	Unknown				
Subject name	Staff Payments				
Time	21:26				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>528777</td> </tr> <tr> <td><b>Northing</b></td> <td>285034</td> </tr> </table>	<b>Easting</b>	528777	<b>Northing</b>	285034
<b>Easting</b>	528777				
<b>Northing</b>	285034				
Creation date	25-02-2023 21:25:55				
Is this entry related to a Critical Incident?	No				
Entry					
Title	Staff wages				
Text	Black book found during Section 47 search contained staff wages information				

Photographs

wages 1 06/2/22



wages 2



wages 3

21-02-2022 - 26-02-2022

SUNDAY	=	312.34
MONDAY	=	292.70
TUESDAY	=	363.35
WEDNESDAY	=	253.90
THURSDAY	=	931.40
FRIDAY	=	1214.26
SATURDAY	=	1468.45

Total taking £ 5376.40  
Card £ 4366.55  
Expens - £ 496.00

segi's - £ 150 stoping - fine cost  
\* wages \*

60  
30 paid  
30  
30  
30  
30

£ 1520 from Bank -  
£ 250 from Bank To PAY Segi's (cash)  
with

wages 4

27-02-2022 - 27-02-2022

SUNDAY	=	391.55
MONDAY	=	381.65
TUESDAY	=	564.00
WEDNESDAY	=	1159.55
THURSDAY	=	1176.30
FRIDAY	=	1031.65
Saturday	=	1953.05
TOTAL	=	6458.05
card	=	4145.05
expense	=	1203.00
Cash left	=	1110.00

100.00  
390.00  
280.00  
340.00  
= 1110.00

from Bank

330.00  
120.00  
450.00  
550.00  
135.00  
TOTAL = 1605.00  
DRINKS = 335.00

wages 5

06-03-2022 - 12-03-2022

SUNDAY = +341.50  
 MONDAY = +107.35  
 TUESDAY = +247.15  
 WEDNESDAY = +1509.50  
 THURSDAY = +809.55  
 FRIDAY = +1006.35  
 SATURDAY = +1487.00  
 TAKING = +44539.00  
 CARD = +3322.40  
 SHOPPING = +227.00  
 CASH = 9970.00

LAUNDRY = 60.00  
 Toilet Commut = 120.00  
 = 190.00  
 [REDACTED] = 360.00  
 = 100.00  
 = 140.00  
 = 20.00  
 TOTAL (CASH) = 9970.00

from BANK  
 [REDACTED] = 380.00  
 = 280.00  
 = 310.00  
 = 350.00  
 TOTAL = +1320.00

wages 6

13-03-2022 - 19-03-2022

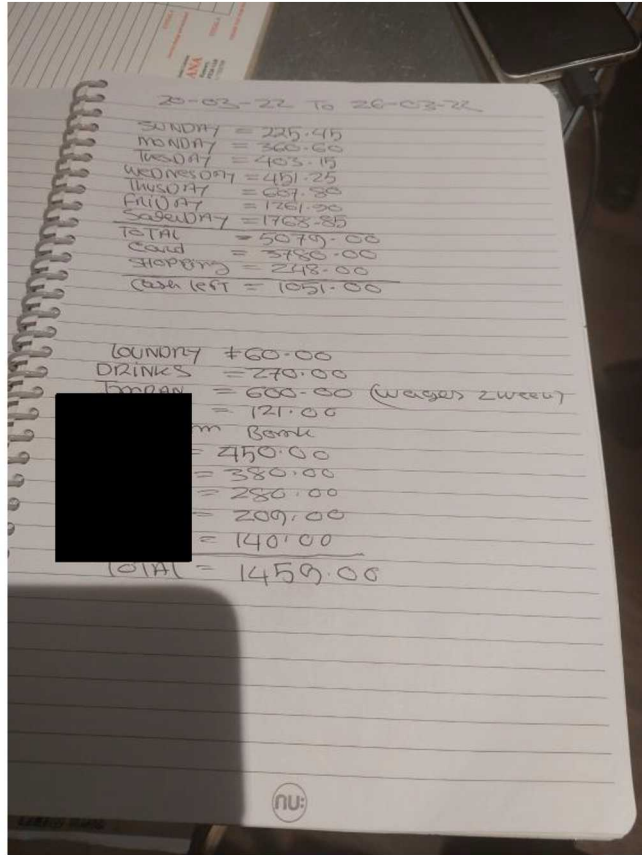
SUNDAY = 339.15  
 MONDAY = 39.95  
 TUESDAY = 246.00  
 WEDNESDAY = 270.75  
 THURSDAY = 648.95  
 FRIDAY = 1253.20  
 SATURDAY = 889.50  
 TOTAL TAKING = 37,270.55

CARD = 2932.50  
 SHOPPING = 262.00  
 CASH = 532.55

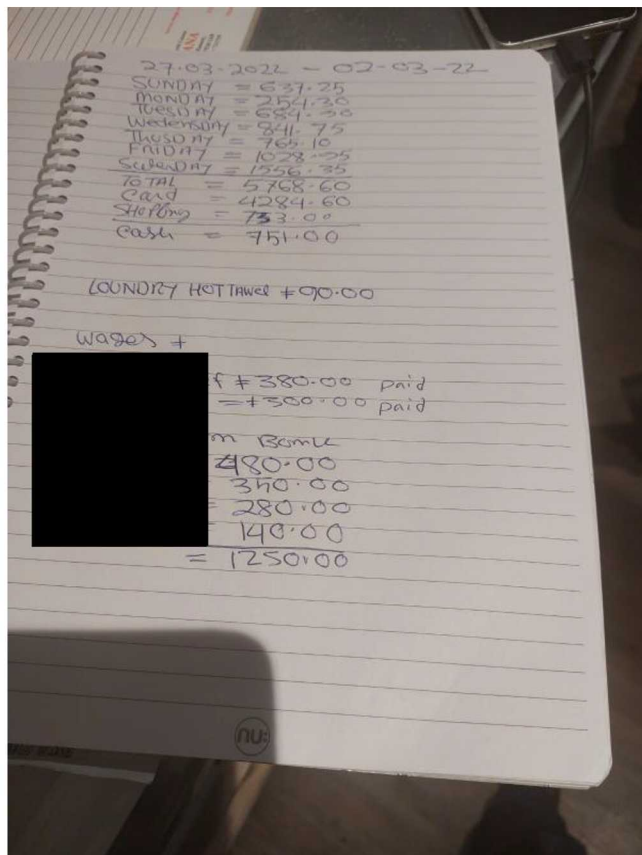
WAGES = CASH LEFT  
 [REDACTED] = 50.00  
 = 100.00 (wages) paid  
 = 450.00

wages FROM BANK  
 [REDACTED] = 280  
 = 380  
 = 450  
 = 330  
 = 140  
 TOTAL = 1580.00

wages 6



wages 7



wages 8

03-04-22 to 09-04-22

SUNDAY	#	326.90
MONDAY	#	432.30
TUESDAY	#	478.70
WEDNESDAY	#	294.80
THURSDAY	#	923.35
FRIDAY	#	1198.70
SATURDAY	#	1657.30
Talking	=	5385.85
Card	=	4164.65
Shopping	=	556.00
Shopping	=	50.00
Cash	=	612.00

From cash  
Petrol = 100.00 paid  
[redacted] = 7380.00 paid  
Hot towel = 760.00  
ONION Reviews = 75.00

[redacted]	=	320	Wages
[redacted]	=	280	FROM BANK
[redacted]	=	140	
[redacted]	=	480	
[redacted]	=	360	
	=		1580

wages 9

10-04-22 to 16-04-22

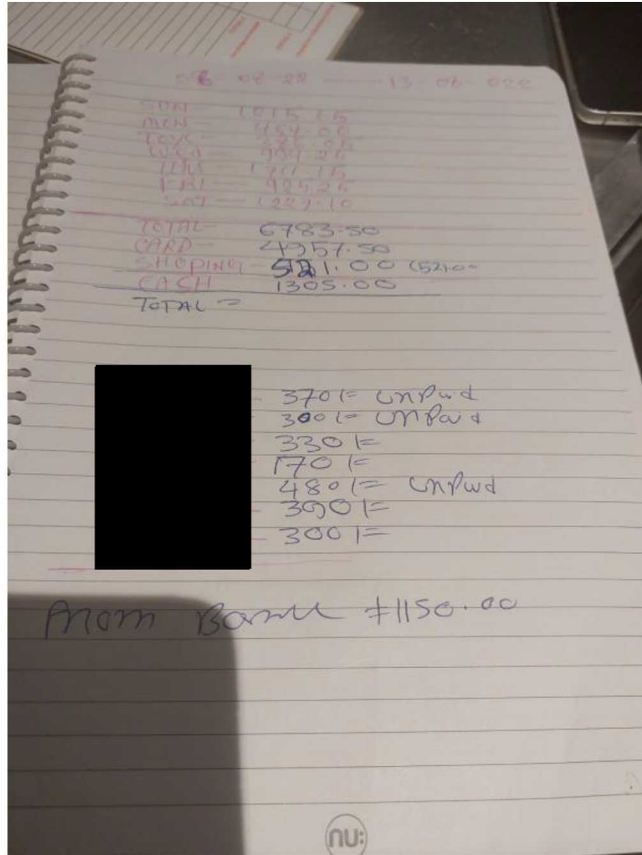
SUN	=	402.55
MON	=	454.60
TUES	=	299.00
WED	=	217.45
THU	=	216.65
FRI	=	1197.75
SAT	=	712.95

TOTAL = 4606.90  
CARD = 3273.25  
Shopping = 375.00  
CASH = 360.00

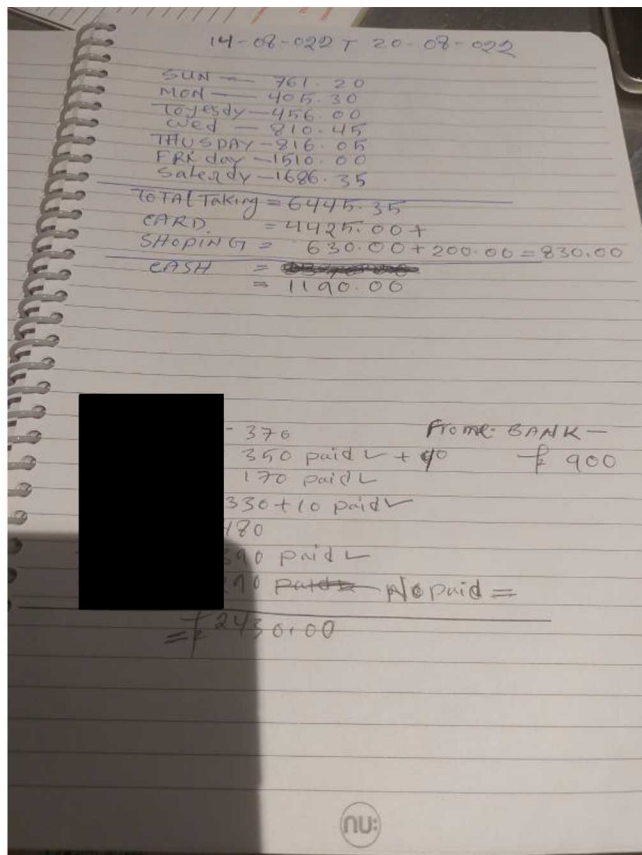
Wages  
[redacted] = 380  
[redacted] = 280  
[redacted] = 300  
[redacted] = 140  
[redacted] = 480  
[redacted] = 360

FROM BANK  
WAGES  
1560.00

wages 10

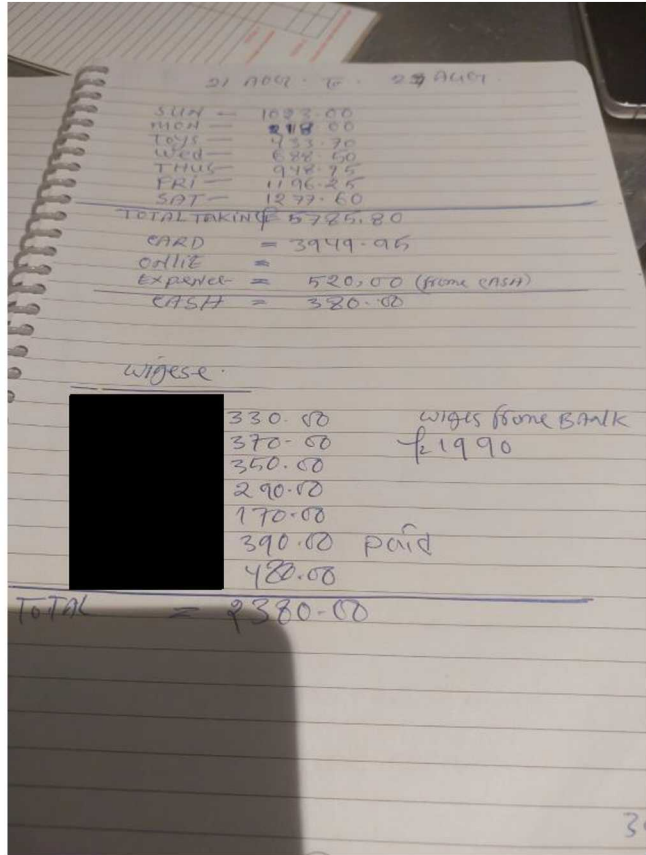


wages 11





wages 12



**Illegal Working - Employee**

**Details**

Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - BGD Bangladesh				
Subject CID Person ID	[REDACTED]				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	20:51				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>528784</td> </tr> <tr> <td><b>Northing</b></td> <td>285024</td> </tr> </table>	<b>Easting</b>	528784	<b>Northing</b>	285024
<b>Easting</b>	528784				
<b>Northing</b>	285024				
Creation date	25-02-2023 20:51:19				

**Language of Interview**

What language is the interview carried out in?	bangali
Interpreter used?	Yes
Details of interpreter	[REDACTED]
Does the individual understand the interpreter?	Yes

**Obligation**

what are you doing I the kitchen of this restaurant this evening	I'm here to make food for my wife and myself
and who let's you make food in this kitchen	The manger, my wife work here anyway and get free food here
do you work at the restaurant	No I just live upstairs
have you cooked your wide food yet	I was just about to get ready to do it
if you haven't cooked for you wife why are you fingers all stained with spices	I was In the middle of cooking it
why are your shoes covered I splashes of food	These are the shoes my wife wear

<p><b>I believe you to be working? You were standing at the cooker cooking chicken, you have cooking juices on your shoes and your hands are stained with seasoning. this is your opportunity to tell me the truth</b></p>	<p>I was cooking for your wife</p>
<p><b>do you ever help out in the restaurant</b></p>	<p>No</p>
<p><b>are you given hours at the restaurant</b></p>	<p>No</p>
<p><b>does the manager know if</b></p>	<p>Yes he knows</p>
<p><b>what is your shoe size</b></p>	<p>5</p>
<p><b>your wife has told me her shoe size is 3 are you telling me that you are squeezing your feet into size 3 shoes</b></p>	<p>Yes</p>
<p><b>I believe you are lying to me?</b></p>	<p>No I was cooking for my wife</p>
<p><b>Control</b></p>	
<p>No details provided.</p>	
<p><b>Remuneration</b></p>	
<p>No details provided.</p>	
<p><b>Pre-employment Checks</b></p>	
<p>No details provided.</p>	
<p><b>Additional Questions</b></p>	
<p>No details provided.</p>	
<p><b>Photographs</b></p>	
<p>No photographs.</p>	
<p><b>Declaration</b></p>	
<p>I confirm that I have understood all the questions and that the details are true and correct.</p>	
<p>Subject has refused to provide a signature.</p>	
<p><b>Observations</b></p>	
<p><b>Observations</b></p>	<p>How entry into the kitchen I witnessed this individual standing at the cooker next to a pot of food. During the illegal working questions, it was noted that he had stained fingers associated with using the cooking spices and heavily soiled shoes from spilt food, which, when questioned, was not reasonably explained. He was not wearing any chefs whites, but neither were others working in the kitchen.</p>
<p><b>Do you suspect this person of illegal working?</b></p>	<p>Yes</p>

## Illegal Working - Employee

### Details

Type of work	Visit	
Visit reference	[REDACTED]	
Created by	[REDACTED]	
ProntoID	[REDACTED] - BGD Bangladesh	
Subject CID Person ID	[REDACTED]	
Subject name	[REDACTED]	
Subject DOB	[REDACTED]	
Subject nationality	BGD Bangladesh	
Subject gender	Female	
Time	20:54	
Created at geolocation	Easting	528783
	Northing	285026
Creation date	25-02-2023 20:54:28	

### Language of Interview

What language is the interview carried out in?	bangla	
Interpreter used?	Yes	
Details of interpreter	[REDACTED]	
Does the individual understand the interpreter?	Yes	

### Obligation

do you understand the interpreter	Yes.	
are you OK to be interviewed	Yes	
How long have you been working here?	I am not working here. I come downstairs to eat.	
What is your job role/ what are your duties?	I don't have one.	
What days/ hours do you work each week?	I am not working here.	
Do you work the same hours/ days every week?	No I'm not working here.	
did you understand me	Yes.	

<b>Control</b>	
<b>Who gave you this job (name and role in business)?</b>	Nobody can give me job. This Monday is my appointment.
<b>Who tells you what days/ hours to work?</b>	No
<b>Have you ever worked in the kitchen</b>	No I have never worked in the kitchen. I just come down to eat.
<b>I find it very hard to believe that she lives upstairs and come downstairs to eat</b>	It is not true I don't work here.
<b>How long have you not been working</b>	I have never worked in this country
<b>You live upstairs rent-free. How is that</b>	I use to live somewhere else before. I didn't have anywhere else to stay. Through someone else they recommended this place for 8 months.
<b>Remuneration</b>	
<b>is the owner of the flat the same as the restaurant</b>	Yes. Claimed not to know his name and that he isn't here tonight. However the owner's son is in charge tonight.
<b>Pre-employment Checks</b>	
<b>What name does the employer know you as?</b>	He knows me as [REDACTED] But in my culture there is a nick name [REDACTED]
<b>Did you show documents before being offered the job? If so, what?</b>	She has a card from January and will go on Monday for job appointment.
<b>Additional Questions</b>	
<b>Who else works here?</b>	I came down for food. I ground 2 people called [REDACTED] and the manager [REDACTED]

**Photographs**

No photographs.

**Declaration**

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ( [REDACTED] )




25-02-2023 21:33:31

**Observations**

<b>Observations</b>	She was found in a working kitchen and although not seen working she has been living upstairs for 8 months rent-free. She maintained throughout the interview that she isn't working which I found very bizarre.
<b>Do you suspect this person of illegal working?</b>	Yes

<b>Illegal Working - Employee</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████████████				
ProntoID	██████████████████ - BGD Bangladesh				
Subject CID Person ID	██████████				
Subject name	██████████████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	20:57				
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<b>Easting</b>	528782				
<b>Northing</b>	285027				
Creation date	25-02-2023 20:57:25				
<b>Language of Interview</b>					
What language is the interview carried out in?	Bengali				
Interpreter used?	Yes				
Details of interpreter	██████████				
Does the individual understand the interpreter?	Yes				
<b>Obligation</b>					
do you work here at Indianna?	No, I do not work here. The owner gives me accommodation because they knew me before.				
how did you come to know the owners of the restaurant if you said that came over on your wife's student visa. his wife went to University in Bristol?	I worked here before when his student visa was still valid.				
how many hours and days did you work when your visa was still valid?	8 hours a day and 5 days a week				
why does the owner allow you to live here free of charge?	He is my friend				
why are your shoes covered in food?					

<b>Control</b>	
Who lets you live in the accommodation upstairs?	The owner
<b>Remuneration</b>	
do you give anything to the owner in return for your accommodation?	I help them with the shopping of products
<b>Pre-employment Checks</b>	
No details provided.	
<b>Additional Questions</b>	
the gentleman Mr. [REDACTED] who is the owner has said that you have been working since he arrived? why are you not telling us the truth?	I am telling the truth, I do not know why he has said that.
<b>Photographs</b>	
No photographs.	
<b>Declaration</b>	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED]) [REDACTED]	 25-02-2023 21:43:13
<b>Observations</b>	
Observations	Individual was encountered in the kitchen and was wearing food splattered shoes and a hair band keeping his hair back. He advised that he was not working and adhered to that throughout the interview, however the owner had confirmed when asked that he was working in the kitchen.
Do you suspect this person of illegal working?	Yes



<b>Illegal Working - Employee</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - BGD Bangladesh				
Subject CIDPID/CEPR	██████████				
Subject name	██████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	20:44				
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<b>Easting</b>	528782				
<b>Northing</b>	285026				
Creation date	25-02-2023 20:44:09				
<b>Language of Interview</b>					
What language is the interview carried out in?	English				
Interpreter used?	No				
<b>Obligation</b>					
what do you do here?	Just live upstairs they give me free accommodation.				
so do you work here	When they're busy I come to work here				
How long have you been helping here?	Been living upstairs 8-9 months but only helping since Dec 2022				
why do you live upstairs	It's my cousins brother who let me stay				
What is your job role/ what are your duties?	Sometimes give them drinks as they gige me free food, I am behind the bar when it's busy to do drinks				
How many days a week do you help	1 or 2 days a week roughly				
What hours do you work each week?	Start at 6 and maybe till 9 or 10 but they give me free food and accommodation				
Do you work the same hours/ days every week?	No it's different every week if its not busy.				
do you serve drinks and food	No I just go to the bar do drinks and serve				

<b>Control</b>	
Who are you talking about when you say they give you free food and accommodation	The owner, think his name is Mr [REDACTED]
Who tells you what tasks/ duties to do each day?	Mr [REDACTED] tells me he is the manager. (Pointed to the individual who is the white shirt behind the bar)
Who said you could come and help here	A person who isnt here, [REDACTED] its Mr [REDACTED]
<b>Remuneration</b>	
what do you receive for helping	I get free food, water and accommodation.
the free food is it the days you help or everyday	Everyday
don't get any money?	No
do you get any money from the tips?	Yes Mr [REDACTED] sometimes gives me £5-10
how often does Mr [REDACTED] give you money	It's not often
when was the last time Mr [REDACTED] came and gave you money	About 2-3 weeks ago
<b>Pre-employment Checks</b>	
when you started to help did you show Mr [REDACTED] any paperwork	I showed my paperwork
does Mr [REDACTED] know about your asylum claim	Yes he knows all about it
did you show any other paperwork like your passport	No I don't have passport
does Mr [REDACTED] know you can't work	He only knows I have claimed asylum
who gave you the uniform	I don't have a uniform I buy this from tesco
you look like the other employees who has the same uniform	I don't know I just buy this from tesco
<b>Additional Questions</b>	
Who else works here?	Manger Mr [REDACTED] Mr [REDACTED] Don't know anyone else as they come and go and change
why did mr [REDACTED] decide to let you live upstairs?	He is like family like my cousins brother
when did you move in upstairs	August 2022
where did you live prior to that	All over I have no permanent place I have been in Birmingham, Cambridge
how long have you known Mr [REDACTED]	Since 2017, long time

**Photographs**

No photographs.

**Declaration**

I confirm that I have understood all the questions and that the details are true and correct.

Interviewee signature ( [REDACTED]  
[REDACTED] )

[REDACTED]

25-02-2023 21:13:16

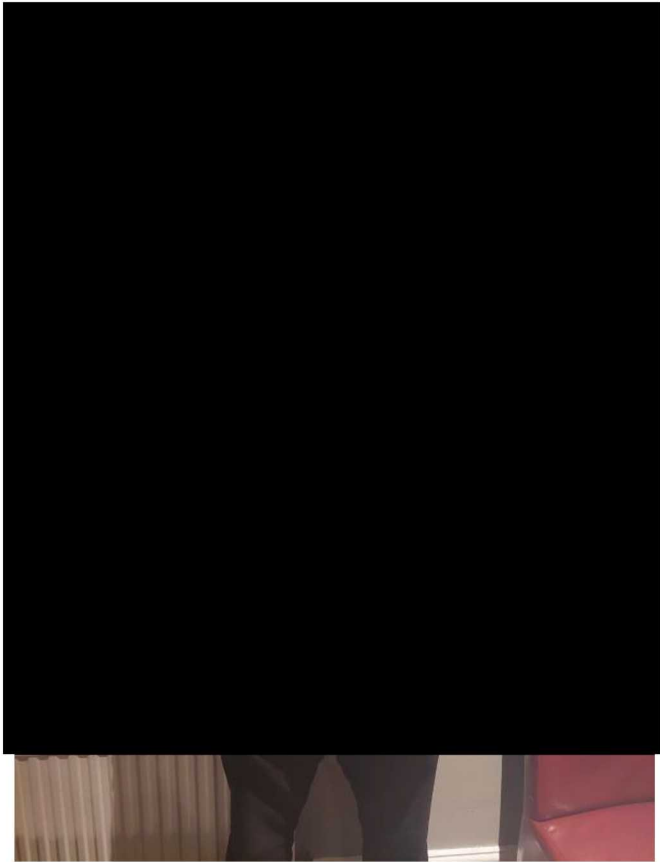
**Observations**

**Observations**

Individual was seen upon entering behind the bar, with poured drinks in hand. He is wearing uniform of white shirt and formal black trousers.

**Do you suspect this person of illegal working?**

Yes

<p>Photo 1</p>	 <p>Caption                      pic</p>
----------------	---

**Management Checks Complete**

Date management checks complete	01-03-2023 00:35:31
Reviewer(s)	[REDACTED]

<b>Illegal Working - Employee</b>					
<b>Details</b>					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	████████████████████ - BGD Bangladesh				
Subject CID Person ID	Unknown				
Subject name	████████████████████				
Subject DOB	██████████				
Subject nationality	BGD Bangladesh				
Subject gender	Male				
Time	21:00				
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<b>Easting</b>	528777				
<b>Northing</b>	285020				
Creation date	25-02-2023 21:00:56				
<b>Language of Interview</b>					
What language is the interview carried out in?	English				
Interpreter used?	No				
<b>Obligation</b>					
How long have you been working here?	4 days, I have only helped.				
What is your job role/ what are your duties?	I cook and prepare the food.				
What days/ hours do you work each week?	16:30 until about 22:00 to 23:00				
What days/ hours do you work each week?	I've only been here since Wednesday.				
Are you working tomorrow?	Yes and then Monday I finish. I'm covering for the cook.				
<b>Control</b>					
Who gave you this job (name and role in business)?	The tall guy at the front of the restaurant. ██████████ I think he is the owner.				
Does ██████████ tell you when to come?	Yes he calls me on my phone.				
Who tells you what tasks/ duties to do each day?	██████████				

**Remuneration**

How are you paid (money, accommodation, food)?	I'm getting paid in cash. I'm not sure how much. I also have a room upstairs.
Who pays you?	I'm not sure.
Do you pay income tax or have a National Insurance number?	No
Do you pay for the room upstairs?	No
Do you get food in exchange for your work here?	Yes

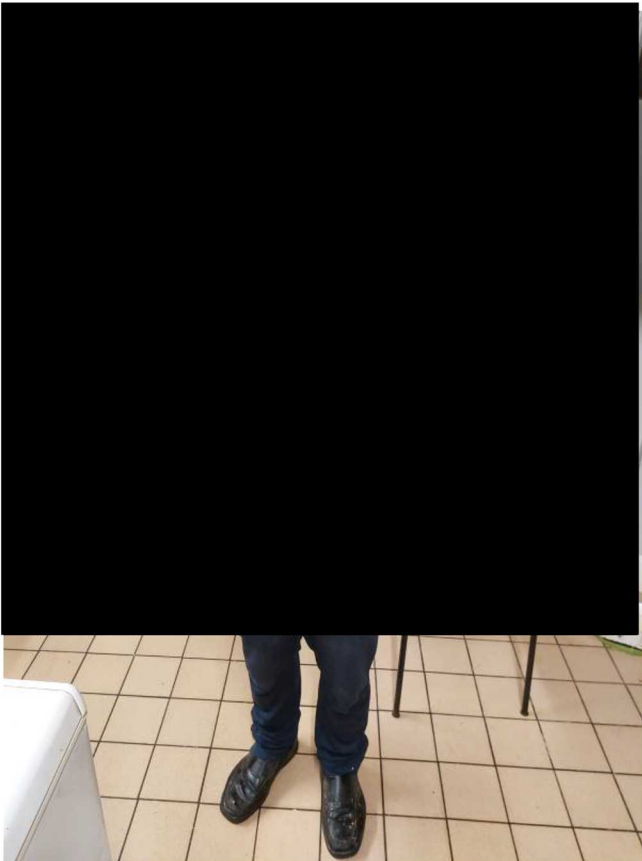
**Pre-employment Checks**

What name does the employer know you as?	My real name
Did you show documents before being offered the job? If so, what?	No
Does your employer know you're not allowed to work in the UK?	Maybe he doesn't know.

**Additional Questions**

Have you been here helping before?	No, I haven't been here or anywhere else before.
------------------------------------	--

**Photographs**

subject	
---------	--

**Declaration**

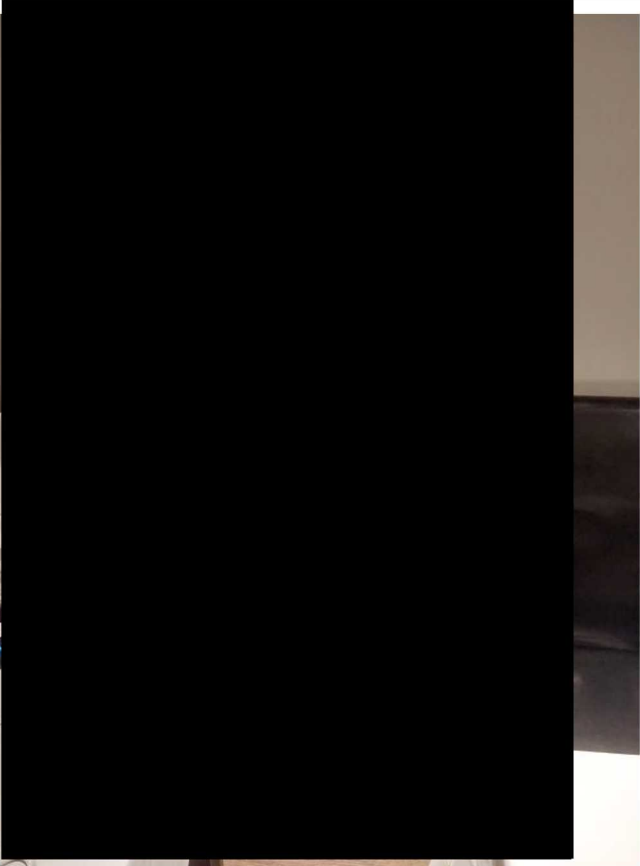
I confirm that I have understood all the questions and that the details are true and correct.

Subject has refused to provide a signature.

**Observations**

Observations	Encountered cooking in the kitchen
--------------	------------------------------------

Do you suspect this person of illegal working?	Yes
--	-----

Photo 1	
	Caption    pic

**Management Checks Complete**

Date management checks complete	27-02-2023 23:25:54
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Reviewer(s)	[Redacted]
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**Illegal Working - Employer**

**Details**

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Other				
Subject CID Person ID	Unknown				
Employer	██████████				
Time	21:16				
Created at geolocation	<table border="0"> <tr> <td><b>Easting</b></td> <td>528778</td> </tr> <tr> <td><b>Northing</b></td> <td>285033</td> </tr> </table>	<b>Easting</b>	528778	<b>Northing</b>	285033
<b>Easting</b>	528778				
<b>Northing</b>	285033				
Creation date	25-02-2023 21:14:54				

**Language of Interview**

What language is the interview carried out in?	English
Interpreter used?	No

**Employer Details**

What is your position here?	When the manager isn't hear I am the manager
when the manger isn't here what do you do	Abit of everything, front and back house
How long have you been working here?	About 4-5 years a while
who is the manager	Mr ██████████
What is the name of the business?	Indiaana
What are the Companies House and VAT numbers of the business?	I don't have them here
do you have any rotas	I dont they do, Mr ██████████ does
how do workers know when to come in	They get told prior
do you have any records for the employees	They do but I don't know where they are. Mr ██████████ might have them or the accountant as they do all the checks
who's responsible for employing the staff?	██████████ the the owner
who pays the staffs wages	██████████
who employed you	██████████



<b>What are the names of the people who work here</b>	████ it's like calling them bro pr brother so like nanna this means grandad
<b>The lady who is sat to the right tell me about her</b>	All I know is she is going to be employed here, she's not working she stays upstairs she comes down for a chat
<b>when you came in what was she doing</b>	She's been sat here drinking coffee and when you guys came she was in the bench talking she wasn't working
<b>how long have you known her for</b>	Since January
<b>what does she normally do</b>	She isn't working when I come here
<b>misbal the man I was speaking to in the corner what does he do here</b>	He sometimes helps out
<b>what does he do specifically when helping out</b>	Front of house
<b>what does that include</b>	Serving food and drinks
<b>does that include working behind the bar</b>	I don't know he was working behind the bar I was in the kitchen
<b>do all workers have specific areas or is it anywhere as the manager do you not know where they work</b>	No they can work wherever as they're over 18
<b>how are they paid is it money any food given?</b>	I don't know you have to ask Mr █████ I know koney goes in my account and that's all
<b>████ - what does he do here</b>	When i came in he was out the back in kitchen he works there and was working the dishwasher
<b>when you are the manager what is your role</b>	Looking after the customers, if the customer isn't happy I would deal with it
<b>is it your job to tell the employees what to do</b>	No it's already been done by the staff i just deal with the customers.
<b>in an emergency who would you contact?</b>	████ I gave the number to licensing. I had the number here but I'm not sure where it is as I think I got it when they called.

**Declaration by Employer**

I confirm that I have understood all the questions and that the details are true and correct.

Signed by [REDACTED]



25-02-2023 21:52:25

**Observations**

**Observations**

[REDACTED] attempted to ask questions of the manager and is being very evasive.  
Evasive manner in answering most questions overall and wanting to move around constantly.

## Schedule 12

### Part A



## Premises Licence

Premises Licence Number

HDC/PRE00613

### Part 1 – Premises Details

Postal address of premises, or if none, ordnance survey map reference or description, including Post Town, Post Code

**Indiaana  
61 High Street  
Ramsey  
Huntingdon  
PE26 1AB**

Telephone number **01487 711104**

Where the licence is time limited the dates: **Not Applicable**

This licence comes into effect on: **19.12.2017**

The annual fee is due with effect from: **27.11.2018** and each year thereafter.

Licensable activities authorised by the licence

**Supply of Alcohol**

Times the licence authorises the carrying out of licensable activities

**Monday to Sunday (7 days) 12:00 - 23:00**

The opening hours of the premises

**Monday to Sunday (7 days) 12:00 - 23:00**

Where the licence authorises supplies of alcohol whether these are on and / or off supplies

**Alcohol is supplied for consumption ON the Premises**

### Part 2

Name, (registered) address, telephone number and email (where relevant) of holder of premises licence

**Mr Harun Rashid  
61 High Street  
Ramsey  
Huntingdon  
PE26 1AB**

# Schedule 12

## Part A

### Premises Licence

**Premises Licence Number**

HDC/PRE00613

Registered number of holder, for example company number, charity number (where applicable)  
N/A

Name, address and telephone number of designated premises supervisor where the premises licence authorises for the supply of alcohol

**Mr Harun Rashid**



Personal licence number and issuing authority of personal licence held by designated premises supervisor where the premises licence authorises for the supply of alcohol

**Reference Number** [REDACTED]

**Licensing Authority: Huntingdonshire District Council**

#### ANNEX 1 – MANDATORY CONDITIONS

1. No supply of alcohol may be made at a time when
  - a. there is no designated premises supervisor in respect of the premises licence, or
  - b. the designated premises supervisor does not hold a personal licence or his personal licence is suspended.
2. Every supply of alcohol under this licence must be made or authorised by a person who holds a personal licence.
3. The responsible person must ensure that staff on relevant premises do not carry out, arrange or participate in any irresponsible promotions in relation to the premises.
4. In paragraph 3, an irresponsible promotion means any one or more of the following activities, or substantially similar activities, carried on for the purpose of encouraging the sale or supply of alcohol for consumption on the premises —
  - a. games or other activities which require or encourage, or are designed to require or encourage, individuals to —
    - i. drink a quantity of alcohol within a time limit (other than to drink alcohol sold or supplied on the premises before the cessation of the period in which the responsible person is authorised to sell or supply alcohol), or
    - ii. drink as much alcohol as possible (whether within a time limit or otherwise);
  - b. provision of unlimited or unspecified quantities of alcohol free or for a fixed or discounted fee to the public or to a group defined by a particular characteristic in a manner which carries a significant risk of undermining a licensing objective;
  - c. provision of free or discounted alcohol or any other thing as a prize to encourage or reward the

# Schedule 12

## Part A

### Premises Licence

**Premises Licence Number**

HDC/PRE00613

purchase and consumption of alcohol over a period of 24 hours or less in a manner which carries a significant risk of undermining a licensing objective;

- d. selling or supplying alcohol in association with promotional posters or flyers on, or in the vicinity of, the premises which can reasonably be considered to condone, encourage or glamorise anti-social behaviour or to refer to the effects of drunkenness in any favourable manner;
  - e. dispensing alcohol directly by one person into the mouth of another (other than where that other person is unable to drink without assistance by reason of disability).
5. The responsible person must ensure that free potable water is provided on request to customers where it is reasonably available.
6. The premises licence holder must ensure that an age verification policy is adopted in respect of the premises in relation to the sale or supply of alcohol.
7. The designated premises supervisor in relation to the premises licence must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.
8. The policy must require individuals who appear to the responsible person to be under 18 years of age (or such older age as may be specified in the policy) to produce on request, before being served alcohol, identification bearing their photograph, date of birth and either —
- a. a holographic mark, or
  - b. an ultraviolet feature.
9. The responsible person must ensure that-
- a. where any of the following alcoholic drinks is sold or supplied for consumption on the premises (other than alcoholic drinks sold or supplied having been made up in advance ready for sale or supply in a securely closed container) it is available to customers in the following measures —
    - i. beer or cider: ½ pint;
    - ii. gin, rum, vodka or whisky: 25 ml or 35 ml; and
    - iii. still wine in a glass: 125 ml;
  - b. these measures are displayed in a menu, price list or other printed material which is available to customers on the premises; and
  - c. where a customer does not in relation to a sale of alcohol specify the quantity of alcohol to be sold, the customer is made aware that these measures are available.
10. A relevant person shall ensure that no alcohol is sold or supplied for consumption on or off the premises for a price which is less than the permitted price.
11. For the purposes of the condition set out in paragraph 10 -
- a. "duty" is to be construed in accordance with the Alcoholic Liquor Duties Act 1979;
  - b. "permitted price" is the price found by applying the formula -  $P = D + (D \times V)$  where -
    - i. P is the permitted price,
    - ii. D is the amount of duty chargeable in relation to the alcohol as if the duty were charged on the date of the sale or supply of the alcohol, and

# Schedule 12

## Part A

### Premises Licence

**Premises Licence Number**

HDC/PRE00613

- iii. V is the rate of value added tax chargeable in relation to the alcohol as if the value added tax were charged on the date of the sale or supply of the alcohol;
  - c. "relevant person" means, in relation to premises in respect of which there is in force a premises licence -
    - i. the holder of the premises licence,
    - ii. the designated premises supervisor (if any) in respect of such a licence, or
    - iii. the personal licence holder who makes or authorises a supply of alcohol under such a licence;
  - d. "relevant person" means, in relation to premises in respect of which there is in force a club premises certificate, any member or officer of the club present on the premises in a capacity which enables the member or officer to prevent the supply in question; and
  - e. "value added tax" means value added tax charged in accordance with the Value Added Tax Act 1994.
12. Where the permitted price given by paragraph b. of paragraph 11 would (apart from this paragraph) not be a whole number of pennies, the price given by that sub-paragraph shall be taken to be the price actually given by that sub-paragraph rounded up to the nearest penny.
13. Paragraph 14 applies where the permitted price given by paragraph b. of paragraph 11 on a day ("the first day") would be different from the permitted price on the next day ("the second day") as a result of a change to the rate of duty or value added tax.
14. The permitted price which would apply on the first day applies to sales or supplies of alcohol which take place before the expiry of the period of 14 days beginning on the second day.

#### **ANNEX 2 – CONDITIONS CONSISTENT WITH THE OPERATING SCHEDULE**

1. Challenge 25 Policy to be adopted
2. Refusal book to be kept on premises

#### **ANNEX 3 – CONDITIONS ATTACHED AFTER A HEARING BY THE LICENSING AUTHORITY**

N/A

#### **ANNEX 4 – SEASONAL VARIATIONS & NON-STANDARD TIMINGS – For the licensable activities authorised by this licence:**

N/A

**Schedule 12  
Part A**

**Premises Licence**



**Premises Licence Number**

HDC/PRE00613

**ANNEX 5 – PLANS**

For plan see attached

**Licence valid from: 19.12.2017**

**Date of Issue: 02.01.2018**

A handwritten signature in black ink that reads 'C. Stopford'. The signature is written in a cursive style with a large 'C' and a clear 'Stopford'.

**Signed: Head of Community**

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Appendix E

Officer Statements

	Name/Contact	Statement	Date
1	Michelle Bishop Interim Licensing Manager Huntingdonshire District Council	<p>I, Michelle Bishop interim Licensing Manager for Huntingdonshire District Council state that the facts in this statement come from my personal knowledge and records held at Huntingdonshire District Council Licensing Department.</p> <p>On Friday 2 June 2023 at approx. 6pm I attended the location with my colleague Kate Penn – Environmental Health Service Manager. My role during this visit was to display a copy of the review notice in the window/door of the premises.</p> <p>On entering the premises, I was greeted by an unknown male wearing white shirt and black trousers and appeared to be working as a waiter/front of house for the business. I introduced myself and my colleague and explained why we was in attendance.</p> <p>I asked the gentleman to confirm his name of which he confirmed Mr [REDACTED], after a period of time he showed us his food hygiene certificate that was displayed on the premises and confirmed that he lived above the premises known as 61A High Street, Ramsey.</p> <p>At this point he brought over his colleague Mr [REDACTED], who confirmed he was the manager and working on a voluntary basis.</p> <p>I explained why we was there and Mr [REDACTED] then under the direction of Mr [REDACTED] called the owner who advised was Mr Salah CHOUDARY.</p> <p>I spoke to Mr CHOUDARY on the telephone and ask if he had a contact number for the premises licence holder Mr RASHID, he then advised that he would ask Mr RASHID to call me back on the shop number.</p> <p>Within a few minutes a call was received from Mr RASHID, again at this point I confirmed who I was and the reason for the visit. He claimed he was fully aware as he had received the review paperwork from HMRC. I advised Mr RASHID that the office would be in touch regarding the review hearing.</p> <p>I then proceeded to put up the Licence Review notice in both the window and door and clearly visible from the outside.</p> <p>During the visit I accompanied my colleague to the kitchen, present at this time was a female who was watching the two kitchen staff prepare meals. The kitchen staff both dressed in chef white aprons were [REDACTED] and [REDACTED].</p> <p>We then concluded our visit and left the premises.</p>	28/06/2023

		I believe that the facts stated in this witness statement are true	
2	Kate Penn Environmental Health Services Manager Huntingdonshire District Council	<p>Thank your for consulting me on the application to Review a Premises licence at Indiaana, 61 High Street, Ramsey, Huntingdon, Cambridgeshire, PE26 1AB</p> <p>I have been employed by Huntingdonshire District Council since December 2022 as Environmental Health Service Manager having worked in Environmental Health since April 2009. I am a Registered Chartered Environmental Health Practitioner with the Chartered Institute of Environmental Health. In my role at Huntingdonshire District Council I manage the team responsible for food safety and hygiene.</p> <p>Indiaana, 61 High Street, Ramsey, Huntingdon, Cambridgeshire, PE26 1AB is a food business registered in the Huntingdonshire District Council area and on 2 June 2023 I attended the premises to place the blue licence review notices in the premises window. I was accompanied by my colleague Michelle Bishop, the Licensing Manager for Huntingdonshire District Council. Before visiting the premises I checked the food business registration record and confirmed that the food business operator is Harun Rashid. I also noted that at the last food hygiene inspection on 19 October 2022 he was not at the premises and the food handler spoken to was [REDACTED] and the inspection form was signed by [REDACTED]</p> <p>I arrived at the restaurant at 17:34hrs and upon entering the restaurant was greeted by a male who appeared to be a waiter and was dressed in a typical waiter outfit of black trousers and a white shirt. He told me his name was [REDACTED] and his date of birth is [REDACTED]. Michelle Bishop explained why we were at the premises and a male identifying himself as [REDACTED] told me he was in charge tonight and voluntarily working. [REDACTED] then told me that Salid Chowdhury is his boss.</p>	28/06/2023

		<p>I then asked [REDACTED] where he lived and he said that he lived upstairs along with [REDACTED] and a female member of staff who I had observed waiting tables.</p> <p>I then went to the kitchen to see if the food business operator was present. There were two males present as I entered the kitchen, both were preparing food and dressed in Chef's clothing. One male then promptly left the kitchen through the back door. The male wearing an apron and tending to the Tandoori oven indicated that he did not speak English, I asked to see his ID. The male showed me his 'Application Registration Card', it was his photograph on the card and the name given was [REDACTED]. I took photographs of the card which are attached to this email. Although [REDACTED] initially indicated that he did not speak English he was able to tell me that he lived upstairs.</p> <p>Whilst [REDACTED] was showing me his identification card the other male returned to the kitchen having taken off his chef's hat and apron. I asked who he was, and he confirmed his name was [REDACTED] date of birth was [REDACTED]. I spoke to the female member of staff who had followed us into the kitchen and asked why she was there and she said she was learning to cook biryani.</p> <p>I then went back to the restaurant area of the premises and sellotaped two blue notices to the front window, one was placed near the bar and the other near the door.</p> <p>On 20 June 2023 and 22 June 2023 I drove past Indiaana and saw that the blue notices were still in the window.</p> <p>If you require any further information please don't hesitate to contact me.</p> <p>Kind regards</p>	
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Appendix F

Representations

	Name Contact	Supporting Statement Representation	Date received
1	<p>██████████</p> <p>Operational Planning and Licensing  Partnerships and Operational Support</p> <p>Cambridgeshire Constabulary</p>	<p>To Whom it may concern</p> <p>I write on behalf of Cambridgeshire Constabulary in relation to the Home Office, Immigration Enforcement, Alcohol Licensing Team, request to review the Premises Licence of <b>Indiana Restaurant, 61 High Street, Ramsey, Cambridgeshire, PE26 1AB.</b></p> <p>Cambridgeshire Constabulary as a responsible authority, supports the Home Office recommendation to revoke the premises licence due to the seriousness of criminal activity identified within the review documentation.</p> <p>I also would also like to make you aware of The High Court decision of East Lindsey District Council v Abu Hanif (t/a Zara’s restaurant and takeaway) it is a stark reminder that there can be consequences for employers who employ illegal workers, even if they are not convicted of an offence.</p> <p><a href="#">Employing illegal workers? You could lose your alcohol licence, even if you are not convicted - Lexology</a></p> <p>The Home Office recommendation is supported by guidance issued under section 182 of the Licensing Act 2003</p> <p>11.24 “...Licensing authorities do not have the power to judge the criminality or otherwise of any issue. This is a matter for the courts. The licensing authority’s role when determining such a review is not therefore to establish the guilt or innocence of any individual but to ensure the promotion of the crime prevention objective.”</p> <p>11.26 “...The licensing authority’s duty is to take steps with a view to the promotion of the licensing objectives and <b>the prevention of illegal working</b> in the interests of the wider community and not those of the individual licence holder.”</p> <p>11.27 “There is a certain criminal activity that may arise in connection with licensed premises, which should be treated particularly seriously.....”.</p> <p><b>- for employing a person who is disqualified from that work by reason of their immigration status in the UK.</b></p>	16.06.2023

		<p>11.28 <i>"It is envisaged that licensing authorities, the police, the Home Office (Immigration Enforcement) and other law enforcement agencies, which are responsible authorities, will use the review procedures effectively to deter such activities and crime. Where reviews arise and the licensing authority determines that the crime prevention objective is being undermined through the premises being used to further crimes, it is expected that revocation of the licence – even in the first instance – should be seriously considered."</i></p> <p>Other articles of interest</p> <p>The Government offers advice regarding checking a job applicant's right to work via <a href="https://www.gov.uk/guidance/checking-a-job-applicant-s-right-to-work">Checking a job applicant's right to work - GOV.UK (www.gov.uk)</a></p> <p><a href="https://www.hospitalitylaw.co.uk/authorities-crack-illegal-workers/">https://www.hospitalitylaw.co.uk/authorities-crack-illegal-workers/</a></p> <p><i>"... Illegal working both undercuts British workers and may cause dishonest employers to take advantage by paying poorly and ignoring health and safety measures..."</i></p> <p>Respectfully</p>	
2	<p>██████████</p> <p>Cambridgeshire Exploitation Team</p> <p>Cambridgeshire Constabulary</p>	<p>To whom it may concern</p> <p>I have been invited to comment on the Indiaana Restaurant and an upcoming licencing review, my role within Cambridgeshire Constabulary is to investigate Modern Slavery offences. I am one of two experts in the force and wish to highlight some concerns. Modern Slavery is a hidden crime, and extremely hard to identify, and even harder to successfully prosecute through courts. The main reason for this is exploiters target those most vulnerable in our community's. It is hard for victims to come forward and explain their situation as they become totally reliant on their exploiters for food, work, transport and accommodation.</p>	16.06.2023

		<p>In this case the owners have controlled the accommodation of workers, and their employment. This in normal circumstances would be seen as a red flag in the modern slavery world. These concerns would remain unless it could be fully documented by supporting records:- payslips issued showing full minimum wage being paid with the only deduction being for accommodation at HMRC's offset (currently £63.11pw), tax and national insurance.</p> <p>In this case 5 workers had no right to work in the UK, this means those workers were even more vulnerable, and easy targets for exploitation. The threat of being reported to the authorities could be used as a further means of control. Victims of Modern Slavery Offences will rarely identify themselves to authorities, as even the exploitative situations they find themselves in can be deemed by the victim as being better than what they have previously had. A further tool used by exploiters is debt bondage. This is where a victim feels bound to the exploiter by a perceived debt. This debt is often owed by family and friends in the country of origin to cover the costs of the illegal entry/smuggling into the UK. Victims are told that families/friends in the origin counties will be targeted with violence if they report anything to law enforcement.</p> <p>It is for these reasons and concerns for the location and the belief that exploitation was going on at the location I fully support the immigration action against the owners.</p> <p>Kind Regards</p>	
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