

Notice of Meeting



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Licensing Sub-Committee

Thursday 26 February 2026 at 10.45 am

in Council Chamber, Market Street,
Newbury

Link to the [Livestream](#)

Members Interests

Note: If you consider you may have an interest in any Application included on this agenda then please seek early advice from the appropriate officers.

Date of despatch of Agenda: Wednesday 18 February 2026

FURTHER INFORMATION FOR MEMBERS OF THE PUBLIC

If you require further information about this Agenda, or to inspect any background documents mentioned in the reports, please contact Darius Zarazel (Principal Democratic Services Officer).via email Darius.Zarazel1@westberks.gov.uk

Further information and Minutes are also available on the Council's website at www.westberks.gov.uk





To: Councillors Jeremy Cottam, Paul Dick and Martha Vickers

Substitute: Councillor Clive Taylor and Phil Barnett

Agenda

Part I

Page No.

1 **Declarations of Interest**

To receive any declarations of interest from Members.

2 **Schedule of Licensing Applications**

(1) **The Gun, 142 Andover Road, Newbury, RG14 6NE**

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Proposal: To set out the background information pertaining to this Review Application being brought by the Home Office's Immigration Compliance Team.

Location: The Gun, 142 Andover Road, Newbury, RG14 6NE

Applicant: Home Office, Immigration Compliance Team

Sarah Clarke.

Sarah Clarke
Service Director: Strategy and Governance

If you require this information in a different format or translation, please contact Darius Zarazel on telephone (01635) 503973.



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Licensing Sub-Committee Report

Premise Licence Review of The Gun, 142 Andover Road, Newbury, RG14 6NE

Type of Application:	Review of the Premises Licence
Town Council:	Newbury Town Council
Ward Members:	Cllr Patrick CLARK, Cllr Adrian ABBS and Cllr David MARSH
Case Officer:	Mark Groves, Lead Licensing Officer
Portfolio Holder:	Councillor Tom McCann
Service Director:	Clare Lawrence

1. Purpose of the Report

- 1.1. To set out the background information pertaining to this Review Application being brought by the Home Office's Immigration Compliance Team.

2. Recommendation to Licensing Sub-Committee

- 2.1. Options available to Members are to:-

- a) Allow the premise licence to remain in force but add relevant conditions to the licence.

- b) Suspend the premises licence which is usually taken together with conditions for a period of up to 3 months in order for the premise licence holder to address concerns that have been identified at the premises and put systems in place to prevent illegal working occurring in the future.

- c) The revocation of the premise licence as it is considered that the risk of immigration-related crime and illegal working cannot be otherwise mitigated.

Members of the Licensing Sub-Committee are asked to make a decision and provide this decision on the day at the end of the hearing due to its nature and after all relevant parties have been given the opportunity to speak. Members must give full reasons for their decision.

3. Introduction and Background

- 2.2. On the 27 January 2026 the licensing team received an application from the Home Office's Immigration Compliance Team for the review of the premises licence for The Gun, 142 Andover Road, Newbury, RG14 6NE due to Immigration offences since 2018.

- 2.3. The Responsible Authorities were notified on the 27 January 2026.

- 2.4. Members of the Licensing Sub-Committee are asked to determine the application for the review as the premise licence as the licensing objective for the Prevention of Crime and Disorder has not been carried out with regards to the use of illegal immigrants as workers at the venue and whereby the designated premises supervisor was complicit in this offence.

- 2.5. The Licensing Authority may only consider aspects relevant to the application that have been raised in this review.
- 2.6. Members of the Licensing Sub-Committee are requested to determine the application having regard to the operating schedule, representations received, the Councils Statement of Licensing Policy, revised guidance issued under Section 182 of the Licensing Act 2003 and the four licensing objectives.
- 2.7. An authorisation is required in respect of any premises where it is intended to conduct one or more of the licensable activities, these being:
 - (a) Sale of alcohol
 - (b) Supply of alcohol (in respect of a club)
 - (c) Regulated Entertainment
 - (d) Provision of Late-Night Refreshment

An appropriate authorisation is either, a premises licence, a club premises certificate, or a Temporary Event Notice.

- 2.8. Licence holders are required, when offering any licensable activity, to ensure that they promote the licensing objectives at all times. The operating schedule of the application contains detail of all the activities applied for and the control measures that the applicant will have in place in order to promote these objectives. Such measures will, where appropriate be converted into enforceable conditions on any licence issued.

The four licensing objectives are:

- (a) Prevention of crime and disorder
- (b) Prevention of public nuisance
- (c) Public Safety
- (d) Protection of children from harm.

No licensing objective carries any more weight than any other and these are the only factors in which licensing can have regard in determining an application.

- 2.9. Where representations have been received from a responsible authority or any other person, and the concerns have not been resolved through mediation between all parties, the Licensing Act 2003 requires that these applications should be determined by the Licensing Authority's Licensing Committee. The Licensing Act 2003 allows for applications such as this one to be delegated to a Sub-Committee. In accordance with those rules, the Scheme of Delegation set out in the Council's Constitution states that the Licensing Sub-Committee has responsibility for dealing with this application.

3. Summary of Application sought.

- 3.1. The Licensing Authority received a valid application on 27 January 2026 from the Home Office Immigration Compliance Team. This application is recorded under reference 29188. A copy of the application is attached as **Appendix 1** and the Premise Licence Review Annex - redacted as **Appendix 2**

4. Background information

- 4.1. Trust Inns Ltd are the Premise Licence holders for the Gun Restaurant, 142 Andover Road, Newbury, RG14 6NE but the premises is leased to a third party who manage the day to day running of the premises.
- 4.2. The application seeks to obtain authorisation for the review of the premise licence with the strongest action being the revocation of the premise licence.

- 4.3. The applicant has provided additional conditions to assist members in addition to the mandatory conditions and those that are already on the premise licence in their application for the review of this premises licence.
- 4.4. Both Trust Inns and the Home Office have mediated through the licensing team with Trust Inns immediately closing down the premises and removing all the staff working there.
- 4.5. The Home Office have provided a set of conditions to Trust Inns that if these were accepted and along with the removal of the staff would be deemed as positive action and result in the withdrawal of the review application.
- 4.6. The conditions proposed by the Home Office Immigration Compliance Team are as follows:
1. The operator of the premises must carry out relevant right to work checks for all prospective employees prior to the commencement of employment. This is to include individuals undergoing trial shifts or those who are working on a casual basis.
 2. The operator of the premises must also carry out relevant right to work checks for all employees during their employment if required.
 3. The operator of the premises must retain copies of documents obtained during right to work checks. These documents must be stored securely at the premises or be digitally accessible from the premises to facilitate inspection by an authorised person (as defined by section 13 of the Licensing Act 2003), the Police or Home Office Immigration Enforcement officers.
 4. The operator of the premises, or any person representing the operator, must be able to produce documents relating to right to work checks without delay upon request by an authorised person (as defined by section 13 of the Licensing Act 2003), the Police or Home Office Immigration Enforcement officers.
- 4.7. It is also important to note that the outstanding immigration fines which are currently £240,000 are not linked to Trust Inns Ltd but to the Designated Premise Supervisor/manager who has been removed and who is being dealt with separately by the Home Office.

5. Consultation

- 5.1. The 28-day consultation period ran from 28 January 2026 to 24 February 2026. Responsible Authorities were advised by email on the 27 January 2025. The application has been advertised in accordance with the regulations, with the required blue notices being placed at the premises, which were checked by an officer from the Public Protection Partnership. The application for this review was also made available at the offices of West Berkshire Council, Market Street, Newbury RG14 5LD.
- 5.2. A total of 1 representation was received and found to be invalid as it did not represent any of the four licensing objectives and was only saying how nice the staff were when the person submitting the representation visited the premises. The members of staff no longer work at the premises following its closure by Trust Inns Ltd in view of the review.

6. Responses Received

Fire Authority – No Response.

The Chief Officer of Police for Thames Valley – No Response

Environmental Health – No Response.

The Local Enforcement Agency for the Health and Safety at work etc. Act 1974 – No Response

Trading Standards – No Response.

Children’s Safeguarding Board – No Response.

Public Health – No Response

Home Office Immigration – No Response.

Planning – No Response.

The Licensing Authority – No Response.

7. Summary of Relevant Representations

8. Options

- 8.1. The Home Office’s Revised Guidance issued under section 182 of the Licensing Act 2003 (03 February 2026) must be taken into account when determining this Application.
- 8.2. Members are asked to consider, after taking the valid representations both oral and written into account, and having due regard to the licensing objectives, whether the application for the Premises Licence should be granted or rejected. Members will need to give reasons for their decision.
- 8.3. If members are minded to approve the application, they need to consider any additional conditions, other than those contained in the operating schedule, and any relevant mandatory conditions in ss19-21 of the Licensing Act 2003. Modification of conditions includes adding, omitting or altering a condition.
- 8.4. If members are minded to include any additional conditions, they will need to provide their reasons for doing so in the decision notice.
- 8.5. Members of the Licensing Sub-Committee are asked to make a decision and provide this decision on the day at the end of the hearing due to its nature and after all relevant parties have been given the opportunity to speak. Members must give full reasons for their decision.

Background Papers: Relevant Legislation

- (1) The Licensing Act 2003
- (2) Appropriate Regulations including but not limited to The Licensing Act 2003 (Premises licences and club premises certificates) Regulations 2005, The Licensing Act 2003 (Hearings) Regulations 2005 and The Licensing Act 2003 (Hearings) (Amendment) Regulations 2005
- (3) Statutory Revised Guidance issued under section 182 of the Licensing Act 2003
- (4) The Council’s Statement of Licensing Policy Licensing Act 2003
- (5) The Council’s Constitution

9. Appendices

Appendix 1 – Review Application

Appendix 2 - Premise Licence Review Annex -redacted

Person to Contact:

Mark Groves

Email: mark.groves1@westberks.gov.uk

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Home Office

Premises Licence Review

The Gun
142 Andover Road
Newbury
Berkshire
RG14 6NE

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Case Summary

In April 2018 an allegation was received that illegal working was taking place at The Gun Restaurant. South Central ICE team visited the premises on 07 April 2018 and entry into the premises was gained under Section 179 of the Licensing Act 2003. ICE arrested five Illegal workers.

Further intelligence was received regarding illegal working at the premises. On 19 January 2019, immigration officers visited and found two Illegal workers

On 03 April 2025, a third visit was conducted following further intelligence of illegal working. Two more illegal workers were encountered.

On 12 September 2025, a fourth visit was conducted following further intelligence regarding illegal working. On this occasion, one illegal worker was found.

Civil penalties for illegal working were issued following each enforcement visit. In total £240,000 worth of civil penalties were issued, the full amount remains unpaid.

Licensed Premises History

The premises licence dated 28 July 2014, records the premises licence holder as: Trust Inns Limited.

The premises licence number is 013446 with the last variation to the licence being 23 July 2014.

The Designated Premises Supervisor (DPS) is Mr Belal MIAH since 23 July 2014. MIAH's personal Licence number is LP7001070 and was issued by Reading Borough Council. Belal MIAH is the person considered responsible for the day to day running and management of the premises.

Licensable activities authorised by the licence are:

Supply of Alcohol On & Off the Premises

Monday to Thursday: 11:00 to 23:00

Friday and Saturday: 11:00 to 00:00

Sunday: 12:00 to 23:00

Late Night Refreshment - Indoors

Friday and Saturday: 23:00 to 00:00

Non-Standard Timings: When hours for sale of alcohol are extended hereunder these hours are also extended.

Companies House

Trust Inns Ltd

Trust Inns Ltd is a national pub company that owns a large estate of licensed premises across the UK. Its core business model is based on leasing and managing pubs rather than operating them directly.

The Gun Restaurant Ltd

The Company registration number for 'The Gun Restaurant Ltd' is 10132398, incorporated on 19 April 2016. Mr Kamal UDDIN is the only active director, appointed on 27 April 2016. There were two additional directors- Belal MIAH who resigned on 09 April 2018 and Farjana Akhand MIAH who also resigned on 23 October 2018.

Thegun Ltd

The Company registration number for 'Thegun Ltd' is 11344090, incorporated on 03 May 2018. The sole director with active significant control, is Nazmul Islam SUMON, trading as The Gun 142 Andover Rd Newbury RG14 6NE. There is an active suspension to strike off as an objection was raised by the Home Office.

The Gun PR Ltd

Belal MIAH and was also a former director of dissolved company, The Gun PR Ltd (incorporated on 10 July 2014 to dissolution date: 15 November 2016) alongside former director Farjana AKHAND.

Thepubco Ltd

The Company registration number for 'thepubco Ltd' is 16038520, incorporated on 24 October 2024. Nature of business: Licensed restaurants/public houses and bars. The sole active director appointed on 24 October 2024 is Farjana Akhand MIAH.

Civil Penalties

Enforcement Visit - 07 April 2018

A Civil Penalty Notice for £75,000 was issued on 29 August 2018 to **The Gun Restaurant Ltd** for employing five people who had no right to work in the UK. **The Gun Restaurant Ltd** objected to the penalty. The case was reconsidered, and on 01 October 2018 the penalty was maintained. **The Gun Restaurant Ltd** had until 30 October 2018 to lodge an appeal against the penalty at the County Court. No appeal was lodged and appeal rights were exhausted on 30 October 2018. The penalty was due for payment on 31 October 2018. No payment has been received, and the penalty remains outstanding in full.

Enforcement Visit - 19 January 2019

On 26 April 2019 a Civil Penalty Notice for £15,000 was issued to **Thegun LTD** for employing one person who had no right to work in the UK. Nazmul Islam SUMON, who is the sole director of **Thegun LTD**, objected to the penalty on 23 May 2019. The case was reconsidered, and on 17 June 2019 CPCT maintained the penalty. **Thegun LTD** had until 16 July 2019 to lodge an appeal against the penalty at the County Court. No appeal was lodged. The penalty was due for payment on 17 July 2019. No payment has been received, and the penalty remains outstanding in full.

Enforcement Visit - 03 April 2025:

A Civil Penalty Notice for £90,000 was issued on 23 May 2025 to **The Gun Restaurant Ltd** for employing two people who had no right to work in the UK. **The Gun Restaurant Ltd** had until 24 June 2025 to object to the penalty. No objection was received, and appeal rights were exhausted on 24 June 2025.

The penalty was due for payment on 25 June 2025. No payment has been received, and the penalty remains outstanding in full. The case has been referred to a third-party debt recovery specialist.

Enforcement Visit - 12 September 2025:

A Civil Penalty Notice for £60,000 was issued on 21 October 2025 to **The Gun Restaurant Ltd** for employing one person who had no right to work in the UK. No objection was received, and appeal rights were exhausted on 20 November 2025. This penalty remains unpaid.

In total, unpaid civil penalties amount to **£240,000**.

Enforcement Visit: 07 April 2018

Entry was gained to the premises at 16:30. Upon entering, immigration officers encountered the following individuals:

████████████████████

██████████ saw the uniformed officers and attempted to walk in the opposite direction. He confirmed his personal details and told officers that he had an expired student visa but also had an outstanding asylum claim.

██████████ initially claimed he was at the premises to get food and that the uniform was his usual attire. His explanation changed to enquiring about a job, but the restaurant manager confirmed ██████████ had been working and living there for two weeks. ██████████ then admitted he worked six days a week for £300 cash-in-hand, despite knowing he had no permission to work. He was instructed to leave the premises, and he later asked if the report could state he wasn't being paid.

██████████ entered the UK on 18 February 2011 using a student visa that expired on 31 March 2013. The student visa was renewed until 30 August 2014, but subsequent applications were declined. At the time of the enforcement visit ██████████ had an outstanding claim for protection with no right to work in the UK.

████████████████████

Upon entering the premises, officers observed an individual later identified as ██████████ seated in the customer area. He was dressed in attire consistent with that of a waiter.

██████████ confirmed he had been working at The Gun as a waiter for approximately two weeks. He stated that he had not received any payment for his work, as he was currently undergoing a trial period. However, he mentioned that he had occasionally been provided with food.

██████████ reported that his employer had instructed him to provide immigration documentation within two weeks, failing which he would no longer be permitted to continue working. During the interaction, ██████████ openly acknowledged his immigration status, stating that he had overstayed his permitted time in the UK and was fully aware of this.

██████████ initially entered the UK on a student visa, with leave to remain granted until 10 July 2014. He was subsequently granted further leave valid until 14 November 2015. Since that date, ██████████ has not regularised his immigration status and currently has no basis to work in the UK.

[REDACTED] [REDACTED] [REDACTED]

[REDACTED] was encountered by immigration officers in the kitchen and seemed honest throughout his interaction.

He had been working at the restaurant 6 days a week for the last 4 weeks. [REDACTED] is earning £275 per week plus accommodation.

[REDACTED] entered the United Kingdom on a spouse visa that granted him leave to remain until 16 December 2012. He subsequently failed to regularise his stay in the United [REDACTED] had no right to work in the UK.

[REDACTED] [REDACTED]

[REDACTED] [REDACTED] was encountered in the kitchen, wearing a brown apron. A Bengali interpreter was used to assist in the interaction with [REDACTED] [REDACTED] [REDACTED] stated he works 2 days a week and receives £25 per day cash in hand and accommodation.

[REDACTED] [REDACTED] arrived in the UK on 10 March 1997, clandestine, and was deemed an overstayer on 21 January 2017. He made a claim for protection on 17 August 2017 which had no outcome at the time of the visit. [REDACTED] [REDACTED] had no right to work in the UK.

[REDACTED] [REDACTED]

Home Office records show [REDACTED] entered the UK on 27 March 2007 as a student. His visa was valid from 13 March 2007 to 13 March 2008. His final application for long term residency was refused on 26 September 2017. At the time of the visit, [REDACTED] had no right to work in the UK.

Enforcement Visit: 19 January 2019

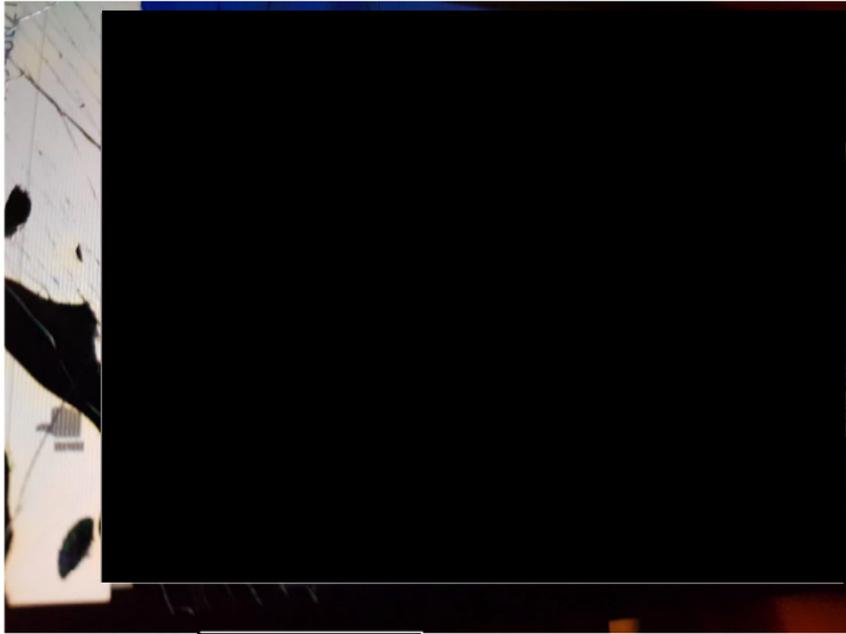
██████████ (██████████)

██████████ was encountered by officers working in the kitchen. At 18:30, ██████████ attempted to jump out of a closed window headfirst after producing false identification documents.



Photo of self inflicted injury caused by ██████████ attempted escape

██████████ declared he had been working at The Gun for the last 2 months as a Kitchen Porter. He works 6 days a week and his shift pattern is: 12:00 to 14:00 and 17:00 to 23:00 each day. ██████████ receives accommodation and £250 in cash per week as a salary. ██████████ showed officers the same counterfeit French ID card that he used as identification to get the job at The Gun.



Picture of [REDACTED] counterfeit French ID card

Entered the UK circa 2018 using false French ID documents. At the time of the visit, he did not have the legal right to reside or work in the UK.

[REDACTED] [REDACTED]

[REDACTED] was encountered by officers in the kitchen, dressed in typical waiter attire, black shirt and black trousers. **This marks [REDACTED] second encounter with enforcement officers on the premises.**

[REDACTED] stated that he was due to commence employment as a waiter on the day of the visit. His duties were expected to include serving food and cleaning tables. As he had not yet started, he had not been provided with a shift pattern but anticipated receiving this information later that day.

He reported that the head chef, identified as [REDACTED], had offered him the position. [REDACTED] had previously worked at The Gun and confirmed that he is compensated with food only. He further stated that the chef was aware of his immigration status and knew that he was not permitted to work in the UK. No immigration documentation had been provided to the employer.

[REDACTED] was escorted off the premises. [REDACTED] had an outstanding claim for protection and claimants are issued with an Application Registration Card (ARC) card. The licence holder could have done a simple check of his ARC card which would have clearly and easily shown that the individual did not hold the right to work.



This is an example of an ARC card notated 'No Work'.

Enforcement Visit: 03 April 2025

Entry was gained to the premises at 22:03. Upon entering, immigration officers alongside Berkshire Licencing Team encountered the following individuals:

██████████ ██████████ ██████████

██████████ was encountered by officers working in the kitchen, washing dishes along with a number of other people who were cooking. ██████████ claimed to work on an ad-hoc basis, on a Thursday and Friday. His duties are packing food and cleaning.

██████████ stated that the head chef, ██████████, acts as the manager and assigns him his duties. He does not have a defined role but claimed to have commenced work on Tuesday. His working hours are from 5:00 PM to 10:00 PM. Although he has not yet received payment, ██████████ reported that he had agreed to a wage of £35 per day. He confirmed that he does not pay tax or national insurance contributions.

██████████ arrived in the UK in August 2024. On 14 July 2024, ██████████ was granted a short-term student visa valid until 14 June 2025 with no work permitted. He is in breach of his visa conditions.

██████████ ██████████

Officers observed ██████████ working in the kitchen, engaged in cooking activities.

Upon questioning, ██████████ stated that he is employed on an ad-hoc basis, typically on Thursdays and Fridays. His responsibilities include packing food and cleaning.

██████████ reported that his employment was arranged by the head chef, ██████████, who assigns his duties and work schedule. He further stated that ██████████ pays him wages in cash, ranging from £60 to £100 per week, in addition to providing meals.



Photo showing food stains on [REDACTED] trainers.



Photo showing food stains on [REDACTED] clothes

[REDACTED] entered the UK on a working holiday visa issued 04 March 2009 to 04 March 2011. The visa was not extended and a claim for protection was refused on 01 March 2023. [REDACTED] is an overstayer.

█ █ – Employer/ Manager

█ was notably evasive during questioning but confirmed his role as the manager of the premises. He stated that he does not employ █ or █ directly, claiming that his uncle and employer, BELAL MIAH, is responsible for paying them.

█ confirmed that █ had been working at the business for the past 3–4 days, typically starting at 17:00 and finishing at 22:00. He acknowledged that no right to work checks had been carried out by himself and that BELAL MIAH deals directly with the kitchen staff.

Enforcement Visit: 12 September 2025

Entry was gained to the premises at 18:00. Upon entering, immigration officers encountered the following individuals:

[REDACTED]

[REDACTED] was encountered by officers working in the kitchen.

An illegal working discussion was conducted with [REDACTED], assisted by a Bengali interpreter. [REDACTED] stated that he had been working as a tandoori chef at The Gun for the past three weeks, working five days a week for approximately five hours per day. He claimed to receive £300 in cash, along with food and accommodation, as payment. [REDACTED] was unable to provide the name of the manager responsible for his employment.

He reported that he had shown his EUSS (EU Settlement Scheme) application as evidence of his right to work. However, he confirmed that he does not pay tax or national insurance contributions.

[REDACTED] entered the UK on 7 November 2022. He has submitted multiple protection claims and an EUSS application, all of which had been refused prior to the visit. He is currently in breach of his bail conditions, as he does not have permission to work.

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 nine illegal workers encountered at the premises across four enforcement visits, with one individual being sighted twice. Each visit resulted in a civil penalty being issued. This pattern demonstrates persistent non-compliance and a repeated failure to uphold the licensing objectives.

A consistent issue identified at the business premises is the absence of immigration checks prior to staff commencing employment. Despite Mr Belal MIAH being listed as the Designated Premises Supervisor (DPS) and having other similar businesses registered with Companies House—suggesting he possesses sufficient experience to uphold licensing objectives—these checks are not being conducted.

Whether by negligence or wilful blindness, illegal workers were engaged in activity on the premises, yet it is a simple process for an employer to ascertain what documents they should check before a person can work. All employers are duty-bound by law to conduct these checks, and guidance can be found on the GOV.UK website or by using a search engine. Additional information on how to conduct these checks is available online, including the Home Office's official YouTube page. It is an offence to work when a person is disqualified to do so, and such an offence can only be committed with the co-operation of a premises licence holder or its agents. It is also an offence to employ illegal workers where there is reason to believe this is the case.

Under Section 15 of the Immigration, Asylum and Nationality Act 2006, employers can face a civil penalty if they employ someone who does not have the legal right to work in the UK. The civil penalty process is administered by a separate team.

CPCT has issued a total of £225,000 in civil penalties to 'The Gun Restaurant Ltd', to date, for employing individuals with no right to work. CPCT also issued £15,000 to 'thegun Ltd' for employing an individual with no right to work. The penalties remain outstanding in full.

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. Paragraph 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 illegal workers and a warning or other activity falling short of a review is inappropriate; therefore, Immigration Enforcement has proceeded review the premises licence.

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.

While the licence holder is a national pub chain, the operator of the premises has consistently undermined the prevention of crime and disorder licensing objective. The illegal working has been serious enough to warrant £240,000 in civil penalties. The operator/DPS has not made any payments to date.

The DPS would have been aware of his responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application and form part of their training to hold a personal licence.

The seriousness of employing an illegal worker has also been recognised in case law. In *East Lindsey District Council v Hanif* [2016], the High Court upheld the revocation of a premises licence following the employment of illegal workers, even in the absence of criminal prosecution. The court confirmed that the crime prevention objective can be engaged based on evidence of unlawful conduct alone, and that revocation is a proportionate response where illegal working is identified.

Considering the repeated and serious nature of the illegal working that has taken place at the premises. Immigration Enforcement considers that **revoking** the premises licence is proportionate in this instance.

Appendix – Supporting Evidence

07 April 2018

Encounter - [REDACTED] ([REDACTED])
Encounter - [REDACTED] ([REDACTED])

19 January 2019

Encounter - [REDACTED] ([REDACTED])
Illegal Working - Employee [REDACTED] ([REDACTED])

Freetext - [REDACTED] Escape Attempt ([REDACTED])
Freetext [REDACTED] Forgery ([REDACTED])
Illegal Working - Employee [REDACTED] ([REDACTED])

03 April 2025

Freetext - Photos of [REDACTED] ([REDACTED])
Illegal Working - Employee [REDACTED] ([REDACTED])
Illegal Working - Employer [REDACTED] ([REDACTED])

12 September 2025

Encounter - [REDACTED] ([REDACTED])
Illegal Working - Employee [REDACTED] ([REDACTED])

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - [REDACTED] - BGD BANGLADESH
Created at geolocation	No geolocation available
Creation date	07-04-2018 01:00:00
Main Identity	
Full name	[REDACTED]
Date of birth	[REDACTED]
Gender	Male
Nationality	BGD BANGLADESH
Country of birth	
Place of birth	
Encounter	
Encountering officer	[REDACTED]
Is this person the subject of the visit?	No
CEPR	[REDACTED]
References (Person ID, HO Ref, Port Ref, BRP)	[REDACTED]
Notes	
27-11-2019 12:26:20 - Imported from NOD	

Encounter	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
ProntoID	[REDACTED] - [REDACTED] - BGD BANGLADESH
Created at geolocation	No geolocation available
Creation date	07-04-2018 01:00:00
Main Identity	
Full name	[REDACTED]
Date of birth	[REDACTED]
Gender	Male
Nationality	BGD BANGLADESH
Country of birth	
Place of birth	
Encounter	
Encountering officer	[REDACTED]
Is this person the subject of the visit?	No
CEPR	[REDACTED]
References (Person ID, HO Ref, Port Ref, BRP)	[REDACTED]
Notes	
27-11-2019 12:26:21 - Imported from NOD	

Encounter					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - ██████████ - BGD Bangladesh				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">446005</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">165037</td> </tr> </table>	Easting	446005	Northing	165037
Easting	446005				
Northing	165037				
Time	17:52				
Creation date	19-01-2019 17:51:45				
Main Identity					
Identity source/type	Declared				
Full name	██████████				
Date of birth	██████████				
Gender	Male				
Nationality	BGD Bangladesh				
Country of birth					
Place of birth					
Languages					
Languages spoken	None specified				
Interpreter used?	No				
Encounter					
Encountering officer	██████████				
Where was the person located?	Kitchen				
Declared immigration status	Hr application				
How and when did the subject last enter the UK?	18 febraury 2011				
Is this person the subject of the visit?	No				
Justification for questioning someone who is not the subject of the visit	Subject was found in the kitchen dress as a waiter. Black shirt and black trousers				
CEPR	██████████				
Details of vulnerabilities/ safeguarding issues					
Duty to Notify/MS1 referral made?					

References (Person ID, HO Ref, Port Ref, BRP)	[REDACTED]
Biographic search results	<p>Systems checked CID</p> <p>Result of checks Outstanding asylum claim and is reporting once every 6 months. Not allowed to work</p> <p>Does the person have an open absconder status on Atlas Person Alerts?</p> <p>Status returned by system checks Asylum O/S</p>
Identity Documentation	
Document 1	<p>Identity</p> <p>Document type</p> <p>Document reference</p> <p>Issuing authority</p> <p>Document issue date</p> <p>Document expiry date</p> <p>Country of issue (if different from nationality above)</p> <p>Is the person the rightful holder of the document?</p> <p>Is the document falsified?</p> <p>Is the document in the possession of the Home Office?</p> <p>Suspected fraudulent</p> <p>In transit details</p> <p>Photos</p>
Notes	
No notes entered.	
Management Checks Complete	
Date management checks complete	31-01-2019 14:49:15
Reviewer(s)	[REDACTED]

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - ██████████ - BGD Bangladesh				
Subject CEPR	██████████				
Subject name	██████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	BGD Bangladesh				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">446003</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">165035</td> </tr> </table>	Easting	446003	Northing	165035
Easting	446003				
Northing	165035				
Time	18:21				
Creation date	19-01-2019 18:21:02				
Language of Interview					
What language is the interview carried out in?					
Interpreter used?	No				
Obligation					
How long have you been working here?	I started working today, I actually haven't started my shift				
What is your job role/ what are your duties?	Waiter, taking orders, serving food and cleaning tables				
What days/ hours do you work each week?	It was not agreed. I was only told to help out today				
how do you know the chef	I have worked here before in gun pub. I met him here				
Control					
Who gave you this job (name and role in business)?	The head chef, ██████████.				
Who tells you what days/ hours to work?	The chef				
Remuneration					
How are you paid (money, accommodation, food)?	With food.				

do you get anything besides food to help out at the gun pub	No
Pre-employment Checks	
Does your employer know you're not allowed to work in the UK?	Yes
does the chef of the gun pub know you are not allowed to work	Yes
Did you show documents before being offered the job? If so, what?	No
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED])	 19-01-2019 18:48:31
Observations	
Observations	
Do you suspect this person of illegal working?	
Management Checks Complete	
Date management checks complete	31-01-2019 14:49:18
Reviewer(s)	[REDACTED]

Freetext	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
Subject CEPR	Unknown
Address	The Gun Pub/ Restaurant , 142 , Andover Road , Newbury , RG14 6NE (Visit Address)
Created at geolocation	Easting 446017 Northing 165043
Time	18:30
Creation date	19-01-2019 18:30:18
Entry	
Title	Escape attempt - ██████████
Text	From downstairs I heard shouting upstairs. Male being spoken to by ██████ and ██████ had attempted to run from them. ██████ apprehended him. I checked his head after complaining it may be cut. Slight scrape on head. Photo attached
Photographs	
head of ██████████	

Freetext

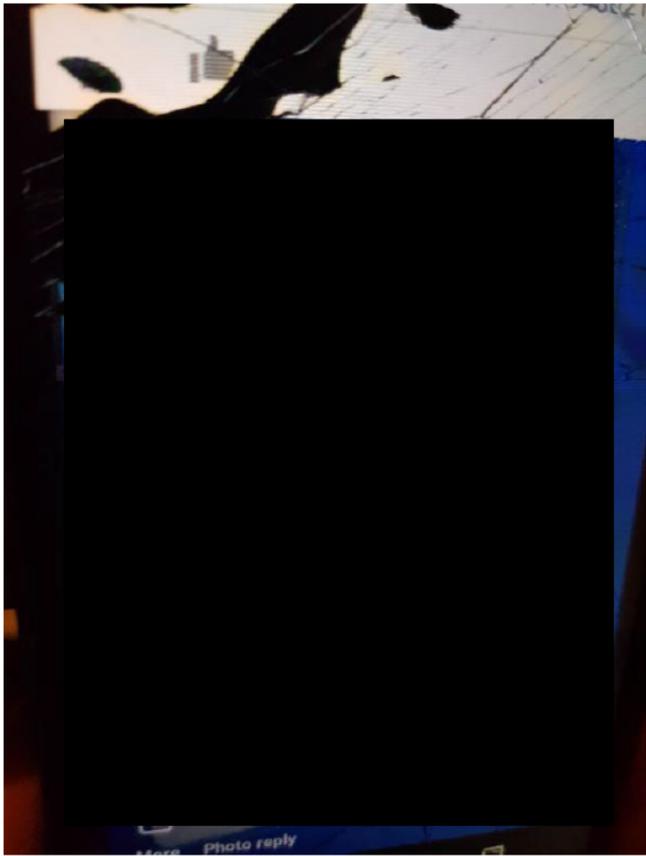
Details

Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Subject CEPR	Unknown
Address	The Gun Pub/ Restaurant , 142 , Andover Road , Newbury , RG14 6NE (Visit Address)
Created at geolocation	Easting 446000 Northing 165044
Time	18:10
Creation date	19-01-2019 18:20:12

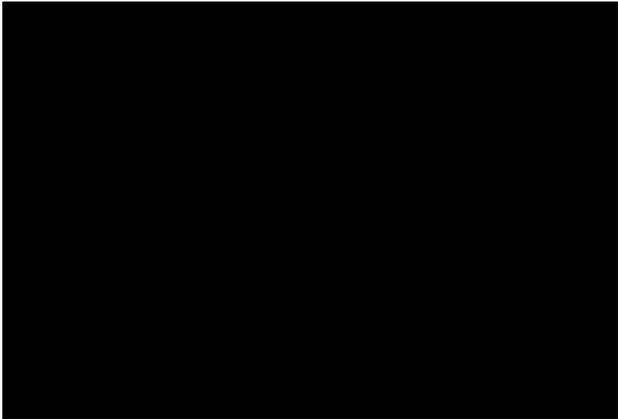
Entry

Title	Forgery
Text	I assist [REDACTED] upstairs in checking French ID card and seek guidance from [REDACTED]

Photographs

French ID	
-----------	--

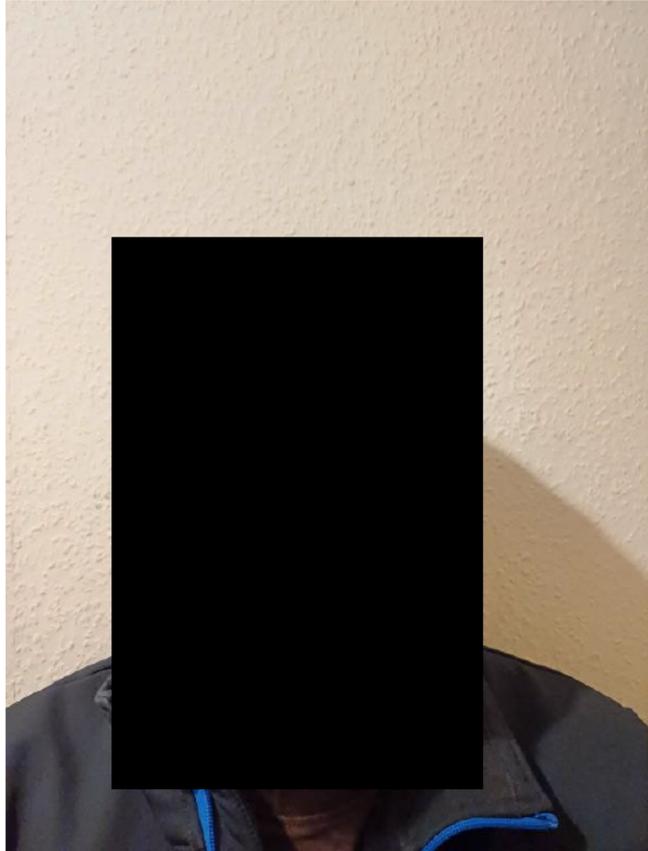
Illegal Working - Employee							
Details							
Type of work	Visit						
Visit reference	██████████						
Created by	██████████						
ProntoID	Other						
Subject CEPR	Unknown						
Subject name	████████████████████						
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="width: 40%;">511802</td> <td style="width: 30%;"></td> </tr> <tr> <td>Northing</td> <td>174848</td> <td></td> </tr> </table>	Easting	511802		Northing	174848	
Easting	511802						
Northing	174848						
Time	22:35						
Creation date	19-01-2019 22:33:43						
Language of Interview							
What language is the interview carried out in?	English						
Interpreter used?	No						
Obligation							
How long have you been working here? At the gun pub?	2 months						
What is your job role/ what are your duties?	Kitchen porter						
What days/ hours do you work each week?	6 days a week, 12 to 2, 5 to 11 all 6 days						
pay	£ 250 per week						
cash?	Yes						
free food?	Yes and the room is free as well						
has anyone at the gun pub ever asked to see your ppt,Id card or right to work papers?	They asked me and I showed them what I showed you, the picture of the French I'd card						
Where did you get the French I'd card?	From London, I paid £ 30 or 40 at Old Kent Rd, from Algerian people I dnk their name. They can make it on computer it's not hard.						

Control	
No details provided.	
Remuneration	
No details provided.	
Pre-employment Checks	
No details provided.	
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED])	 19-01-2019 22:45:04
Observations	
Observations	
Do you suspect this person of illegal working?	
Management Checks Complete	
Date management checks complete	31-01-2019 14:49:18
Reviewer(s)	[REDACTED]

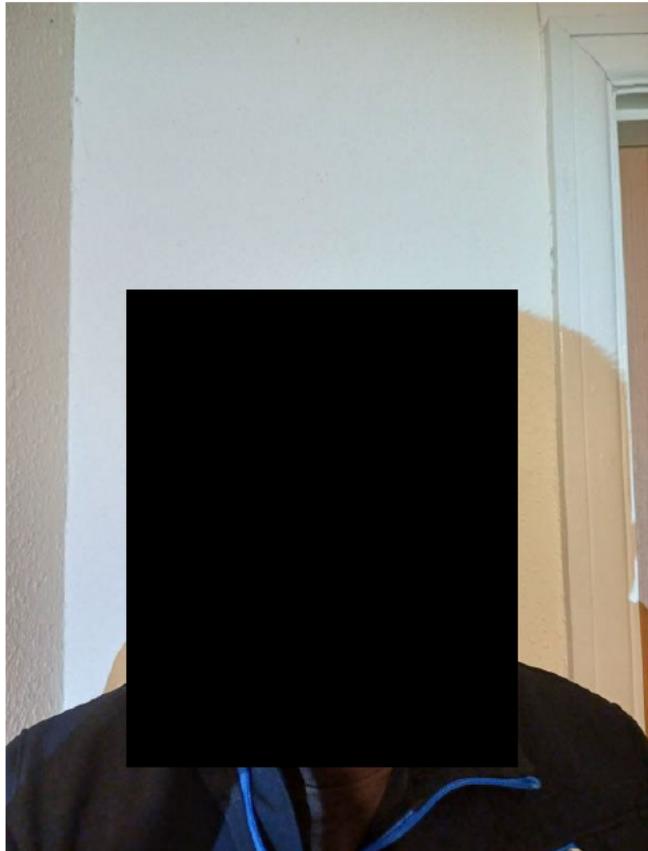
Freetext	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Is this entry related to a Critical Incident?	No
Subject CEPR	[REDACTED]
Subject name	[REDACTED]
Subject DOB	12-12-1997
Subject gender	Male
Subject nationality	Bangladesh
Subject country of birth	Bangladesh
Address	THE GUN, 142, Andover Road, Newbury , Berks , RG14 6NE (Visit Address)
Created at geolocation	Easting 446008 Northing 165054
Time	00:37
Creation date	04-04-2025 00:36:44
Entry	
Title	Photos of [REDACTED] for ETD
Text	

Photographs

1



2



Illegal Working - Employee

Details

Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
Prontold	██████████ - ██████████ - Bangladesh				
Subject CEPR	██████████				
Subject name	██████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Subject country of birth	Bangladesh				
Subject place of birth	Silet				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>446013</td> </tr> <tr> <td>Northing</td> <td>165043</td> </tr> </table>	Easting	446013	Northing	165043
Easting	446013				
Northing	165043				
Time	22:58				
Creation date	03-04-2025 22:58:39				

Language of Interview

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

Obligation

How long have you been working at this business?	I have been here 2 months
What is your job role/ what are your duties?	I help pack food and cleaning.
What days/ hours do you work each week?	Thursday and Friday sometimes.
Do you work the same hours/ days every week?	I only work some times.

Control

Who gave you this job (name and role in business)?	Head Chef - ██████████
Who tells you what days/ hours to work?	The Head Chef

Who tells you what tasks/ duties to do each day?	The Head Chef.
Remuneration	
How are you paid (money, accommodation, food)?	Cash
If money, how much and how do you receive it?	£60 - £100 per week plus food.
Who pays you?	The Head Chef - [REDACTED].
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	[REDACTED]
Did the employer check your right to work or immigration status before they offered you the job?	No. I told him I will only help.
Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals?	No
Does your employer know you're not allowed to work in the UK?	Yes.
Additional Questions	
Who else works here?	I know of 3 people working here.

Photographs

subject was found in the kitchen wearing these clothes.



Exhibit Ref



Common name

Clothes that subject was wearing when stopped in the kitchen.

Blood and food on his trainers



Exhibit Ref



Common name

Clothes that subject was wearing when stopped in the kitchen.

<p>clothes dirty with food on them</p>	<div data-bbox="726 203 1372 1057" data-label="Image"> </div> <p>Exhibit Ref [REDACTED]</p> <p>Common name Clothes that subject was wearing when stopped in the kitchen.</p>
--	--

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.

<p>Employee read the contents of the interview themselves</p>	<p>No</p>
<p>Contents read back to the employee in the language used during the interview</p>	<p>Yes</p>

Observations

<p>Observations</p>	<p>Subject has food all over his hands and clothespecially.</p>
<p>Do you suspect this person of illegal working?</p>	<p>Yes</p>

Management Checks Complete

<p>Date management checks complete</p>	<p>23-04-2025 22:15:29</p>
<p>Reviewer(s)</p>	<p>[REDACTED]</p>

Illegal Working - Employer					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Other				
Subject CEPR	Unknown				
Employer	██████████				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>446004</td> </tr> <tr> <td>Northing</td> <td>165039</td> </tr> </table>	Easting	446004	Northing	165039
Easting	446004				
Northing	165039				
Time	23:25				
Creation date	03-04-2025 23:25:22				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Employer Details					
What is the name of the business?	The gun pub Indian restaurant.				
If the business is owned by a company what is the name of the company?	Don't think so.				
What are the Companies House and VAT numbers of the business?	Don't know as it all comes to my uncle directly.				
What is your position here?	Manager.				
Declaration by Employer					
I confirm that I have understood all the questions and that the details are true and correct.					
Subject has refused to provide a signature.					
Employer read the contents of the interview themselves	Yes				
Contents read back to the employer in the language used during the interview	Yes				
Employee - ██████████					
Known to employer as	I Did Not Remembeber Their Exact Name. When I Came Here I Saw New Workers.				

Obligation	
How long has the [REDACTED] been working at this business?	I do not know 3 or 4 days.
What is their job role/ duties?	I believe he is working in the tandoori
What days/ hours do they work each week?	Don't know. Didn't know when they come or leave.
Are their days/ hours the same every week?	Maybe. They came at 17:00 and leave at 22:00.

Control	
Who gave the [REDACTED] this job?	I don't know.
Who tells them what days and hours to work?	I don't know.
Who tells them what tasks or duties to perform each day?	Directly came to my boss. My boss pays everyone directly.
Where are the employee records?	I don't know.

Remuneration	
What is the [REDACTED] given in return for their tasks and duties?	I don't know.
Who pays this [REDACTED] ?	My uncle.
Who is your uncle?	Belal Ahmed
Does HMRC know that this [REDACTED] works at your business?	I don't know.

Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	I don't know. I did not check status as kitchen staff talk directly to my uncle.
Did you know that the [REDACTED] was not allowed to work in the UK?	I didn't. As I only speak with them usually and when my uncle tell me to say something I tell them.

Employee - [REDACTED]	
Known to employer as	Don't Know His Name Or Person.

Obligation	
How long has the sayed been working at this business?	After I came this place I only see him 3 or 4 days. I don't know this guy.
What is their job role/ duties?	I don't know.

Control	
Who gave the employee this job?	I don't know.

Remuneration	
Who pays this [REDACTED]?	I think my uncle pays him
Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	No I didn't give him and didn't do check.
Observations	
Observations	Individuals were found in the kitchen working.
Management Checks Complete	
Date management checks complete	24-04-2025 14:48:54
Reviewer(s)	[REDACTED]

Encounter	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	██████████ - ██████████ - Bangladesh
Created at geolocation	Easting 446000 Northing 165041
Time	18:17
Creation date	12-09-2025 18:17:19
Main Identity	
Identity source/type	Declared
Full name	████████████████████
Date of birth	██████████
Gender	Male
Nationality	Bangladesh
Country of birth	
Place of birth	
Languages	
Languages spoken	Bangladesh, Bangladesh
Interpreter used?	Yes
Interpreter details	██████████
Does the individual understand the interpreter?	Yes
Encounter	
Encountering officer	██████████ Officer
Is this encounter related to a Small Boats event?	No
Is this person the subject of the visit?	No
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes
Why do you suspect the person of an immigration offence?	he was found working in the kitchen and wearing an apron he also said he works in the kitchen. under the licencing act 179 employers need to conduct right to work checks.
Where was the person located?	Kitchen.

Declared immigration status	EUSS application and a on going asylum claim.
How and when did the subject last enter the UK?	07 November 2022 by plane inton Heathrow on a visa.
CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	No
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	Systems checked ██████████, Other Other system(s) ██████ Result of checks Trace on ██████ Does the person have an open absconder status on Atlas Person Alerts? No Status returned by system checks
Photo of Subject	
Do you want to take a photograph of the subject?	No
Identity Documentation	
No documentation provided.	
Notes	
Has an on going asylum claim from 10 March 2023 with conditions to report to lunar house and no work. He has also showed me a letter on his phone showing an EU application. Will run a pega check to confirm. ██████ check has come back showing that the application has been rejected.	
Management Checks Complete	
Date management checks complete	22-09-2025 11:08:20
Reviewer(s)	██████████

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - [REDACTED] - Bangladesh				
Subject CEPR	Unknown				
Subject name	[REDACTED]				
Subject DOB	[REDACTED]				
Subject gender	Male				
Subject nationality	Bangladesh				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>446005</td> </tr> <tr> <td>Northing</td> <td>165059</td> </tr> </table>	Easting	446005	Northing	165059
Easting	446005				
Northing	165059				
Time	19:20				
Creation date	12-09-2025 19:19:55				
Language of Interview					
What language is the interview carried out in?	Bangladesh				
Interpreter used?	Yes				
Details of interpreter	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Obligation					
How long have you been working at this business?	3 weeks				
What is your job role/ what are your duties?	Tandoori chef				
What days/ hours do you work each week?	5 days on gor 5 hrs				
Do you work the same hours/ days every week?	Yes				
Control					
Who gave you this job (name and role in business)?	Found it on Facebook				

Who tells you what days/ hours to work?	██████ is the chef.
Who tells you what tasks/ duties to do each day?	██████
Remuneration	
How are you paid (money, accommodation, food)?	Cash food and accommodation
If money, how much and how do you receive it?	£300 in cash.
Who pays you?	The manager but I don't know his name
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	██████
Did the employer check your right to work or immigration status before they offered you the job?	Yes i showed him the EUSS application
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature (██████ ██████ ████████)	 12-09-2025 19:29:11

Observations	
Observations	Was seen working in the kitchen
Do you suspect this person of illegal working?	Yes
Management Checks Complete	
Date management checks complete	22-09-2025 11:09:11
Reviewer(s)	██████████

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