



Council Offices, Kiln Road,
Thundersley, Benfleet,
Essex SS7 1TF.
Tel. No: 01268 882200
Fax No: 01268 882455



David Marchant LLB (Hons) BSc (Hons) CEng FICE FCMI
Chief Executive

AGENDA

Committee:	LICENSING SUB-COMMITTEE
Date and Time:	Thursday, 13th February 2020 at 11:00am.
Venue:	Council Chamber
Membership:	Councillors Isaacs, MacLean and Palmer
Officers attending:	Mel Harris - Head of Licensing & Safer Communities Andrew Smith – Corporate Legal Adviser
Committee Enquiries:	Loretta Hill, Ext. No. 2427

PART I **(Business to be taken in public)**

- 1. Appointment of Chairman**
- 2. Procedure for the Sub-Committee (as attached)**
- 3. Review of Premises Licence under Section 52 of the Licensing Act 2003 - Aspera, 130 London Road, Benfleet, Essex, SS7 5SQ**

The report of the Head of Licensing and Safer Communities is attached.

- 4. Decision**

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LICENSING SUB COMMITTEE
PROCEDURE FOR REVIEW HEARING

1. Introductions

- a. Chairman introduces Members to the meeting.
- b. Chairman identifies officers and their roles.
- c. Premises Licence Holder identifies themselves, any representative and any accompanying persons. They also identify who intends to present the case.
- d. Relevant Responsible Authority identify themselves.
- e. Interested Parties identify themselves.

2. Report by the Head of Licensing and Safer Communities – see Agenda Item No. 3

3. Submission by the Relevant Responsible Authority(s)

- a. The Relevant Responsible Authority(s) and any witnesses will submit their evidence.
- b. Opportunity for the Premises Licence Holder or representative to question the Relevant Responsible Authority(s) and witnesses on their evidence (note: this is an opportunity to ask questions arising from the submissions – not to make statements – an opportunity comes later when summing up).
- c. Opportunity for Members to question the Relevant Responsible Authority(s) and witnesses on their submission.

4. Submission by Interested Parties (if any)

- a. Any interested parties will submit to the Panel their evidence.
- b. Opportunity for the Premises Licence Holder and the Relevant Responsible Authority(s) to question the interested parties on their submissions.
- c. Opportunity for Panel Members to question the interested parties on their submission.

5. Submission by the Premises Licence Holder

- a. The Premises License Holder or their representative will submit their evidence (to include consideration of any written representations). Witnesses may be called.
- b. Opportunity for Relevant Responsible Authority, followed by interested parties (if any) to question the Premises Licence Holder and any witnesses on their evidence.
- c. Opportunity for Members to question the Premises Licence Holder on their evidence.

6. Questions from the Panel

Opportunity for any final questions from Members.

7. Adjournment

Proceedings will be adjourned while the Members withdraw to consider the evidence. During this time the Committee Officer will accompany the Members to record the decision. The Chairman may request the presence of the Legal Officer to provide legal advice.

8. Decision

The Members will reconvene and the Chairman will announce the decision.

9. Conclusion

The Chairman will close the proceedings.

LICENSING SUB COMMITTEE

13 February 2020

**Subject: Review of Premises Licence under Section 52 of the Licensing Act 2003 –
Aspera Restaurant, 130 London Road, Benfleet, Essex, SS7 5SQ**

Report of: Head of Licensing and Safer Communities – Mrs Melanie Harris

1. Purpose of Report

To conduct the Review of the Premises Licence for Aspera Restaurant, 130 London Road, Benfleet, Essex as submitted by Essex Police.

2. Background

2.1 The Review has been submitted to all the Relevant Responsible Authorities as follows:

- Essex Police Licensing Unit
- Essex County Fire & Rescue Service
- Planning Service
- Environmental Health Service
- The Health & Safety Executive
- Children's Safeguarding Service (Essex County Council)
- Essex Trading Standards
- Public Health (Essex County Council)

2.2 Details of the hearing have been shown on the Council's website and public notices have been displayed near the premises.

3. The Review

Essex Police have submitted a Review of the Premises Licence under the Licensing Act 2003 for Aspera Restaurant, 130 London Road, Benfleet, Essex following an immigration enforcement operation visit by Kent Immigration Compliance and Enforcement Team Officers to the restaurant on 7 October 2019 when illegal workers were found on the premises and detained.

A copy of the Letter and Application for Review is attached as Appendix 1.

A copy of the blue notification (Public Notice) is attached as Appendix 2.

A copy of the Premises Licence is attached as Appendix 3.

4. The Licensing Act 2003 and Revised Guidance 2017

The Licensing Act 2003 is designed to uphold the licensing principles and in particular to prevent crime and disorder from occurring in relation to licensed premises.

The procedure in the Act for reviewing premises licences and club premises certificates presents a key protection for the community where problems associated with the licensed premises occur after the grant or variation of a premises licence or club premises certificate

At any stage following the grant of a premises licence or club premises certificate a Responsible Authority or any other person may request the Licensing Authority to review the licence or certificate because of a matter arising at the premises in connection with any of the four licensing objectives.

Reviews are part of the regulatory framework contained in the 2003 Act and they are not part of the criminal law or procedure. There is therefore no reason why representations giving rise to a review of a premises licence need to be delayed pending the outcome of any criminal proceedings. In any review case it is for the Licensing Authority to determine whether problems related to the alleged criminal behaviour are taking place on the premises and undermining the licensing objectives.

In order to strengthen the Act in terms of illegal workers the Home Office issued revised Guidance under Section 182 of the Licensing Act 2003 in April 2017 where one of the key changes has been to strengthen the provisions in the Immigration Act 2016.

Section 11.26 specifies that where the Licensing Authority is conducting a review on the grounds that the premises has been used for criminal purposes its role is solely to determine what steps should be taken in connection with the premises licence to discourage the use of illegal workers in the interests of the wider community and public safety.

The revised Guidance under Section 11.27 includes in its list of criminal activity that may arise in connection with licensed premises and which should be treated as particularly seriously the following:

- Employing a person who is disqualified from that work by reason of their immigration status in the UK.

5. Unannounced visit to the Aspera Restaurant on 17 October 2019

The Kent Immigration Compliance and Enforcement Team conducted an enforcement visit at the restaurant gaining entry by execution of a warrant in accordance with Paragraph 17(2) Schedule 2 of the Immigration Act 1971 (as amended). At this location they encountered 4 persons working at the restaurant who either had no leave to remain in the UK or no right to work in the UK and have recourse to public funds.

Under Paragraph 2.6 of the Guidance issued under section 182 of the Licensing Act 2003, the prevention of crime includes the prevention of immigration crime including the prevention of illegal working in licensed premises. Licensing authorities should work with Home Office Immigration Enforcement, as well as police, in respect of these matters.

It is contended by Essex Police that right to work checks are not being carried out at this premises and that a lack of management control has been demonstrated and that the prevention of crime and disorder objective in the Licensing Act 2003 has therefore been breached.

6. Representations

Essex Police as a Relevant Responsible Authority have submitted the Review pursuant to Section 52 of the Act. There are no other representations.

7. Statement of Licensing Policy

Parts 1.47 to 1.50 of the Council's Licensing Policy are brought to the attention of the Sub-Committee.

1.47 Any Responsible Authority or any other person may apply for a review of a premises licence or a club premises certificate by serving a notice containing details of the application on the holder of the licence or certificate and to each of the Responsible Authorities.

1.48 An application for review will only be relevant if the grounds upon which it is made relate to the promotion of at least one of the four licensing objectives and is not frivolous, vexatious or repetitive. An evidentiary basis will be required to be presented to the Licensing Authority.

1.49 Where possible and appropriate the Council, Essex Police and/or Essex Fire Service will give early warning to licence holders of any concerns about problems identified at premises and of the need for improvement.

1.50 Responsible authorities and/or persons who live or are involved in a business in the relevant Licensing area can trigger a review of a premises licence but an evidentiary basis would be required to be presented to the Council.

A copy of the policy extract is attached as Appendix 4.

8. Conclusion

Licensing objectives potentially breached when conducting this application:

Prevention of Crime and Disorder	✓
Public Safety	✓
Prevention of Public Nuisance	✓
Protection of Children from Harm	✓

Actions to consider:

Modify the conditions of the premises licence	✓
Exclude a licensable activity	✓
Suspend a licensable activity for up to 3 months	✓
Remove the Designated Premises Supervisor	✓
Suspend the licence for a period not exceeding 3 months	✓
Revoke the licence	✓
Dismiss the Review	✓

Recommendation

The decision of the Licensing Sub Committee is required following proper consideration of the evidence and any representations made to the Sub Committee.

Resolution Required.

Appendices

Appendix 1 - Letter and Application for Review

Appendix 2 - Blue notification (Public Notice)

Appendix 3 - Premises Licence

Appendix 4 - Extract of the Statement of Licensing Policy parts 1.47 to 1.50

Appendix 5 – Notice of Hearing

Background Papers:

Licensing Act 2003

Revised Guidance issued under section 182 of the Licensing Act 2003 (April 2017)

Castle Point Borough Council Statement of Licensing Policy

Mr Sezer Tozlukaya
4 Broad Green Road
Cheshunt
Waltham Cross
Hertfordshire
EN7 6XF



Essex Police
Licensing Department
Braintree Police Station
Blyths Meadow
Braintree
CM7 3DJ

18th December 2019

Dear Sezer Tozlukaya

Please find enclosed an application for a review of the premises licence of the Aspera 130 London Road Benfleet Essex SS7 5SQ which has been served on Castle Point District Council on the 18th December 2019.

Yours sincerely

Mr David Colwell
Essex Police Licensing Officer
Basildon and Castle Point

**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 David Colwell 79057, Licensing Officer, Essex Police

(Insert name of applicant)

**apply for the review of a premises licence under section 51 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 Aspera 130 London Road	
Post town Benfleet	Post code (if known) SS7 5SQ

Name of premises licence holder or club holding club premises certificate (if known) Sezer Tozlukaya
--

Number of premises licence or club premises certificate (if known) CPBC0003/16622

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)

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

At 17:02 hours on Thursday, 17th October 2019 Immigration Compliance & Enforcement (ICE) officers attended the Aspera 130 London Road Benfleet Essex SS7 5SQ. They exercised their powers under the Licensing Act 2003 (as amended) to enter the premises.

Upon entry a number of persons were detained by Immigration Officers. Several persons were found to have no right to work in the UK and no leave to remain in the UK; and subsequently detained.

An Illegal Working Civil Penalty Referral Notice was completed and served in respect of the illegal workers.

Essex Police will also produce further documentary or other information in support of this application ahead of the hearing and would ask the authority to take this into account as it may do under Regulation 18 of the Licensing Act 2003 (Hearings) Regulations 2005.

In accordance with paragraph 11.9 of the Statutory Guidance Essex Police may amplify its representation at the subsequent hearing.

Furthermore, in accordance with Regulation 8 of those Regulations; Essex Police confirms that its representatives will attend the hearing and additionally requests permission for a Chief Immigration Officer, Immigration Compliance and Enforcement Team, East of England), or his representative, to appear at the hearing so that they may, if necessary, assist the Authority on any matter of immigration policy, procedure or practice arising in relation to the circumstances of the enforcement activity which forms the basis of this review application.

(C) DETAILS OF RESPONSIBLE AUTHORITY APPLICANT

Name and address

David Colwell on behalf of the Chief Officer of Police
Essex Police
Licensing Department
Braintree Police Station
Blyths Meadow
Braintree
CM7 3DJ

Telephone number (if any)
01245 452035

E-mail address (optional)
Licensing.Applications@essex.police.uk

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

- 1) the prevention of crime and disorder
- 2) public safety
- 3) the prevention of public nuisance
- 4) the protection of children from harm

Please tick one or more boxes ✓

<input checked="checked" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

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

The grounds for review are that the crime and disorder objective of the Licensing Act has been undermined in that Immigration Compliance and Enforcement officers of the Home Office discovered disqualified persons working illegally on the premises. The statutory crime prevention objective in the 2003 Act includes the prevention of immigration crime and the prevention of illegal working in licensed premises. In particular, employing a person who is disqualified from work by reason of their immigration status is a criminal activity which, according to the Home Office Guidance to the Licensing Act 2003, should be treated particularly seriously

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.**

D. Colwell

Signature.....

Date 18/12/2019

.....

Capacity Licensing Officer

.....

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

Post town

Post Code

Telephone number (if any)

If you would prefer us to correspond with you using an e-mail address your e-mail address (optional)

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.

Have you made an application for review relating to the premises before Please tick ✓ yes
☐

If yes please state the date of that application

Day	Month	Year
<input type="text"/>	<input type="text"/>	<input type="text"/>

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

Head of Licensing
Castle Point Borough Council
Kiln Road
Benfleet
Essex
SS7 1TF



Essex Police
Licensing Department
Braintree Police Station
Blyths Meadow
Braintree
CM7 3DJ

9th January 2020

Mel Harris

Please find enclosed two supplementary evidence bundles for the forthcoming hearing on the 13th February 2020. Please note one bundle is redacted and available for public publication and the other is not redacted and therefore not available for public dissemination.

Yours sincerely

Mr David Colwell
Essex Police Licensing Officer
Basildon and Castle Point

Aspera

130 London Road Benfleet Essex SS7 5SQ

Review Application



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1.0 Outline of the Circumstances leading to the Review Application

OCCURRENCE

- 1.1 Since 2016, the Essex Police Licensing Team and Immigration Compliance and Enforcement (ICE) have undertaken partnership work to jointly tackle licensed premises which employ illegal workers, using the expertise of their relevant fields. As a general rule the immigration service conduct visits where they have received intelligence of illegal working and they have sufficient resources available to mount a visit and then provide details of the outcome to the Essex Police Licensing Team to consider taking action under the Licensing Act 2003.
- 1.2 Evidential material has been provided by Immigration Enforcement to the police under section 185 of the Licensing Act 2003 to enable Essex Police to submit this review application on its behalf because the crime prevention objective has been engaged.
- 1.3 Paragraph 2.6 of the Guidance issued under section 182 Licensing Act 2003 explicitly states that *"the prevention of crime includes the prevention of immigration crime including the prevention of illegal working in licensed premises. Licensing authorities should work with Home Office Immigration Enforcement, as well as the police, in respect of these matters."*
- 1.4 At 5.02 p.m. on Thursday 17th October 2019 an immigration enforcement operation took place at the Aspera Restaurant, 130 London Road, Benfleet, Essex, SS7 5SQ.
- 1.5 At the time of the operation the premises was operating under a Premises Licence Holder (PLH) issued to [REDACTED]. The Designated Premises Supervisor (DPS) was also [REDACTED].
- 1.6 The operation was conducted by a number of Immigration Compliance & Enforcement (ICE) officers. The team was led by Immigration Officer's [REDACTED] (IO1) and supported by [REDACTED] (IO2), [REDACTED] (IO3), [REDACTED] (IO4) and [REDACTED] (IO5).
- 1.7 The operation was undertaken by warrant in accordance with Paragraph 17(2) of the Immigration Act 1971.
- 1.8 At this location they encountered 4 persons working at the restaurant who either had no leave to remain in the UK or no right to work in the UK and have recourse to public funds. All 4 were subsequently interviewed and questioned.

Those interviewed and questioned were:

- Offender 1 – [REDACTED]
- Offender 2 – [REDACTED]
- Offender 3 – [REDACTED]
- Offender 4 – [REDACTED]

1.9 The immigration status of each offender was confirmed by Home Office checks at the time of the operation by IO [REDACTED] (Document 1) and were later confirmed by Essex Police.

1.10 Each offender immigration status was as follows:

Offender 1 – Turkish national who was issued with entry clearance to the UK as a visitor on 10.11.15 to 10.5.16 on the condition that work and recourse to public funds was prohibited. On 12.4.16 the subject submitted an application for leave to remain in the UK under the European Community Turkey Association Agreement (ECTAA). On 6.7.16 the offender was granted leave to remain until 6.7.17 as self-employed under these provisions. On 4.7.17 submitted a further application under ECTAA which was refused with the right to apply for a review in November 2017, an application was received on 21.12.17 was rejected on 15.1.18. An application was made under the European Community Association Agreement that allowed him to work as a party planner until 26.4.21.

Offender 2- Kazakhstan national was issued with entry clearance as a visitor valid from 9.10.18 to 9.4.19 on the condition that work and recourse to public funds were prohibited. The offender departed the country on 31.10.19 following the warrant.

Offender 3 – Kazakhstan national was issued with entry clearance as a visitor valid until 10.3.19. There is no right to work or have recourse to public funds. No application for further leave to remain had been made.

Offender 4 – Iranian national submitted an asylum application on 2.4.07 this was refused and appealed however all rights were exhausted on 21.5.07 and concluded. On 17.5.10 a further submission was received and again rejected with no right to appeal on 6.10.10. Further submissions were rejected in 2015 but again were rejected. On 24.7.19 offender applied for an EEA residence card as a non EEA National extended family this was refused with no right to appeal on 15.11.19.

1.8 The manager of the Aspera [REDACTED] was served the warrant by IO [REDACTED] (Document 1) and was compliant with the investigation. The restaurant remained open to the public.

1.9 The situation regarding each of the illegal workers is described below.

Offender 1

1.10 IO 1 (Document 1) spoke with the offender, who was dressed in smart black trousers, black shirt shoes and tie and was standing at the bar. His permitted work was restricted to running a party planner, the manager [REDACTED] confirmed that there was no party on that night. IO 5 (Document 5) interviewed the offender who claimed he had started working as an event planner 4 months ago but did not have any invoices to confirm this and didn't pay tax or national insurance. He discussed his business operation but could provide any evidence of his business as a party planner only a newspaper advert dated 2016. He was detained for breach of

his visa conditions and liable to removal under section 10(1) of the Immigration Act 1999.

Offender 2

- 1.11 IO 2 (Document 2) conducted an illegal working interview with the offender who was dressed in black uniform worn by the waiting staff. He had been working at the premises for one week but denied working or being paid. He was detained for breach of section 10(1) of the Immigration Act 1999.
- 1.12 When IO 1 spoke with the manager [REDACTED] he confirmed that the two males from Kazakhstan were new waiters and had been working there for two weeks (Document 1).

Offender 3

- 1.13 IO 4 (Document 4) where he confirmed that he had been employed in the restaurant for six days as a waiter. He worked 4 days per week between 6pm and 11pm and although he had not been paid yet he expected £640 per fortnight. He stated his boss was [REDACTED] and he was provided accommodation and food. He did not know about tax or national insurance. A photo was taken of him in work clothes that can also be found within (Document 4).

Offender 4

- 1.14 IO 3 (Document 3) was encountered in the restaurant dressed as a chef bearing the restaurant's name embroidered on the front. He denied working and when questioned as to why he was wearing a uniform he said he had just come in and put it on. He denied being paid but confirmed he had been cleaning dishes and floors. A photo was taken of the offender in his chef's uniform and working clothes with the Aspera emblem on his top, this can also be found within (Document 3).

SUMMARY

- 1.15 Following intelligence and the execution of a warrant, Immigration Compliance and Enforcement encountered 4 illegal persons working at the premises. One person [REDACTED] was working in breach of his restrictions and was dressed as a waiter. Two persons [REDACTED] and [REDACTED] were both found to be over stayers, [REDACTED] was wearing work clothes. The fourth [REDACTED] was also working but had no valid leave and no permission to work, he was dressed in a chef's uniform.
- 1.16 The business manager [REDACTED] was responsible for hiring staff. A Civil Penalty Referral Notice was completed and served on that person for £15000.
- 1.17 The illegal workers provided different accounts of how long they had worked at the premises and what roles they undertook. It is the experience of immigration services and police that often illegal workers seek to minimise their criminality by

understating the truth of how long they have worked illegally at a premises and it is of note that in this case, four illegal workers were discovered.

- 1.18 Essex Police work closely with Home Office Immigration Enforcement (HOIE) who support the fact that Essex Police lead on such cases as a Responsible Authority to take enforcement action (Document 6).
- 1.19 Succeeding parts of this application explore relevant legislation and the statutory guidance and Essex Police ask the sub-committee to revoke the premises licence as a deterrent to others and the management/owner of this premises in particular.

2.0 Reasons for Review

- 2.1 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 is allowed to work. 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 an illegal worker where there is reason to believe this is the case.
- 2.2 The case of *East Lindsey District Council v Hanif* (see 8.11) determined that in such circumstances, even without a prosecution, the crime prevention objective is engaged. The statutory Guidance issued under the Licensing Act provides that certain criminal activity (in particular employing illegal workers) should be treated particularly seriously and it is envisaged that the police will use the review procedures effectively to deter such activities and crime.
- 2.3 Essex Police 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; this is why Essex Police has proceeded straight to review.

3.0 Outcome Sought

- 3.1 Essex Police asks that the premises licence is revoked. 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.
- 3.2 This submission and appended documents provide the licensing sub-committee 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.
- 3.3 It is in such circumstances as this review application that a respondent may suggest that conditions are imposed which would prevent a reoccurrence of the employment

of illegal workers in the future; an argument that the sub-committee should take remedial and not punitive action.

- 3.4 However since 2006 (with the introduction of the Immigration, Asylum and Nationality Act 2006) employers have had a duty to conduct checks to ensure employees and potential employees are not disqualified from working. Only by completing the required checks and maintaining records of such checks can an employer demonstrate a 'statutory excuse' and evade liability for a civil penalty issued by Immigration Enforcement. In order to protect themselves, reputable employers have been conducting these checks since 1996 when it first became a criminal offence to employ illegal workers.
- 3.5 The 2006 Act already imposes duties and responsibilities on a company or individual seeking to employ a person – whether in the licensed trade or otherwise – to conduct right to work checks.
- 3.6 In seeking revocation, Essex Police has considered and rejected conditions as an alternative, in part because this is specifically addressed paragraph 1.16 of the Guidance, viz:
- "(...) Licence conditions should not duplicate other statutory requirements or other duties or responsibilities placed on the employer (my emphasis) by other legislation".*
- 3.7 Conditions requiring an employer (or its agent) to undertake checks that are already mandated and where advice is readily available and clearly set out for employers, keep copies of documentation and to restrict employment until these checks are made etc. replicate the requirements of the 2006 Act and should be discounted.
- 3.8 Essex Police contends that a licence holder who has himself or through his agents negligently or deliberately failed to conduct right to work checks which have been a requirement since 2006 should not be afforded an opportunity to do so until caught and then merely be asked to do what they should have been doing already. Deterrence and not mere remedy is appropriate and is supported by case law (as set out within section 8 of this submission).
- 3.9 Respondents who fail to convince a sub-committee that the imposition of conditions to undertake proper right to work checks is a suitable alternative to a deterrent outcome often point to the option of suspension of a licence; pointing out that this may be a suitable punitive response instead which will deter others.
- 3.10 Often this will include claims that the business has 'learnt its lesson' and that since its criminal activity has been discovered it has reconsidered its position, brought in new procedures, 'parachuted in' consultants and new managers etc. On occasion it is hinted that the respondent will 'accept' a suspension as an alternative to revocation, assuaging an authority's concern that an appeal may otherwise be launched. This is not a deterrent – a suspension merely warns other potential perpetrators that they may trade illegally until caught and then suffer only a brief

hiatus in carrying out licensable activity before continuing with it. The risk of being caught is low so the consequence of being caught must be stiff in order to qualify as deterrence.

- 3.11 Essex Police would counter such claims and point to the continuing changes made to both immigration law and the Guidance (paragraphs 11.26 – 11.28) which point to a requirement to send a clear message to potential illegal immigrants that UK authorities will do all they can to prevent them finding illegal employment and a similar message to employers that those employing illegal workers will face severe disruption and penalties. There are simple processes (set out in section 5 of this submission) to avoid the hire of illegal workers and the legislative thrust is in avoiding the occurrence in the first place – not remedying the situation once discovered.
- 3.12 If it were not for criminally minded or complicit employers; illegal workers would not be able to obtain a settled lifestyle and deprive legitimate workers of employment. 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.
- 3.13 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.

4.0 Immigration Offences

- 4.1 Illegal workers are those subject to immigration control who either do not have leave to enter or remain in the UK, or who are in breach of a condition preventing them taking up the work in question. It is an employer's responsibility to be aware of their obligations and ensure they understand the immigration landscape to avoid the risk of prosecution, the imposition of a civil penalty or the revocation/suspension of their premises licence.
- 4.2 Since 1996 it has been unlawful to employ a person who is disqualified from employment because of their immigration status. A statutory excuse exists where the employer can demonstrate they correctly carried out document checks, i.e. that they were duped by fake or forged documents.
- 4.3 The Immigration Act 2016 came into force in July 2016 and its explanatory notes state that *"these offences were broadened to capture, in particular, employers who*

deliberately did not undertake right to work checks in order that they could not have the specific intent required to 'knowingly' employ an illegal worker".

- 4.4 Since 2016 an employer may be prosecuted not only if they knew their employee was disqualified from working but also if they had reasonable cause to believe that an employee did not have the right to work: what might be described as *wilful ignorance*, where either no documents are requested or none are presented despite a request. This means an offence is committed when an employer 'ought to have known' the person did not have the right to work.
- 4.5 Since 2016 it has also been an offence to work when disqualified from doing so. It is obvious that without a negligent or wilfully ignorant employer, an illegal worker cannot work. Such an employer facilitates a criminal offence and Essex Police highlights this as relevant irrespective of whether a civil penalty is imposed or a prosecution launched for employing an illegal worker.
- 4.6 In this context, under section 3(1)(C)(i) Immigration Act 1971 (as amended by the 2016 Act) restrictions are not limited simply to employment (i.e. paid work) but now includes all work.
- 4.7 Thus an individual with no right to work in the UK commits offences if they undertake paid or unpaid work, paid or unpaid work placements undertaken as part of a course etc. are self-employed or engage in business or professional activity. For instance, undertaking an unpaid work trial or working in exchange for a non-monetary reward (such as board and lodging) is working illegally and is a criminal offence committed by the worker and facilitated by the 'employer'.

5.0 Steps to Avoid the Employment of an Illegal Worker

- 5.1 It is a straightforward process for any employer, no matter how small, to prevent themselves employing an illegal worker. If an employer has failed to take even the most basic steps then Essex Police contends they have chosen to remain ignorant of the immigration status of their workforce and no amount of potential imposed conditions is sufficient, in our opinion, to avoid the legitimacy of revocation in proving a deterrent to others to the employment of illegal workers.
- 5.2 The Home Office has made checklists widely available which set out what a responsible employer should ask for ahead of employing any person in order to demonstrate 'due diligence' and avoid liability for inadvertently employing an illegal worker.
- 5.3 Since April 2017 these checklists have been embedded in the statutory applications for personal licences and premises licences, the transfer of premises licences and designated premises supervisor variations.
- 5.4 The first 4 'hits' on a Google search for "right to work" are links to employer checklists and information on the GOV.UK website.

- 5.5 The first link (<https://www.gov.uk/check-job-applicant-right-to-work>) details general advice, checking the documents, taking a copy of the documents, what if the job applicant can't show their documents and provides details of an employers' telephone helpline. This page has a direct link to what documents are acceptable proofs of a right to work in the UK and also allows an employer to fill out an online enquiry about a named individual they are considering offering employment to.
- 5.6 Appendix A sets the above out in some detail.

6.0 Relevance/Irrelevance of a Civil Penalty or Prosecution

- 6.1 An employer found to have 'employed' an illegal worker may, dependent on culpability and the evidence available, be issued with a civil penalty or prosecuted or indeed neither.
- 6.2 Where an illegal worker is detected a civil penalty may be issued against the employer in accordance with the Home Office Code of Practice on Preventing Illegal Working (May 2014). In the case of a civil penalty the balance of probabilities test applies whereas a prosecution requires a higher burden of proof.
- 6.3 However, to issue a civil penalty under section 15 Immigration, Asylum and Nationality Act 2006 the Home Office Code of Practice requires some proof that not only was an illegal worker working at the premises but they were 'employed'. Usually this is taken as meaning the illegal worker was under a contract of service or apprenticeship, whether express or implied and whether oral or written.
- 6.4 But where an employer has not bothered with the basics of return to work checks, placed an employee on 'the books', paid the minimum wage or paid employer national insurance contributions – it becomes difficult to 'prove' the employment statement where the only evidence may be the word of an illegal worker who has since been detained or who has 'moved on'.
- 6.5 In such cases where paid employment cannot be demonstrated, a civil penalty may not be issued even where the premises licence holder or his agent has facilitated a disqualified person committing an offence under section 24B Immigration Act 1971 (as amended by Immigration Act 2016) of working illegally.
- 6.6 This does not however prevent the crime prevention objective being engaged with as the premises licence holder has nonetheless facilitated a criminal offence taking place and the lack of checks suggests that in the past (and is likely in the future) has employed illegal workers. In drawing its conclusion the sub-committee is entitled to exercise common sense and its own judgment based on the life experiences of its members. The *East Lindsey* case (see section 8) provides that action (revocation) to prevent what is likely to happen in the future is legitimate.

7.0 Statutory Guidance (s182 LA 2003) and the Authority's Licensing Policy

- 7.1** In order to avoid punitive action, respondents to review hearings sometimes refer to both the statutory guidance issued under section 182 Licensing Act 2003 and those parts of the Authority's own policy which replicate paragraph 11.10 of that Guidance, viz:

Where authorised persons and responsible authorities have concerns about problems identified at premises, it is good practice for them to give licence holder's early warning of their concerns and the need for improvement, and where possible they should advise the licence or certificate holder of the steps they need to take to address those concerns.

- 7.2** Essex Police submits that in the particular circumstances of cases where Immigration Compliance and Enforcement receive intelligence concerning the employment of illegal workers and act upon it; such warnings are inappropriate.
- 7.3** Not only would advance warning of enforcement activity prevent the detention of persons committing crimes and the securing of evidence; a warning after the event to comply with immigration legislation serves as no deterrent.
- 7.4** In particular; Essex Police submits that paragraph 11.10 of the Guidance must be read in conjunction with the more specific paragraphs relating to reviews arising in connection with crime (paras. 11.24 – 11.29).

7.5 Paragraph 11.26

Where the licensing authority is conducting a review on the grounds that the premises have been used for criminal purposes, its role is solely to determine what steps should be taken in connection with the premises licence, for the promotion of the crime prevention objective. (...). The licensing authority's duty is to take steps with a view to the promotion of the licensing objectives and the prevention of illegal working in the interests of the wider community and not those of the individual licence holder.

- 7.6** Thus the financial hardship occasioned by the suspension or revocation of the premises licence should not sway the sub-committee but instead it should look at what is appropriate to promote the objective within the wider business and local community given *"illegal labour exploits workers, denies work to UK citizens and legal migrants and drives down wages"* (Rt. Hon James Brokenshine, Immigration Minister on the introduction of the 2016 Act).
- 7.7** In particular; the sub-committee are asked to consider (below) the cases of *R (Bassetlaw District Council) v Worksop Magistrates' Court*; [2008] WLR (D) 350 and *East Lindsey District Council v Abu Hanif (Trading as Zara's Restaurant and Takeaway)*, [2016] EWHC 1265 (Admin) where in both cases the High Court stated remedy of the harm or potential harm is not the only consideration and that

deterrence is an appropriate consideration in dealing with reviews where there has been activity in connection with crime.

7.8 Paragraph 11.27 of the Guidance states:

There is certain criminal activity that may arise in connection with licensed premises which should be treated particularly seriously. These are the use of the licensed premises (...) for employing a person who is disqualified from that work by reason of their immigration status in the UK.

Essex Police would draw the sub-committee's attention to the change in wording of this paragraph following the April 2017 revision of the guidance, where the previous reference to 'knowingly employing' was removed.

7.9 Paragraph 11.28 of the Guidance states:

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.

Essex Police considers this paragraph self-explanatory; where an enterprise employs illegal workers it is the duty of Essex Police to work with Immigration Enforcement to bring forward reviews and for the authority to consider revocation in the first instance.

7.10 In support of this statement; Essex Police would draw the sub-committee's attention to the "Guidance for Licensing Authorities to Prevent Illegal Working in Licensed Premises in England and Wales" (Home Office)[April 2017] where at section 4.1 it states;

"It is envisaged that licensing authorities, the police, Home Office (Immigration Enforcement) and other law enforcement agencies will use the review procedures effectively to deter illegal working".

7.11 Since the main draw for illegal migration is work, and since low-skilled migrants are increasingly vulnerable to exploitation at the hand of criminal enterprises, the government has strengthened enforcement measures and the statutory Guidance to deter illegal workers and those that employ them.

7.12 Deterrence is a key element of the UK government's strategy to reduce illegal working and is supported by both the Guidance and Case Law.

8.0 Case Law

8.1 Deterrence as a legitimate consideration by a licensing sub-committee has been considered before the High Court where remedial measures (such as the imposition of additional conditions) were distinguished from legitimate deterrent (punitive) measures such as revocation.

8.2 *R (Bassetlaw District Council) v Worksop Magistrates' Court*; [2008] WLR (D) 350.

This was a case where a premises had sold alcohol to under age persons and subsequently the licensing authority suspended the licence. This was overturned on appeal to the Magistrates' Court and subsequently appealed to the High Court by the authority. The premises licence holder argued that they had a policy in place for checking the age of customers but this was not a perfect policy and had not been adhered to and that rather than revoke the licence, instead stringent conditions on proof of age should instead be imposed on the licence.

8.3 Issues relevant to the case before today's sub-committee which were considered in the *Bassetlaw* judgement included whether a licensing authority was restricted to remedial action (as opposed to punitive action such as revocation); and the precedence of wider considerations than those relating to an individual holder of a premises licence when certain criminal activities (as specified in the Guidance) took place.

8.4 It specifically examined (and set aside in the case of 'certain activities') those parts of the Guidance now contained within paragraph 11.20 and 11.23, viz.

In deciding which of these powers to invoke, it is expected that licensing authorities should so far as possible seek to establish the cause or causes of the concerns that the representations identify. The remedial action taken should generally be directed at these causes and should always be no more than an appropriate and proportionate response to address the causes of concern that instigated the review.

However, it will always be important that any detrimental financial impact that may result from a licensing authority's decision is appropriate and proportionate to the promotion of the licensing objectives and for the prevention of illegal working in licensed premises.

8.5 In her judgement, Mrs Justice Slade stated (at 32.1 & 33.1 of the citation):

"Where criminal activity is applicable, as here, wider considerations come into play and the furtherance of the licensing objective engaged includes the prevention of crime. In those circumstances, deterrence, in my judgment, is an appropriate objective and one contemplated by the guidance issued by the Secretary of State.(...) However, in my judgment deterrence is an appropriate consideration when the paragraphs specifically directed to

dealing with reviews where there has been activity in connection with crime are applicable."

- 8.6 Having confirmed the legitimacy of punitive measures (suspension/revocation) for offences listed in what is now contained within paragraph 11.27 of the Guidance, Mrs Justice Slade concerned herself with another aspect of the appeal – namely the imposition of conditions which were already present but not properly implemented (paragraph 34.1). In this case the appellant was suggesting that proof of age conditions (rather than revocation) could be imposed to ensure that the legal requirement not to sell alcohol to those under 18 years of age was met by him and his staff.
- 8.7 This has some similarity with any argument that may be put forward in the case before the sub-committee today that the imposition of conditions to check immigration status either directly or through an agency (*essentially a requirement since 2006 under the Immigration, Asylum and Immigration Act 2006*) would serve as sufficient remedy for the employment of illegal workers and negate a deterrent (suspension/revocation) being imposed by the sub-committee despite the wording of the Guidance at paragraph 11.28.
- 8.8 Mrs Justice Slade stated: *"The sixth new provision was acceptable identification to establish the age of a purchaser shall be a driving licence with photographs, passport or proof of age scheme card recognised by or acceptable by the licensing authority. I am told these provisions were already in place, but not properly implemented. No doubt those are perfectly sensible and appropriate provisions to be included on a licence. However it is said that the action taken on appeal being confined in effect to reiterating existing practice with a minimal addition was entirely inappropriate to meet the situation where there have been sales of alcohol to 14 year old girls"*.
- 8.9 Essex Police contends that in the case before the sub-committee the facts are similar. In the cited case straightforward sensible enquiries could have been made as to the age of the children and the imposition of additional conditions as a form of remedy was considered inappropriate by Mrs Justice Slade for 'those serious cases' set out in the Guidance.
- 8.10 In the case before the sub-committee, simple steps (set out at Appendix A) were available to prevent the employment of illegal workers – none were taken; the imposition of conditions to remedy this situation is inconsistent with the section 182 Guidance and this case citation. A negligent employer should expect revocation in the first instance.
- 8.11 *East Lindsey District Council v Abu Hanif (Trading as Zara's Restaurant and Takeaway)*, [2016] EWHC 1265 (Admin)

This is a recent High Court decision (published April 2016) which has similarities with the one before the sub-committee in that it related to the employment of an illegal worker and where a prosecution for such had not been instigated.

Amongst other matters it had been argued for the premises licence holder that the crime prevention objective was not engaged where a prosecution or conviction for the employment of an illegal worker was not in place. Whilst the initial hearing may have suggested several illegal workers being employed, the High Court appeal and decision related to the employment of one individual and is therefore, Essex Police would argue, indistinguishable from the matter before the sub-committee today.

- 8.12 The case reaffirms the principle that responsible authorities need not wait for the licensing objectives to actually be undermined; that crucially in considering whether the crime prevention objective has been engaged a prospective consideration (i.e. what is likely to happen in the future) of what is warranted is a key factor. It also reaffirmed the case of *Bassetlaw* in concluding that deterrence is a legitimate consideration of a sub-committee.

Mr Justice Jay stated: "The question was not whether the respondent had been found guilty of criminal offences before a relevant tribunal, but whether revocation of his licence was appropriate and proportionate in the light of the salient licensing objectives, namely the prevention of crime and disorder. This requires a much broader approach to the issue than the mere identification of criminal convictions. It is in part retrospective, in as much as antecedent facts will usually impact on the statutory question, but importantly the prevention of crime and disorder requires a prospective consideration of what is warranted in the public interest, having regard to the twin considerations of prevention and deterrence. In any event, I agree with Mr Kolvin that criminal convictions are not required." (Paragraph 18)

Mr Justice Jay added: "Having regard in particular to the twin requirements of prevention and deterrence, there was in my judgment only one answer to this case. The respondent exploited a vulnerable individual from his community by acting in plain, albeit covert, breach of the criminal law. In my view his licence should be revoked." (Paragraph 23)

APPENDIX A

The first 4 'hits' on a Google search for "right to work" are links to employer checklists and information on the GOV.UK website.

The second link is to the Home Office document; "An Employer's Guide to Right to Work Checks" (published 16 May 2014 last updated 16 August 2017).

Another link provides a site (<https://www.gov.uk/employee-immigration-employment-status>) which guides an employer through the process AND allows an employer to make an online submission to the Home Office to check if the proposed employee is prohibited from working as well as providing a telephone helpline.

Specifically, the first link (<https://www.gov.uk/check-job-applicant-right-to-work>) provides as follows:

General Advice

- You must see the applicant's original documents;
- You must check that the documents are valid with the applicant present; and
- You must make and keep copies of the documents and record the date you made the check.

Checking the Documents

In relation to checking the documents it also adds that an employer needs to check that:

- the documents are genuine, original and unchanged and belong to the person who has given them to you;
- the dates for the applicant's right to work in the UK haven't expired;
- photos are the same across all documents and look like the applicant;
- dates of birth are the same across all documents;
- the applicant has permission to do the type of work you're offering (including any limit on the number of hours they can work);
- for students you see evidence of their study and vacation times; and
- if 2 documents give different names, the applicant has supporting documents showing why they're different, e.g. a marriage certificate or divorce decree

Taking a copy of the documents

When you copy the documents:

- make a copy that can't be changed, e.g. a photocopy
- for passports, copy any page with the expiry date and applicant's details (e.g. nationality, date of birth and photograph) including endorsements, e.g. a work visa
- for biometric residence permits and residence cards (biometric format), copy both sides
- for all other documents you must make a complete copy

- keep copies during the applicant's employment and for 2 years after they stop working for you
- record the date the check was made

If the job applicant can't show their documents

You must ask the Home Office to check your employee or potential employee's immigration employment status if one of the following applies:

- you're reasonably satisfied that they can't show you their documents because of an outstanding appeal, administrative review or application with the Home Office;
- they have an Application Registration Card; or
- they have a Certificate of Application that is less than 6 months old

Application registration cards and certificates of application must state that the work the employer is offering is permitted. Many of these documents don't allow the person to work.

The Home Office will send you a 'Positive Verification Notice' to confirm that the applicant has the right to work. You must keep this document.

ACCEPTABLE DOCUMENTS

A list of acceptable documents can be found via the link to

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/441957/employers_guide_to_acceptable_right_to_work_documents_v5.pdf

WITNESS STATEMENT

CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; Criminal Procedure Rules 2005, Rule 27.1

URN 46

Statement of: [REDACTED]

Age if under 18: **Over 18** (If over 18 insert 'over 18') Occupation: **Immigration Officer**

This statement (consisting of 2 pages each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it, anything which I know to be false or do not believe to be true.

Signature: [REDACTED]

Date: **28/11/19**Tick if witness evidence is visually recorded ☐ (supply witness details on rear)

I am an Immigration Officer based at the Kent Immigration Compliance and Enforcement Team,

[REDACTED] On Thursday 17th October 2019 I was on duty in Immigration Enforcement marked protective wear acting as Officer in Charge (OIC) for the visit. I briefed my team advising that we intended to visit ASPERA RESTAURANT, 130 LONDON ROAD, BENFLEET, ESSEX, SS7 5SQ based on information that a Turkish male by the name of [REDACTED] was working illegally at the premises, and resided in accommodation above with 4 or 5 other illegal immigrants.

At approximately 17.02 hours we arrived at the property, gaining entry by execution of warrant in accordance with Paragraph 17(2) Schedule 2 of the Immigration Act 1971 (as amended). On entry I served the warrant to the duty manager who I now know to be [REDACTED]. I noticed standing at the bar a male I believed was dressed as a waiter, he was dressed in smart dark trousers, black shirt, black shoes and a black tie, I suspected this male to be the target. The duty manager was compliant with our investigation and all staff were spoken to whilst the restaurant remained open to the public.

I allocated [REDACTED] to Assistant Immigration Officer (AIO) [REDACTED] held leave to remain in the UK under the EC Association Agreement, his permitted work was restricted to running his business as a party planner. The duty manager [REDACTED] claimed [REDACTED] was a party planner but could not remember the last time he threw a party, he immediately shouted over my shoulder to the Mr [REDACTED] 'when did you last throw a party?', I

Signature: [REDACTED]

Signature witnessed by: [REDACTED]

Typed by: Self

Continuation page 2

URN 45

Continuation statement of:

advised him he should not need to ask. confirmed there was not a party on that night. I advised that I would ask an Officer to speak to him in more detail to which he agreed that he was happy to do so, Immigration Officer (IO) attempted to speak to who no longer wished to talk as he did not want to say anything wrong. Following the interview by AIO he was found to be working in breach of his restrictions, and therefore his leave was curtailed in accordance with Paragraphs 323(i) / 322(3) of the Immigration Rules.

During the course of our enquiries a further three males were identified as working illegally, two of whom were , and , both from Kazakhstan and both found to be overstayers, a breach of Section 10(1) of the Immigration and Asylum Act 1999 (as amended). claimed that the two males I identified to him from Kazakhstan were new waiters, he claimed they had been there two weeks and that he had asked to see their identity documents and National Insurance numbers on Monday and was yet to see them.

The fourth male encountered working illegally was from Iran, he was known to the Home Office and had an application for leave outstanding, he held no valid leave and no permission to work, when was served the Illegal Working Civil Penalty Referral Notice at the conclusion of our visit he stated that he thought was British, he further stated that he had not seen any documentation for him.

declined to be interviewed regarding the employment of all the illegal workers as he claimed this fell to his manager/ owner. All persons encountered working illegally were dressed in black attire that strongly suggested it was their uniform, it should also be noted that they were dressed in the same smart black clothes as those with permission to work. All persons were encountered when the restaurant was open to the public and customers were present.

Signature

Typed by: self

Signature witnessed by

WITNESS STATEMENT

Criminal Procedure Rules, r 27. 2; Criminal Justice Act 1967, s. 9; Magistrates' Courts Act 1980, s.5B

URN

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Statement of: [REDACTED]

Age if under 18: Over 18 (if over 18 insert 'over 18')

Occupation: Immigration Officer

This statement (consisting of three page(s) each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false, or do not believe to be true.

Signature: [REDACTED]

(witness) Date: 8th November 2019

I have been employed as an Immigration Officer for fifteen years and I am currently based at [REDACTED]

[REDACTED]

On 17/10/19 I attended ASPERA RESTAURANT, 130 LONDON ROAD, BENFLEET, ESSEX SS7 5SQ

as part of an enforcement team lead by Officer in Charge [REDACTED]. I was initially tasked with providing rear cover on the premise but once entry had been gained at the front I was directed by [REDACTED] to take an employee upstairs to the linked accommodation. Said male, who I now know to be [REDACTED]

[REDACTED], a Kazakhstani national, was dressed in a black uniform identical to that worn by other waiting staff at the restaurant. He initially stated he was a Turkish national and it was not until his grasp of Turkish was found wanting that he admitted to in fact being a Kazakhstani national. Checks of Home Office systems showed he had been issued a visit visa valid from 09/10/18 until 09/04/19. No further applications had been submitted.

I conducted an illegal working interview with [REDACTED] between 1730 – 1804 hours which is digitally recorded on Home Office System PRONTO. A transcript of this interview copied below.

Q. How long have you been working here?

A. One week

Q. What is your job role / what are your duties?

A. Nothing. I don't work here.

Q. Wearing waiter's uniform and encountered in same work wear as other waiting staff?

A. I don't work here.

Q. Who gave you this job (name and role in business)?

A. Nobody gave me the job

Q. Who tells you what days / hours to work?

A. No one

Q. Who pays you?

A. No one.

Q. How long been in UK?

A. Since 26/10/18

Q. How much money bring with you?

A. 2000 – 3000 pounds.

Q. How long come for?

A. 1-2 years

Q. Visa is for 6 months. What did you say on application?

A. Visiting for 1-2 years. Must be a mistake.

Q. Why here?

A. Came here to ask for a job as money ran out.

Q. Did you show documents before being offered the job? If so what?

A. No. Don't work here.

The case was referred to Chief Immigration Officer [REDACTED], who considered all the information available

and he was satisfied that the subject is an Overstay in the United Kingdom. This is a breach under S10(1)

of the Immigration and Asylum Act 1999 (as amended by the Immigration Act 2014) and has therefore committed

an offence under Section 24(1)(b)(i) of the Immigration Act 1971 Act (as amended).

Signature: [redacted] Signature witnessed by:

RESTRICTED (when complete)

MG11

WITNESS STATEMENT

CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; Criminal Procedure Rules 2005, Rule 27.1

URN 46

Statement of:

Age if under 18: **Over 18** (if over 18 insert 'over 18') Occupation: **Immigration Officer**

This statement (consisting of 5 pages each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.

Signature: Date: **17/11/2019**

Tick if witness evidence is visually recorded ☐ (supply witness details on rear)

I am an Immigration Officer serving with the Kent Immigration Compliance and Enforcement (ICE) Team based at

On Thursday 17th October 2019 I

was on duty and in uniform at FRONTIER HOUSE as part of the arrest team for that day's visits together with Kent ICE

Team Officers: Immigration Officer (IO) (Officer-In-Charge – OIC), Assistant Immigration Officer (AIO)

At approximately 16:50 hours OIC

gave a briefing to the team detailing that an allegation had been received that a Turkish male,

working illegally at ASPERA RESTAURANT, 130 LONDON ROAD; BENFLEET, ESSEX, SS7 5SQ; and lived in

accommodation above the restaurant with 4 or 5 other illegal workers. It was therefore suspected that immigration

offenders were present and working at the premises and as such they were liable to detention and removal from the UK

under Paragraph 16(2) of Schedule 2 to the Immigration Act 1971 (as amended) and thus arrestable under Paragraph

17(1) of Schedule 2 to the same Act. informed that a warrant under Paragraph 17(2) of Schedule 2 to the

Immigration Act 1971 (as amended) had been issued by East Kent Magistrates Court in order to gain entry to the

premises to search for persons liable to arrest.

The team deployed to the premises and at 17:00 hours I entered with and

and I cleared the dining and toilet areas of the restaurant and then made our way to the upstairs

accommodation to sweep this. Those members of staff present upstairs were directed down to the screening area set up in

the dining area of the restaurant. I then returned downstairs to the restaurant. At 17:12 hours I commenced

screening the worker I now know to be Iranian male in English. stated that his

immigration status was that of an asylum seeker. Checks with support officers by telephone indicated that and

an outstanding application with the Home Office for an EEA Residence Permit as the partner of an EEA national.

Signature: nature witnessed by:

Page 1 of 5

RESTRICTED (when complete)

Continuation page 2

URN

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Continuation statement of: [REDACTED]

NEMATI had been ordered to report regularly to immigration following his illegal entry to the UK but had never reported. The conditions of his bail also stated that he was not permitted to work. [REDACTED] was encountered in the restaurant dressed in a chef's uniform bearing the restaurant's name embroidered on the front of the shirt/top. At 17:20 hours I commenced an illegal working interview with [REDACTED] in English recording my questions and his answers on the PRONTO application on my work smartphone as follows

Q. How long have you been working here?

A. *I don't work here.*

Q. Why are you wearing a uniform?

A. *Because I have to when I'm in here*

Q. Because you're working.

A. *No. I'm not working.*

Q. Why are you wearing a uniform then? Normal people don't come in off the street into this restaurant and put on a uniform. None of the customers are wearing a uniform and they're in here. You're wearing a uniform because you're working.

A. *I just came here and had to put it on.*

Q. Why?

A. *I know how to cook.*

Q. So you know how to cook and you're wearing a uniform for this restaurant. You are working here.

A. *I came to help.*

Q. What help have you been giving?

A. *Just dishwasher and stuff.*

Q. Why did you tell me you can cook?

A. *I know how to cook.*

Q. Cooked here before?

A. *No. Just came today.*

Q. You've not been here before?

A. *No.*

Signature

Witnessed by

Continuation page 3

URN

46

Continuation statement of: [REDACTED]

Q. If I check the CCTV, I won't find you on it?

A. Yeah you can do that.

Q. Where do you live?

A. Basildon

Q. Married or single?

A. I've got a partner and a year-old baby.

Q. Partner's nationality?

A. Latvian.

Q. Name?

A. [REDACTED]

Q. How much are you being paid today?

A. I'm not being paid.

Q. How did you come to be here today? Who told you to come?

A. The chef. He's my friend.

Q. The one with the glasses? (Head chef: [REDACTED])

A. Yes. He told me I could come and help.

Q. Who gave you the uniform to wear?

A. No one. I took it.

Q. Not the chef?

A. No.

Q. How did you find it?

A. I just took it from there (points to rear storage area).

Q. What did the chef say when you took it?

A. Nothing.

Q. Who told you what to do today?

A. The guy with the glasses.

Q. The chef? Your friend?

Signature

Signature-witnessed by

Continuation page 4

URN

46

Continuation statement of:

A. Yes.

Q. What have you been doing today?

A. Like I said I have been cleaning dishes and the floors.

Q. What time did you start?

A. I came here about 11. I was about to go home.

Q. How did you get here today?

A. Bus.

Q. Any belongings on premises?

A. My coat.

Q. You need to get your stuff and leave. Understood all my questions?

A. Yes. (Sub then escorted from premises. Photo of sub in restaurant kitchen uniform taken and attached)

I then spoke to chef identified by [REDACTED] as asking him to help out in kitchen (name of [REDACTED] details as above) recording my questions and his answers on PRONTO as before as follows

Q. [REDACTED] says that he's your friend.

A. Yes.

Q. How do you know him? Have you worked with him before?

A. Yes.

Q. Where?

A. [REDACTED] It was a long time ago. It's called something else now.

Q. Is he a cook?

A. Yes.

Q. Was he cooking here today?

A. Yes.

Q. How long has he been coming here?

A. He came today and yesterday. He didn't work yesterday. Just observed. He started working today.

Q. What's he [REDACTED]

Signature

Signature witnessed by

Continuation page 5

URN

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Continuation statement of:

PRONTO failed to record the answer to this last question but the head chef stated that he had been working on the grill as well as cleaning, etc.


was then permitted to get his coat and mobile telephone and was escorted from the premises. I exhibit my statement as Exhibit 'AT01' and the transcript of my illegal working interview/PRONTO record as 'AT02'.

Signature /

Signature witnessed by

"ATO2"



OFFICIAL SENSITIVE

Illegal Working - Employee			
Details			
Type of work	Visit		
Visit reference	EV12-31,354		
Created by			
Prontoid			
Subject CID Person ID			
Subject name			
Subject DOB			
Subject nationality			
Subject gender	Male		
Time	17:20		
Created at geolocation	Easting	576967	
	Northing	188439	
Creation date	17-10-2019 17:34:49		
Language of Interview			
What language is the interview carried out in?	English		
Interpreter used?	No		
Obligation			
No details provided.			
Control			
No details provided.			
Remuneration			
No details provided.			
Pre-employment Checks			
No details provided.			
Additional Questions			
How long have you been working here?	I don't work here.		
Why are you wearing a uniform?	Because I have to when I'm in here		
Because you're working.	No. I'm not working.		

OFFICIAL SENSITIVE

Why are you wearing a uniform then? Normal people don't come in off the street into this restaurant and put on a uniform. None of the customers are wearing a uniform and they're in here. You're wearing a uniform because you're working.	I just came here and had to put it on.
Why?	I know how to cook.
So you know how to cook and you're wearing a uniform for this restaurant. You are working here.	I came to help.
What help have you been giving?	Just dishwasher and stuff.
Why did you tell me you can cook?	I know how to cook.
Cooked here before?	No. Just came today.
You've not been here before?	No.
If I check the CCTV, I won't find you on it?	Yeah you can do that.
Where do you live?	Basildon
Married or single?	I've got a partner and a year old baby.
Partner's nationality?	Latvian.
Name?	[REDACTED]
How much are you being paid today?	I'm not being paid.
How did you come to be here today? Who told you to come?	The chef. He's my friend.
[REDACTED]	es. He told me I could come and help.
Who gave you the uniform to wear?	No one. I took it.
Not the chef?	No.
How did you find it?	I just took it from there (points to rear storage area).
What did the chef say when you took it?	Nothing.
Who told you what to do today?	The guy with the glasses.
The chef? Your friend?	Yes.
What have you been doing today?	Like I said I have been cleaning dishes and the floors.
What time did you start?	I came here about 11. I was about to go home.
How did you get here today?	Bus.
Any belongings on premises?	My coat.

OFFICIAL SENSITIVE

You need to get your stuff and leave. Understood all my questions?	Yes. (Sub then escorted from premises. Photo of sub in restaurant kitchen uniform taken and attached)
	Yes.
How do you know him? Have you worked with him before?	Yes.
Where?	 it was a long time ago. It's called something else now.
Is he a cook?	Yes.
Was he cooking here today?	Yes.
How long has he been coming here?	He came today and yesterday. He didn't work yesterday. Just observed. He started working today.
What's he been doing?	
Photographs	
No photographs.	
Declaration	
Subject has refused to provide a signature.	
Observations	
Observations	

OFFICIAL SENSITIVE

Photo 1



Caption:

Sub in uniform

Common name

Photo of subject in chef's uniform.

WITNESS STATEMENT

CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; Criminal Procedure Rules 2005, Rule 27.1

URN 46

Statement of:

Age if under 18: Over 18 (if over 18 insert 'over 18') Occupation: Immigration Officer

This statement (consisting of 3 pages each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.

Signature:

Date: 26 November 2019

Tick if witness

☐ (supply witness details on rear)

I am an Immigration Officer attached to the Kent & Sussex Immigration Compliance and Enforcement Team,

On 17 October 2019 OIC gave an operational briefing detailing that suspected immigration offenders were believed to be working illegally at Aspera Restaurant, 130 London Road, Benfleet, Essex, SS7 5SQ. The team gained entry at 17:02 and OIC executed the Warrant issued under Paragraph 17 (2) of the Immigration Act 1971 as amended. I spoke to a male member of staff and asked him if he had any ID documents to which he indicated his passport was upstairs. He produced a Kazakhstan passport showing his details as Kazakhstan. This contained a UK visit visa valid from 10 September 2018 until 10 March 2019 with the conditions of No Work and No Recourse to Public Funds. Checks on Home Office systems showed that he had not made any applications for further leave to remain in the UK and therefore he had overstayed his leave in the UK in breach of Section 10(1) of the Immigration and Asylum Act 1999 (as amended by the Immigration Act 2014). At 17:44 I arrested him under Paragraph 17 of Schedule 2 of the Immigration Act 1971 (as amended) as a person liable to detention and removal from the UK. I explained to him this is not a criminal arrest but for Immigration only as he does not have permission to be in the UK. He confirmed he understood. Service of RED.0001 as an Overstay in breach of S10(1) of the Immigration and Asylum Act 1999 (as amended by the Immigration Act 2014), and detention authorised by At 18:06 I conducted an interview with regarding his employment as he did not have, and had

Signature:

Signature witnessed by:

Continuation page 2

URN

46

Continuation statement of: [REDACTED]

never had, any permission to work in the UK. I used a Russian interpreter by telephone. I recorded this interview on the official Home Office application PRONTO.

Q. How long have you been working here?

A. for 1 week for 6 days

Q. What is your job role/ what are your duties?

A. Waiter. Take food to customers. Trial. They want to see what I can do.

Q. What days/ hours do you work each week?

A. 4 days 6pm to 11 pm

Q. how much are you paid

A. No pay yet. Expect to be paid in 2 weeks. £640 per fortnight.

Q. Who gave you this job (name and role in business)?

A. my Boss. [REDACTED]

Q. Who tells you what days/ hours to work?

A. [REDACTED]

Q. Who tells you what tasks/ duties to do each day?

A. The owner of the Restaurant [REDACTED]

Q. How are you paid (money, accommodation, food)?

A. food and money and bed

Q. If money, how much and how do you receive it?

A. Cash £640 in 2 Weeks

Q. Who pays you? [REDACTED]

A. Do you pay income tax or have a National Insurance number?

Q. I don't know anything about that

A. What name does the employer know you as?

Signature

[REDACTED]

Signature witnessed by

Continuation page 3

URN 46

Continuation statement of: [REDACTED]

Q. [REDACTED]

A. Did you show documents before being offered the job? If so, what?

Q. Not yet because he is not here every single day

A. Does your employer know you're not allowed to work in the UK?

Q. No he is not aware of it

I took a photo of [REDACTED] and he then signed to confirm this interview.

[REDACTED] advised me that another worker had stated that [REDACTED] sets the tables and puts bread out.

I exhibit copy of this interview from PRONTO as AH01.

Signature

Signature witnessed by

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52

Illegal Working - Employee**Details**

Type of work	Wait
Visit reference	EV12-31,354
Created by	
ProntolD	
Subject CID Person ID	
Subject name	
Subject DOB	
Subject nationality	KAZ Kazakhstan
Subject gender	Male
Time	18:08
Created at geolocation	Easting 576863 Northing 188456
Creation date	17-10-2019 18:31:25

Language of interview

What language is the interview carried out in?	Russian P22142
Interpreter used?	Yes
Details of interpreter	Big Word

Obligation

How long have you been working here?	for 1 week for 6 days
What is your job role/ what are your duties?	Waiter. Take food to customers. Trial. They want to see what I can do.
What days/ hours do you work each week?	4 days 6pm to 11 pm
how much are you paid	No pay yet. Expect to be paid in 2 weeks. £640 per fortnight.

Control

Who gave you this job (name and role in business)?	my Boss 
Who tells you what days/ hours to work?	
Who tells you what tasks/ duties to do each day?	The owner of the Restaurant 

Remuneration

How are you paid (money, accommodation, food)?	food and money and bed
If money, how much and how do you receive it?	Cash £840 in 2 Weeks
Who pays you?	[REDACTED]
Do you pay income tax or have a National Insurance number?	I don't know anything about that

Pre-employment Checks

What name does the employer know you as?	[REDACTED]
Did you show documents before being offered the job? If so, what?	Not yet because he is not here every single day
Does your employer know you're not allowed to work in the UK?	No he is not aware of it

Additional Questions

No details provided.

Photographs

No photographs.

Declaration

17-10-2019 19:52:29

Observations

Observations	Another Worker stated he sets the tables and puts bread out
--------------	---

Photo 1



Caption

work clothes

Management Checks Complete

Date management checks complete 22-10-2019 16:18:56

Reviewer(s)

[REDACTED]

WITNESS STATEMENT

Criminal Procedure Rules, r 27. 2; Criminal Justice Act 1967, s. 9; Magistrates' Courts Act 1980, s.5B

URN

Statement of:

Age If under 16: Over 16 (if over 18 insert 'over 18')

Occupation: Assistant Immigration Officer

This statement (consisting of three page(s) each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false, or do not believe to be true.

Signature:

(witness) Date: 8th November 2019

FRONTIER
LONDON
ROAD, BENFLEET, ESSEX SS7 5SQ as part of an enforcement team led by Officer in Charge

I was initially tasked with gaining entry to the premises and once entry had been gained, I encountered a Turkish national who was dressed in a black uniform identical to that worn by other waiting staff at the restaurant. I was directed by to take the employee upstairs to the linked accommodation. Said male, who I now know to be and the target of the visit. Checks of Home Office systems showed he had been issued a visit visa valid from 10/11/2015 until 10/05/2016. He then made various applications for Leave to Remain the last being granted under the EUROPEAN COMMUNITY ASSOCIATION AGREEMENT scheme until 26.04.21. This leave only allowed him to work as self employed in a party planning business. No further applications had been submitted.

I conducted an illegal working interview with between 17:28 – 18:10 hours which is digitally recorded on Home Office System PRONTO. A transcript of this interview copied below.

Q. How long have you been working here?

A. I started working events 4 months ago but I came to restaurant tonight to help. I told you I don't get paid.

Q. Where are the payments and invoices for the party planning?

A. I don't have any invoices for party planning and I don't pay tax and insurance. _____

Q. How many hours have you worked today? _____

A. From 12 midday and when it gets quiet about 21:00 hrs. _____

Q. Who gave you the job here? _____

A. No one. [REDACTED] said to me when I done a party last Friday, can I come here today. _____

Q. How many times a week do you come here each week? _____

A. Once a week or every 10 days. _____

Q. Do you come here when you are not doing parties? _____

A. Sometimes I come here and say 'Hello' _____

Q. Do you understand that you are providing a service regardless of whether you are getting paid. _____

A. Yes I do. _____

Q. Do you have proof of your party planning. Any business cards? _____

A. I only have business cards. _____

Q. How much do you charge per party? _____

A. £650 it depends on the person. _____

Q. How many people came to last Fridays party? _____

A. 55 _____

Q. How much do you pay the manager to hold the event in the restaurant? _____

A. £150 and then he gets the takings over the bar. _____

Q. Do you hold events anywhere else? _____

A. Gardens and in their homes. _____

Q. Can you show me how people contact you to organise a party? _____

A. I speak to them. _____

The web address which was given by [REDACTED] for his party planning was looked at by [REDACTED]
and was found to be obsolete. A further visit was made to a residential address, the home of [REDACTED]

to obtain his passport and for him to try to provide any evidence of his party planning. He could provide no up to date evidence, only a newspaper advert dated 2016.

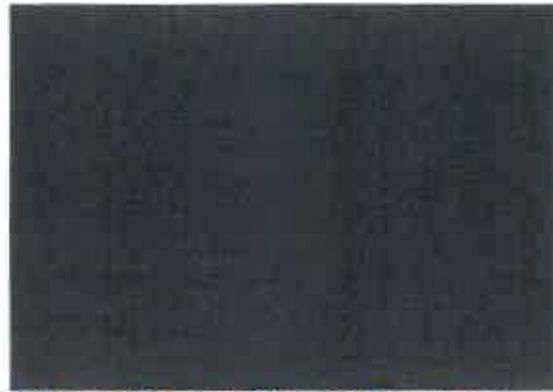
The case was referred to Chief Immigration Officer [REDACTED] who considered all the information available and he was satisfied that the subject was in breach of his visa conditions having been found working as a waiter. His leave has therefore been curtailed. This decision is made in accordance with Paragraph 322(3) and 323(1) of the Immigration Rules. [REDACTED] is therefore liable to removal under Section 10(1) of the Immigration Act 1999 (as amended by the Immigration Act 2014).

Signature: [REDACTED]

Signature witnessed by: [REDACTED]



Immigration Enforcement



IE.AlcoholReviews@homeoffice.gov.uk

6th December 2019

In the case of Aspera, London Road, Benfleet

Home Office Immigration Enforcement (HOIE) have worked closely with Essex Police to instigate Licensing Act 2003 proceedings. Essex Police are leading on this case and HOIE have provided evidence support of these proceedings. The fact that Essex Police lead on such cases reflects that those Responsible Authorities are often best placed to make applications in regards the prevention of crime and disorder (including the prevention of illegal working) within their local area. In this case, Essex Police are the appropriate Responsible Authority to take enforcement action.

HOIE's work with Essex Police includes sharing data under the Licensing Act 2003. Section 185 of the Act provides that Responsible Authorities may share data with each other for these purposes.

The absence of specific HOIE representations on such a case does not mean that HOIE is not supporting Essex Police. It reflects the fact that we work closely with Essex Police to identify people who are working illegally.

Yours sincerely

Alcohol & Late-night Refreshment Team
Home Office

22nd October 2019

Aspera restaurant, Benfleet, raided by Home Office

By [Matthew Critchell](#)



Raid - Aspera in Benfleet

A RESTAURANT is facing a fine of £80,000 after four illegal workers were found during a raid by immigration officers.

Immigration enforcement officers from the Home Office searched Aspera, in London Road, Benfleet, shortly after 5pm on Thursday.

The officers carried out checks and found four men were working illegally at the eatery.

They included two Kazakhstani men, aged 21 and 25, who had overstayed their visas, a 30-year-old Turkish man who was working in breach of his visa conditions and a 30-year-old Iranian man who was a failed asylum seeker.

A Home Office spokesman said: "Acting on Intelligence, Immigration Enforcement officers visited Aspera, London Road, Benfleet, Essex, at 5.05pm on Thursday.

"Checks identified that four men were working illegally.

"The youngest men and the Turkish national were transferred to immigration detention pending their removal from the UK, while the Iranian man was ordered to report to immigration enforcement regularly while his case is progressed."

He added: "The business was served a civil penalty referral notice warning that a financial penalty of up to £20,000 per illegal worker found will be imposed unless the employer can demonstrate that appropriate right-to-work document checks were carried out.

"If proof is not provided, this is a potential total of up to £80,000.

A dad-of-two from Benfleet who witnessed the raid, said: "It was obvious what was happening, I've never seen anything like it before.

"I am surprised as didn't think that sort of thing goes on around here. We've been to this restaurant a few times and it's always been very nice indeed.

"The four men were put into a van and there were staff speaking with the officers."

The restaurant was contacted for comment but did not respond to any of the information supplied by the Home office.

**LICENSING ACT 2003 – PUBLIC NOTICE OF APPLICATION
NOTICE OF REVIEW OF A PREMISES LICENCE
UNDER SECTION 51(3) OF THE ACT**

NOTICE IS GIVEN THAT Castle Point Borough Council (the Licensing Authority) is required to undertake a

REVIEW OF THE PREMISES LICENCE

in respect of the premises shown below. Any interested party or responsible authority may make representations in respect of the application which must be submitted in writing via email or by post to the authority at the address below before the date shown below

Name and postal address of the premises:

Aspera – 130 London Road, Benfleet, SS7 5SQ

The grounds for the application for review are:

Working practices at the premises have shown breaches of the licensing conditions which undermine the licensing objectives for the prevention of crime and disorder.

Illegal workers were found at the premises

The Police will provide evidence to show the extent of the licensing contravention for consideration by the Licensing Sub Committee.

Representations must be made in writing between:

Thursday 19 December 2019 and Thursday 16 January 2019

To: The Licensing Department at: Castle Point Borough Council,
Council Offices, Kiln Road, Benfleet, Essex SS7 1TF;

Or via email: licensingunit@castlepoint.gov.uk

The full application can be viewed at the Council offices during office hours.

This notice remains in force from and including the day after the day on which the licensing authority received the application, namely **19 December 2019**, for twenty-eight consecutive days.

It is an offence knowingly or recklessly to make a false statement in connection with an application and the maximum fine for which a person is liable on summary conviction for the offence is not exceeding £5,000.

Licensing Act 2003
Premises Licence

CPBC/LU/ 3

LOCAL AUTHORITY



Licensing Department
 Castle Point Borough Council
 Council Offices, Kiln Road,
 Thundersley, Benfleet,
 Essex SS7 1TF
 Tel: 01268 882200

Part 1 - Premises Details

POSTAL ADDRESS OF PREMISES, OR IF NONE, ORDNANCE SURVEY MAP REFERENCE OR DESCRIPTION

ASPERA

130 LONDON ROAD, BENFLEET, Essex, SS7 5SQ.

Telephone 01268 569700

WHERE THE LICENCE IS TIME LIMITED THE DATES

Not applicable

LICENSABLE ACTIVITIES AUTHORISED BY THE LICENCE

- a performance of live music
- any playing of recorded music
- entertainment of a similar description to that falling within a performance of live music, any playing of recorded music or a performance of dance
- entertainment facilities for dancing
- provision of late night refreshment
- the sale by retail of alcohol

THE TIMES THE LICENCE AUTHORISES THE CARRYING OUT OF LICENSABLE ACTIVITIES

Activity (and Area if applicable)	Description	Time From	Time To
E. Performance of live music (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	10:00am	Midnight
F. Playing of recorded music (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	Noon	Midnight
H. Entertainment of a similar description to that falling within E, F, or G (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	Noon	Midnight
J. Provision of facilities for dancing (Indoors)	Friday and Saturday	9:00pm	Midnight



Premises Licence**THE TIMES THE LICENCE AUTHORISES THE CARRYING OUT OF LICENSABLE ACTIVITIES - continued**

Activity (and Area if applicable)	Description	Time From	Time To
L. Late night refreshment (Indoors)	Monday to Thursday	11:00pm	12:30am
	Friday and Saturday	11:00pm	1:30am
	Sunday	11:00pm	12:30am
M. The sale by retail of alcohol for consumption ON and OFF the premises	Monday to Thursday	10:00am	Midnight
	Friday and Saturday	10:00am	1:00am
	Sunday	Noon	Midnight

THE OPENING HOURS OF THE PREMISES

Description	Time From	Time To
Monday to Thursday	10:00am	12:30am
Friday and Saturday	10:00am	1:30am
Sunday	10:00am	12:30am

WHERE THE LICENCE AUTHORISES SUPPLIES OF ALCOHOL WHETHER THESE ARE ON AND / OR OFF SUPPLIES

- M. The sale by retail of alcohol for consumption ON and OFF the premises
--



Part 2

NAME (REGISTERED) ADDRESS, TELEPHONE NUMBER AND EMAIL (WHERE RELEVANT) OF HOLDER OF PREMISES LICENCE

SEZER TOZLUKAYA
4 BROADGREEN ROAD, CHESHUNT, WALTHAM CROSS, EN7 6XF.
Telephone 07710 577151

REGISTERED NUMBER OF HOLDER, FOR EXAMPLE COMPANY NUMBER, CHARITY NUMBER (WHERE APPLICABLE)

NAME, ADDRESS AND TELEPHONE NUMBER OF DESIGNATED PREMISES SUPERVISOR WHERE THE PREMISES LICENCE AUTHORIZES THE SUPPLY OF ALCOHOL

SEZER TOZLUKAYA
4 BROADGREEN ROAD, CHESHUNT, WALTHAM CROSS, EN7 6XF.
Telephone 07710 577151

PERSONAL LICENCE NUMBER AND ISSUING AUTHORITY OF PERSONAL LICENCE HELD BY DESIGNATED PREMISES SUPERVISOR WHERE THE PREMISES LICENCE AUTHORIZES FOR THE SUPPLY OF ALCOHOL

Licence No. LN/200700542
Issued by Enfield



ANNEXES**ANNEX 1 - MANDATORY CONDITIONS**

1. No supply of alcohol may be made under the Premises Licence -
 - (a) At a time when there is no Designated Premises Supervisor in respect of the Premises Licence; or
 - (b) At a time when the Designated Premises Supervisor does not hold a Personal Licence or his Personal Licence is suspended.
2. Every supply of alcohol under the Premises Licence must be made, or authorised by a person who holds a Personal Licence.
3. (1) 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.
 - (2) In this paragraph, 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 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;



ANNEXES continued

- 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).
4. The responsible person must ensure that free potable water is provided on request to customers where it is reasonably available.
5. (1) The premises licence holder or club premises certificate holder must ensure that an age verification policy is adopted in respect of the premises in relation to the sale or supply of alcohol.
- (2) The designated premises supervisor in relation to the premises licences must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.
- (3) 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.
6. 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; and

ANNEXES continued

- (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.

1. 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.

2. For the purposes of the condition set out in paragraph 1-

(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 rate 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
 - (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



ANNEXES continued

the premises in a capacity which enables the member or officer to prevent the supply in question; and

- (e) "valued added tax" means value added tax charged in accordance with the Value Added Tax Act 1994

3. Where the permitted price given by Paragraph (b) of paragraph 2 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.

4. (1) Sub-paragraph (2) applies where the permitted price given by Paragraph (b) of paragraph 2 on 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.

(2) 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. ON NEW YEARS EVE FROM THE END OF PERMITTED HOURS TO THE START OF PERMITTED HOURS THE FOLLOWING DAY (OR IF THERE ARE NO PERMITTED HOURS ON THE FOLLOWING DAY, MIDNIGHT ON THE 31ST DECEMBER).

PREVENTION OF CRIME AND DISORDER

- a) ALL STAFF SHALL BE TRAINED TO IDENTIFY THE MISUSE OF DRINK AND DRUGS.
- b) ALL STAFF SHALL BE TRAINED TO IDENTIFY PERSONS UNDER AGE.
- c) THE PUBLIC CONVENIENCES SHALL BE MONITORED AT REGULAR 30 MINUTE INTERVALS.
- d) FULL COMPLIMENT OF STAFF UNTILL CLOSING TIME.
- e) A 30 MINUTE "WIND DOWN " PERIOD WHEN SOFT MUSIC/ENTERTAINMENT WILL BE PROVIDED.

PUBLIC SAFETY

- a) ENTRIES AND EXITS SHALL BE KEPT CLEAR AT ALL TIMES WHEN LICENSED ACTIVITIES ARE TAKING PLACE ON THE PREMISES.
- b) FIRE FIGHTING EQUIPMENT PROVIDED ON THE PREMISES SHALL BE CERTIFICATED, CHECKED AND MAINTAINED REGULARLY.
- c) ESCAPE ROUTES SHALL BE CLEARLY MARKED WITH SIGNS AND EMERGENCY LIGHTING THAT WILL BE CHECKED AND MAINTAINED REGULARLY.
- d) ALL CERTIFICATED TOUGHENED GLASSES TO BE USED.
- e) WHEN APPROPRIATE THE DESIGNATED PREMISES SUPERVISOR SHALL UNDERTAKE REGULAR RISK ASSESSMENTS TO IDENTIFY POSSIBLE RISKS TO STAFF AND PATRONS OF THE PREMISES.
- f) THERE SHALL BE AN INCIDENT/ACCIDENT BOOK HELD AT THE PREMISES.

PREVENTION OF PUBLIC NUISANCE

- a) NO MORE THAN 60 PERSONS SHALL BE ALLOWED TO BE PRESENT IN THE PREMISES WHEN IT IS BEING USED FOR ANY PURPOSES AUTHORISED BY THIS LICENCE.
- b) ALL EXTERNAL WINDOWS AND DOORS WILL BE KEPT CLOSED AFTER 23.00 HRS OTHER THAN FOR ACCESS AND EGRESS.
- c) CLEAR AND PROMINENT NOTICES SHALL BE DISPLAYED AT THE CUSTOMER EXITS REQUESTING

ANNEXES continued

PATRONS TO RESPECT THE NEEDS OF LOCAL RESIDENTS AND TO LEAVE THE PREMISES AND THE AREA QUIETLY.

d) THE REAR MEANS OF ESCAPE CORRIDOR SHALL NOT BE USED FOR STORAGE PURPOSES AND SHALL NOT BE LESS THAN 800MM WIDE.

e) WHEN DANCING TAKES PLACE A DESIGNATED AREA SHALL BE PROVIDED IN THE MIDDLE OF THE PREMISES THAT DOES NOT OBSTRUCT THE MEANS OF ESCAPE ROUTE OR IMPINGE IN THE FREE MOVEMENT OF CUSTOMERS AND STAFF.

f) ARRANGEMENTS WILL BE MADE WITH LOCAL TAXI FIRM TO FERRY PATRONS AWAY FROM THE PREMISES.

g) BOTTLE BINS WILL NOT BE EMPTIED AFTER 20.00 HRS OR BEFORE 09.00 HRS.

PROTECTION OF CHILDREN FROM HARM

a) A PROOF OF AGE SCHEME WILL BE RIGOROUSLY ENFORCED.

b) NO PERSONS UNDER 16 YEARS BE PERMITTED INTO THE PREMISES EXCEPT WHEN ACCOMPANIED BY A RESPONSIBLE ADULT.

LIVE MUSIC

a) TO PERMIT THE PLAYING OF LIVE MUSIC AND ENTERTAINMENT OF A LIKE NATURE SUCH AS KARAOKE (BUT NOTHING OF AN ADULT NATURE) INSIDE THE PREMISES.

b) WHEN CHRISTMAS EVE FALLS ON OTHER DAYS, THE NON STANDARD TIMING WILL BE 21.00 HRS TO 00.00 HRS.

FOR THURSDAY PRECEDING GOOD FRIDAY (MAUNDAY THURSDAY) THE NON STANDARD TIMING WILL BE 21.00 HRS TO 00.00 HRS.

RECORDED MUSIC

a) TO PERMIT THE PLAYING OF RECORDED MUSIC AND ENTERTAINMENT OF A LIKE NATURE SUCH AS KARAOKE (BUT NOTHING OF AN ADULT NATURE) INSIDE THE PREMISES.

b) FOR CHRISTMAS EVE THE NON STANDARD TIMINGS WILL BE 10.00 HRS TO 01.30 HRS THE FOLLOWING DAY.

c) WHEN CHRISTMAS EVE FALLS ON A SUNDAY THE NON STANDARD TIMINGS WILL BE 12.00 HRS TO 01.30 HRS THE FOLLOWING DAY.

d) FOR THURSDAY PRECEDING GOOD FRIDAY (MAUNDAY THURSDAY) THE NON STANDARD TIMINGS WILL BE 10.00 HRS TO 01.30 HRS THE FOLLOWING DAY.

PROVISION OF FACILITIES FOR DANCING

a) TO PERMIT THE OCCASIONAL DANCING INSIDE THE PREMISES.

b) WHEN CHRISTMAS EVE FALLS ON OTHER DAYS, THE NON STANDARD TIMINGS WILL BE 21.00 HRS TO 00.00 HRS.

FOR THURSDAY PRECEDING GOOD FRIDAY (MAUNDAY THURSDAY) THE NON STANDARD TIMINGS WILL BE 21.00 HRS TO 00.00 HRS.

LATE NIGHT REFRESHMENT

a) HOT FOOD AND DRINK MAY BE SOLD INSIDE THE PREMISES.

b) FOR CHRISTMAS EVE THE NON STANDARD TIMINGS WILL BE 23.00 HRS TO 01.30 HRS THE FOLLOWING DAY.

c) FOR THURSDAY PRECEDING GOOD FRIDAY (MAUNDAY THURSDAY) THE NON STANDARD TIMING WILL BE 23.00 HRS TO 01.30 HRS THE FOLLOWING DAY.

d) DURING DECEMBER IT IS PROPOSED THAT LATE NIGHT REFRESHMENT BE PROVIDED EVERY DAY BETWEEN THE HOURS OF 23.00 HRS TO 01.30 HRS THE FOLLOWING DAY

SUPPLY OF ALCOHOL

a) FOR CHRISTMAS EVE THE NON STANDARD TIMING WILL BE 10.00 HRS TO 01.00 HRS THE FOLLOWING DAY. WHEN CHRISTMAS EVE FALLS ON SUNDAY THE NON STANDARD TIMING WILL BE 12.00 HRS TO 01.00 HRS THE FOLLOWING DAY.

FOR THURSDAY PRECEDING GOOD FRIDAY (MAUNDAY THURSDAY) THE NON STANDARD TIMING WILL BE



Licensing Act 2003

Premises Licence

CPBC/LU/ 3

ANNEXES continued

10.00 HRS TO 01.00 HRS THE FOLLOWING DAY

ANNEX 3 - CONDITIONS ATTACHED AFTER A HEARING BY THE LICENSING AUTHORITY

Designated Licensing Officer



Premises Licence Summary

LOCAL AUTHORITY



Licensing Department
 Castle Point Borough Council
 Council Offices, Kiln Road,
 Thundersley, Benfleet,
 Essex SS7 1TF
 Tel: 01268 882200

Premises Details

POSTAL ADDRESS OF PREMISES, OR IF NONE, ORDINANCE SURVEY MAP REFERENCE OR DESCRIPTION

ASPERA

130 LONDON ROAD, BENFLEET, Essex, SS7 5SQ.

Telephone 01268 569700

WHERE THE LICENCE IS TIME LIMITED THE DATES

Not applicable

LICENSABLE ACTIVITIES AUTHORISED BY THE LICENCE

- a performance of live music
- any playing of recorded music
- entertainment of a similar description to that falling within a performance of live music, any playing of recorded music or a performance of dance
- entertainment facilities for dancing
- provision of late night refreshment
- the sale by retail of alcohol

THE TIMES THE LICENCE AUTHORIZES THE CARRYING OUT OF LICENSABLE ACTIVITIES

Activity (and Area if applicable)	Description	Time From	Time To
E. Performance of live music (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	10:00am	Midnight
F. Playing of recorded music (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	Noon	Midnight
H. Entertainment of a similar description to that falling within E, F, or G (Indoors)	Monday to Thursday	10:00am	12:30am
	Friday and Saturday	10:00am	1:30am
	Sunday	Noon	Midnight
J. Provision of facilities for dancing (Indoors)	Friday and Saturday	9:00pm	Midnight
L. Late night refreshment (Indoors)	Monday to Thursday	11:00pm	12:30am
	Friday and Saturday	11:00pm	1:30am
	Sunday	11:00pm	12:30am



Premises Licence Summary**THE TIMES THE LICENCE AUTHORISES THE CARRYING OUT OF LICENSABLE ACTIVITIES** continued ...

Activity (and Area if applicable)	Description	Time From	Time To
L. Late night refreshment (Indoors) continued ...			
M. The sale by retail of alcohol for consumption ON and OFF the premises	Monday to Thursday	10:00am	Midnight
	Friday and Saturday	10:00am	1:00am
	Sunday	Noon	Midnight

THE OPENING HOURS OF THE PREMISES

Description	Time From	Time To
Monday to Thursday	10:00am	12:30am
Friday and Saturday	10:00am	1:30am
Sunday	10:00am	12:30am

WHERE THE LICENCE AUTHORISES SUPPLIES OF ALCOHOL WHETHER THESE ARE ON AND / OR OFF SUPPLIES

- M. The sale by retail of alcohol for consumption ON and OFF the premises

NAME, (REGISTERED) ADDRESS OF HOLDER OF PREMISES LICENCE

SEZER TOZLUKAYA

4 BROADGREEN ROAD, CHESHUNT, WALTHAM CROSS, EN7 6XF

REGISTERED NUMBER OF HOLDER, FOR EXAMPLE COMPANY NUMBER, CHARITY NUMBER (WHERE APPLICABLE)**NAME OF DESIGNATED PREMISES SUPERVISOR WHERE THE PREMISES LICENCE AUTHORISES THE SUPPLY OF ALCOHOL**

SEZER TOZLUKAYA

STATE WHETHER ACCESS TO THE PREMISES BY CHILDREN IS RESTRICTED OR PROHIBITED

CHILDREN ARE NOT RESTRICTED OR PROHIBITED FROM ACCESS TO THE PREMISES

Designated Licensing Officer



Reviews

- 1.47 Any Responsible Authority or any other person may apply for a review of a Premises licence or a club premises certificate by serving a notice containing details of the application on the holder of the licence or certificate and to each of the Responsible Authorities.
- 1.48 An application for review will only be relevant if the grounds upon which it is made relate to the promotion of at least one of the four licensing objectives and is not frivolous, vexatious or repetitive. An evidentiary basis will be required to be presented to the Licensing Authority.
- 1.49 Where possible and appropriate the Council, Essex Police and/or Essex Fire Service will give early warning to licence holders of any concerns about problems identified at premises and of the need for improvement.
- 1.50 Responsible authorities and/or persons who live or are involved in a business in the relevant Licensing area can trigger a review of a premises licence but an evidentiary basis would be required to be presented to the Council.

LICENSING ACT 2003
Section 52(2)

**Notice of hearing to consider an application
for review of premises licence and any
relevant representations**

To Mr Sezer Tozlukaya

of: Apera Restaurant
130 London Road
Benfleet
Essex
SS7 5SQ

~~[the holder of the Premises Licence] [the applicant] [any person who made relevant representations]
[the chief officer of police]~~

The Castle Point Borough
being the licensing authority, on the 18 December 2019
application for a review of a Premises Licence in respect of premises known as
Aspera Restaurant, 130 London Road, Benfleet, Essex, SS7 5SQ

Council,
received an

On 9th January 2020 the Council received representations from ~~[you]~~
[Essex Police Licensing Department]

The Council now GIVES YOU NOTICE that representations will be considered at a hearing to be held at
Council Chamber, Castle Point Borough Council Offices, Kiln Road, Thundersley, Benfleet, SS7 1TF

on 13th February 2020 at 11.00 am/pm, following which the Council
will issue a Notice of Determination of the Application.

~~[The documents which accompany this notice are the relevant representations which have been made,
as defined in Section 52(7) of the Act.]~~

~~[The particular points on which the Council considers that it will want clarification at the hearing from a
party are as follows:~~

}

**You should complete form LAR1 (Notice of actions following receipt of notice of hearing)
and give the notice to**

Castle Point Borough Council, Council Offices, Kiln Road, Thundersley, Benfleet, SS7 1TF

**not later than five (5) working days before the day or the first day on which the hearing is to
be held**

Delete words in square brackets which do not apply

CONTINUED

Dated 17 January 2020

Signed



Designation Head of Licensing and Safer Communities

the officer appointed for this purpose

Please address any communications to:

Castle Point Borough Council
Council Offices
Kiln Road
Thundersley
Benfleet
SS7 1TF

NOTES

Right of attendance, assistance and representation

15. Subject to regulations 14(2) and 25, a party may attend the hearing and may be assisted or represented by any person whether or not that person is legally qualified.

Representations and supporting information

16. At the hearing a party shall be entitled to —
- (a) in response to a point upon which the authority has given notice to a party that it will want clarification under regulation 7(1)(d), give further information in support of their application, representations or notice (as applicable),
 - (b) if given permission by the authority, question any other party; and
 - (c) address the authority.

Failure of parties to attend the hearing

20. — (1) If a party has informed the authority that he does not intend to attend or be represented at a hearing, the hearing may proceed in his absence.
- (2) If a party who has not so indicated fails to attend or be represented at a hearing the authority may —
- (a) where it considers it to be necessary in the public interest, adjourn the hearing to a specified date, or
 - (b) hold the hearing in the party's absence.
- (3) Where the authority holds the hearing in the absence of a party, the authority shall consider at the hearing the application, representations or notice made by that party.
- (4) Where the authority adjourns the hearing to a specified date it must forthwith notify the parties of the date, time and place to which the hearing has been adjourned.

Procedure at hearing

21. Subject to the provisions of the Regulations, the authority shall determine the procedure to be followed at the hearing.
22. At the beginning of the hearing, the authority shall explain to the parties the procedure which it proposes to follow at the hearing and shall consider any request made by a party under regulation 8(2) for permission for another person to appear at the hearing, such permission shall not be unreasonably withheld.
23. A hearing shall take the form of a discussion led by the authority and cross-examination shall not be permitted unless the authority considers that cross-examination is required for it to consider the representations, application or notice as the case may require.
24. The authority must allow the parties an equal maximum period of time in which to exercise their rights provided for in regulation 16.
25. The authority may require any person attending the hearing who in their opinion is behaving in a disruptive manner to leave the hearing and may —
- (a) refuse to permit that person to return, or
 - (b) permit him to return only on such conditions as the authority may specify,
- but such a person may, before the end of the hearing, submit to the authority in writing any information which they would have been entitled to give orally had they not been required to leave.

Notice of actions following receipt of notice of hearing

To Castle Point Borough
of Council Offices, Kiln Road, Thundersley, Benfleet, SS7 1TF

Council

I
of

hereby confirm that I have received the Notice of Hearing dated
and notify you as follows:

[I do [do not] intend to attend the hearing]

[I do [do not] intend to be represented at the hearing [by]:

]

[I consider the hearing to be unnecessary because:

]

[I request that should appear
at the hearing and set out below the point or points on which this person may be able to assist the
authority in relation to this application, representations or notice of the party making the request

Dated

Signed _____

Delete words in square brackets which do not apply

Please see Regulation 8 overleaf

Regulation 8

- 8 (1) A party shall give to the authority within the period of time provided for in the following provisions of this regulation a notice stating —
- (a) whether he intends to attend or be represented at the hearing;
 - (b) whether he considers a hearing to be unnecessary
- (2) In a case where a party wishes any other person (other than the person he intends to represent him at the hearing) to appear at the hearing, the notice referred to in paragraph (1) shall contain a request for permission for such other person to appear at the hearing accompanied by details of the name of that person and a brief description of the point or points on which that person may be able to assist the authority in relation to the application, representations or notice of the party making the request.
- (3) In the case of a hearing under —
- (a) section 48(3)(a) (cancellation of interim authority notice following police objection), or
 - (b) section 105(2)(a) (counter notice following police objection to temporary event notice),

the party shall give the notice no later than one working day before the day or the first day on which the hearing is to be held.

- (4) In the case of a hearing under —
- (a) section 167(5)(a) (review of premises licence following closure order) or section 53(C) (review of premises licence following review notice),
 - (b) paragraph 4(3)(a) of Schedule 8 (determination of application for conversion of existing licence),
 - (c) paragraph 16(3)(a) of Schedule 8 (determination of application for conversion of existing club certificate), or
 - (d) paragraph 26(3)(a) of Schedule 8 (determination of application by holder of justices' licence for grant of personal licence),

the party shall give the notice no later than two working days before the day or the first day on which the hearing is to be held.

- (5) In any other case, the party shall give the notice no later than five working days before the day of the first day on which the hearing is to be held.

Before the Castle Point Licensing Authority

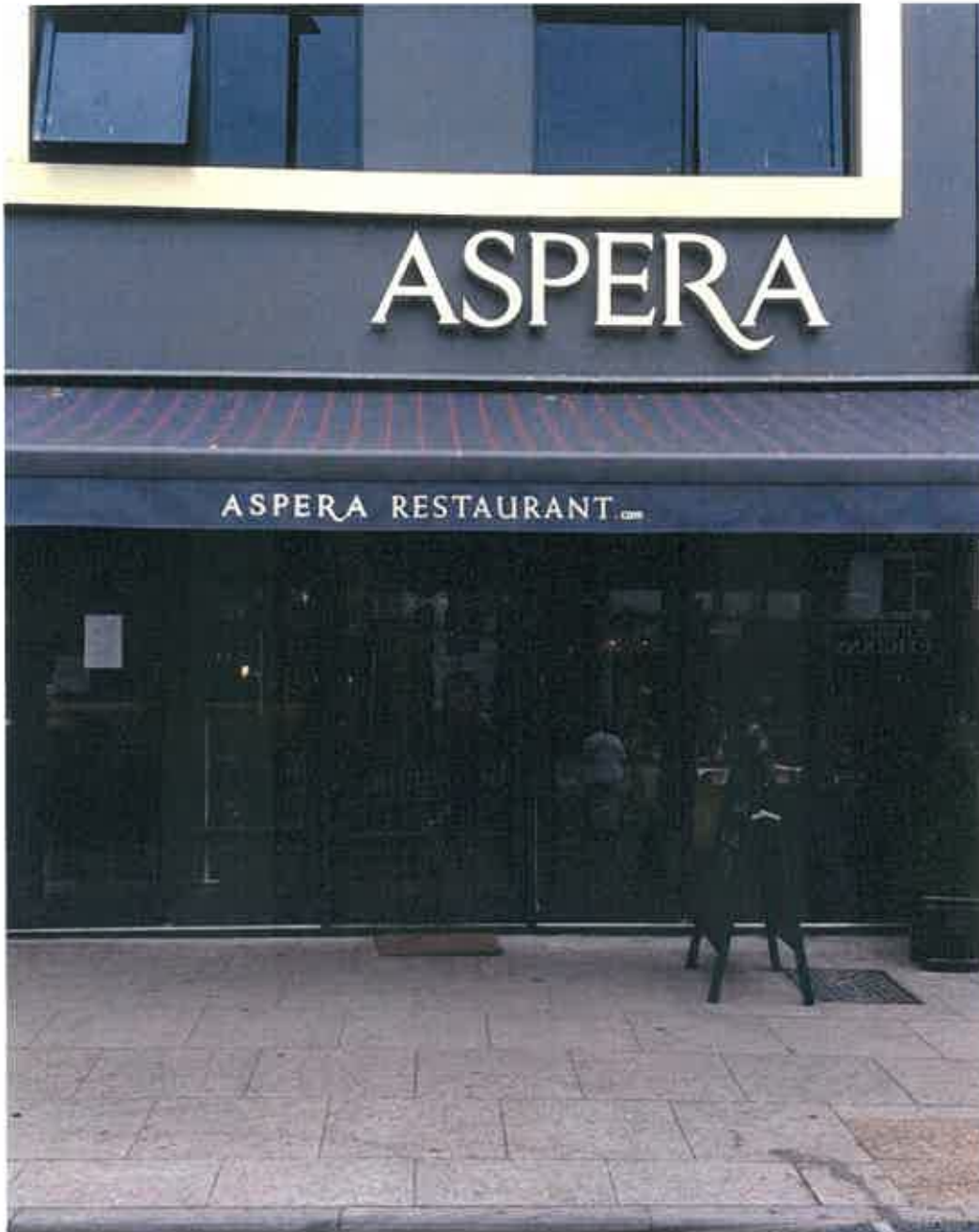
In the matter of an Application for the review of the premises licence in respect of Aspera Restaurant, 130 London Road, Benfleet, Licensing Act 2003

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ASPERA RESTAURANT, 130 LONDON ROAD, BENFLEET, SS7 5SQ

Premises Licence Review





Name of person:	C J E J B
Date of check:	02-02-2020
Type of check:	Initial check before employment <input checked="" type="checkbox"/> Follow-up check on an employee <input type="checkbox"/>

You may conduct a physical document check or perform an online check to establish a right to work

Step 1 for physical check

- You must **obtain original** documents from either **List A** or **List B** of acceptable documents for a manual right to work check

List A

- ☐ A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
- ☒ A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
- ☐ A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office, to a national of a European Economic Area country or Switzerland.
- ☐ A Permanent Residence Card issued by the Home Office, to the family member of a national of a European Economic Area country or Switzerland.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the UK, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A certificate of registration or naturalisation as a British citizen, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 1

- A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
- ☐ A **current** Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
- ☐ A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 2

- ☐ A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is **less than 6 months old together with a Positive Verification Notice** from the Home Office Employer Checking Service.
- ☐ An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, **together with a Positive Verification Notice** from the Home Office Employer Checking Service.

3. ☐ A **Positive Verification Notice** issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

Step 2 Check

- You must **check** that the documents are genuine and that the person presenting them is the prospective employee or employee, the rightful holder and allowed to do the type of work you are offering.

1. Are photographs consistent across documents and with the person's appearance?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
2. Are dates of birth consistent across documents and with the person's appearance?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
3. Are expiry dates for time-limited permission to be in the UK in the future i.e. they have not passed (if applicable)?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	N/A <input type="checkbox"/>
4. Have you checked work restrictions to determine if the person is able to work for you and do the type of work you are offering? (for students who have limited permission to work during term-times, you must also obtain, copy and retain details of their academic term and vacation times covering the duration of their period of study in the UK for which they will be employed)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
5. Are you satisfied the document is genuine, has not been tampered with and belongs to the holder?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
6. Have you checked the reasons for any different names across documents (e.g. marriage certificate, divorce decree, deed poll)? (Supporting documents should also be photocopied and a copy retained.)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>

Step 3 Copy

You must make a clear **copy** of each document in a format which cannot later be altered, and retain the copy securely: electronically or in hardcopy. You must copy and retain:

- ☐ **Passports:** any page with the document expiry date, nationality, date of birth, signature, leave expiry date, biometric details and photograph, and any page containing information indicating the holder has an entitlement to enter or remain in the UK and undertake the work in question.
- ☐ **All other documents:** the document in full, both sides of a Biometric Residence Permit.

You must also record and retain the date on which the check was made.

Know the type of excuse you have

If you have correctly carried out the above 3 steps you will have an excuse against liability for a civil penalty if the above named person is found working for you illegally. However, you need to be aware of the type of excuse you have as this determines how long it lasts for, and if, and when you are required to do a follow-up check.

The documents that you have checked and copied are from:

- List A** ☒ You have a **continuous statutory excuse** for the **full duration** of the person's employment with you. You are not required to carry out any repeat right to work checks on this person.
- List B: Group 1** ☐ You have a **time-limited statutory excuse** which expires when the person's permission to be in the UK expires. You should carry out a **follow-up check when the document evidencing their permission to work expires**.

3. List B: Group 2 ☐ You have a time-limited statutory excuse which expires 6 months from the date specified in your Positive Verification Notice. This means that you should carry out a follow-up check when this notice expires

You must obtain original documents from either List A or List B of acceptable documents for a manual right to work check

Home Office online right to work checking service

For an online right to work check (available in respect of those with a biometric residence permit, a biometric residence card or have status issued under the EU settlement scheme). There are three basic steps to conducting an online right to work check:

1. use the Home Office online right to work checking service (the 'View a job applicant's right to work details' page on gov.uk) in respect of an individual and only employ the person, or continue to employ an existing employee, if the online check confirms they are entitled to do the work in question;
2. satisfy yourself that any photograph on the online right to work check is of the individual presenting themselves for work; and
3. retain a clear copy of the response provided by the online right to work check (storing that response securely, electronically or in hardcopy) for the duration of employment and for two years afterwards.

60

554



Name of person:	T E N
Date of check:	24-01-2020
Type of check:	Initial check before employment <input checked="" type="checkbox"/> Follow-up check on an employee <input type="checkbox"/>

You may conduct a physical document check or perform an online check to establish a right to work

Step 1 for physical check

- You must **obtain original** documents from either **List A** or **List B** of acceptable documents for a manual right to work check

List A

- ☒ A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
- ☐ A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
- ☐ A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office, to a national of a European Economic Area country or Switzerland.
- ☐ A Permanent Residence Card issued by the Home Office, to the family member of a national of a European Economic Area country or Switzerland.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the UK, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A certificate of registration or naturalisation as a British citizen, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 1

- ☐ A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
- ☐ A **current** Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
- ☐ A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 2

- ☐ A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is **less than 6 months old together with a Positive Verification Notice** from the Home Office Employer Checking Service.
- ☐ An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, **together with a Positive Verification Notice** from the Home Office Employer Checking Service.

3. ☐ A **Positive Verification Notice** issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

Step 2 Check

• You must **check** that the documents are genuine and that the person presenting them is the prospective employee or employee, the rightful holder and allowed to do the type of work you are offering.

1. Are photographs consistent across documents and with the person's appearance?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
2. Are dates of birth consistent across documents and with the person's appearance?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
3. Are expiry dates for time-limited permission to be in the UK in the future i.e. they have not passed (if applicable)?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
4. Have you checked work restrictions to determine if the person is able to work for you and do the type of work you are offering? (for students who have limited permission to work during term-times, you must also obtain, copy and retain details of their academic term and vacation times covering the duration of their period of study in the UK for which they will be employed)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
5. Are you satisfied the document is genuine, has not been tampered with and belongs to the holder?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
6. Have you checked the reasons for any different names across documents (e.g. marriage certificate, divorce decree, deed poll)? (Supporting documents should also be photocopied and a copy retained.)	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>

Step 3 Copy

You must make a clear **copy** of each document in a format which cannot later be altered, and retain the copy securely: electronically or in hardcopy. You must copy and retain:

1. ☒ **Passports**: any page with the document expiry date, nationality, date of birth, signature, leave expiry date, biometric details and photograph, and any page containing information indicating the holder has an entitlement to enter or remain in the UK and undertake the work in question.

2. ☐ **All other documents**: the document in full, both sides of a Biometric Residence Permit.

You must also record and retain the date on which the check was made.

Know the type of excuse you have

If you have correctly carried out the above 3 steps you will have an excuse against liability for a civil penalty if the above named person is found working for you illegally. However, you need to be aware of the type of excuse you have as this determines how long it lasts for, and if, and when you are required to do a follow-up check.

The documents that you have checked and copied are from:

1. **List A** ☐ You have a **continuous statutory excuse** for the **full duration** of the person's employment with you. You are not required to carry out any repeat right to work checks on this person.

2. **List B: Group 1** ☐ You have a **time-limited statutory excuse** which expires when the person's permission to be in the UK expires. You should carry out a **follow-up check when the document evidencing their permission to work expires**.

3. List B: Group 2 ☐ You have a time-limited statutory excuse which expires 6 months from the date specified in your Positive Verification Notice. This means that you should carry out a follow-up check when this notice expires

You must obtain original documents from either List A or List B of acceptable documents for a manual right to work check

Home Office online right to work checking service

For an online right to work check (available in respect of those with a biometric residence permit, a biometric residence card or have status issued under the EU settlement scheme). There are three basic steps to conducting an online right to work check:

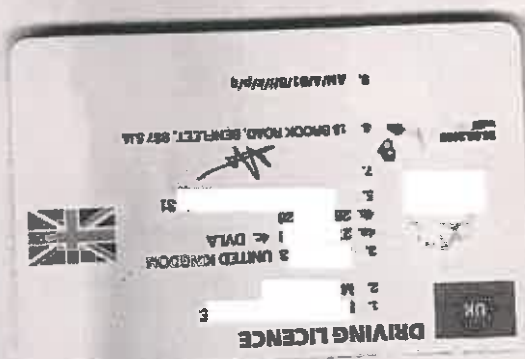
1. use the Home Office online right to work checking service (the 'View a job applicant's right to work details' page on gov.uk) in respect of an individual and only employ the person, or continue to employ an existing employee, if the online check confirms they are entitled to do the work in question;
2. satisfy yourself that any photograph on the online right to work check is of the individual presenting themselves for work; and
3. retain a clear copy of the response provided by the online right to work check (storing that response securely, electronically or in hardcopy) for the duration of employment and for two years afterwards.



National Insurance

Emergency
Contact

(Mum)





Name of person:	K	N
Date of check:	23-01-2020	
Type of check:	Initial check before employment <input checked="" type="checkbox"/> Follow-up check on an employee <input type="checkbox"/>	

You may conduct a physical document check or perform an online check to establish a right to work

Step 1 for physical check

- You must **obtain original** documents from either **List A** or **List B** of acceptable documents for a manual right to work check

List A

- ☒ A passport showing the holder, or a person named in the passport as the child of the holder, is a British citizen or a citizen of the UK and Colonies having the right of abode in the UK.
- ☐ A passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
- ☐ A Registration Certificate or Document Certifying Permanent Residence issued by the Home Office, to a national of a European Economic Area country or Switzerland.
- ☐ A Permanent Residence Card issued by the Home Office, to the family member of a national of a European Economic Area country or Switzerland.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
- ☐ A **current** Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the UK, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A birth (short or long) or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- ☐ A certificate of registration or naturalisation as a British citizen, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 1

- ☐ A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question.
- ☐ A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question.
- ☐ A **current** Residence Card (including an Accession Residence Card or a Derivative Residence Card) issued by the Home Office to a non-European Economic Area national who is a family member of a national of a European Economic Area country or Switzerland or who has a derivative right of residence.
- ☐ A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, **together with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.

List B Group 2

- ☐ A Certificate of Application issued by the Home Office under regulation 17(3) or 18A (2) of the Immigration (European Economic Area) Regulations 2006, to a family member of a national of a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is **less than 6 months old together with a Positive Verification Notice** from the Home Office Employer Checking Service.
- ☐ An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, **together with a Positive Verification Notice** from the Home Office Employer Checking Service.

3. ☐ A **Positive Verification Notice** issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question.

Step 2 Check

- You must **check** that the documents are genuine and that the person presenting them is the prospective employee or employee, the rightful holder and allowed to do the type of work you are offering.

1. Are photographs consistent across documents and with the person's appearance? Yes ☒ No ☐ N/A ☐
2. Are dates of birth consistent across documents and with the person's appearance? Yes ☒ No ☐ N/A ☐
3. Are expiry dates for time-limited permission to be in the UK in the future i.e. they have not passed (if applicable)? Yes ☐ No ☐ N/A ☒
4. Have you checked work restrictions to determine if the person is able to work for you and do the type of work you are offering? (for **students** who have limited permission to work during term-times, you **must** also obtain, copy and retain details of their academic term and vacation times covering the duration of their period of study in the UK for which they will be employed) Yes ☐ No ☐ N/A ☒
BRITISH
5. Are you satisfied the document is genuine, has not been tampered with and belongs to the holder? Yes ☒ No ☐ N/A ☐
6. Have you checked the reasons for any different names across documents (e.g. marriage certificate, divorce decree, deed poll)? (Supporting documents should also be photocopied and a copy retained.) Yes ☒ No ☐ N/A ☒
BRITISH

Step 3 Copy

You must make a clear **copy** of each document in a format which cannot later be altered, and retain the copy securely: electronically or in hardcopy. You must copy and retain:

1. ☒ **Passports**: any page with the document expiry date, nationality, date of birth, signature, leave expiry date, biometric details and photograph, and any page containing information indicating the holder has an entitlement to enter or remain in the UK and undertake the work in question.
2. ☐ **All other documents**: the document in full, both sides of a Biometric Residence Permit.

You must also record and retain the date on which the check was made.

Know the type of excuse you have

If you have correctly carried out the above 3 steps you will have an excuse against liability for a civil penalty if the above named person is found working for you illegally. However, you need to be aware of the type of excuse you have as this determines how long it lasts for, and if, and when you are required to do a follow-up check.

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3. List B: Group 2 ☐ You have a time-limited statutory excuse which expires 6 months from the date specified in your Positive Verification Notice. This means that you should carry out a follow-up check when this notice expires

You must obtain original documents from either List A or List B of acceptable documents for a manual right to work check

Home Office online right to work checking service

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1. use the Home Office online right to work checking service (the 'View a job applicant's right to work details' page on gov.uk) in respect of an individual and only employ the person, or continue to employ an existing employee, if the online check confirms they are entitled to do the work in question;
2. satisfy yourself that any photograph on the online right to work check is of the individual presenting themselves for work; and
3. retain a clear copy of the response provided by the online right to work check (storing that response securely, electronically or in hardcopy) for the duration of employment and for two years afterwards.

5- [redacted] @ AVE [redacted]
[redacted] 4. BENFLEET

Emergency - 07

(Mum)



4 **Sezer Tozlukaya**
Cheshunt, Hertfordshire
Mobile:
Email: [.com](#)

Education

1976 – 1981 Altinevler İlk Okulu

Employment

September 2017-Present Company Director, Melisa Food Centre Supermarket, Pinner

- Maintaining budget and ensuring payments employees and companies.
- Maintaining stocks and grocery.
- Maintaining healthy cash flow in and out.
- Ensuring all HMRC payments are made on time.
- Ensuring staff management and training.
- Logging payments and budget management to organise payments.
- Making sure business rates are paid.
- Associating the sales and setting targets to meet sales compared to the last year

December 2015 - Present Company Director, Aspera Restaurant, Benfleet

- Ensuring the highest standards of food and beverage service.
- Ensuring health and safety and hygiene procedures and standards are always maintained.
- Responsible of recruiting, training and developing restaurants staff.
- Listening and resolving customer's problems.
- Communicating with the kitchen staff to ensure efficient food service.
- Coordinating with the Head Chef to discuss and develop the menu.
- Administration of client bookings & reservations.
- Organising the daily and weekly rotas for the restaurant's staff.
- Purchasing stock, supplies and negotiating best prices with trade suppliers.
- Capability to create a great atmosphere & be a inspirational host.

November 2003 - Present Company Director, Firat Food Centre Supermarket, London

- Ensuring all payments is paid to employers and to companies including Payroll, banking matters.
- Maintaining healthy cash flow by using cash register Z reports.
- Maintaining stock management.
- Communicate with different cultural people and be interactive with local community.
- Ensuring all HMRC payments are paid including, business tax and self-assessment tax and sending it to my accounting.
- Ensuring business rates being paid to the council.

2001 – 2003 Company Manager, Ararat Supermarket, Romford Road

- Examination the movement of products and maintaining proper availability of all the items.

- Doing reports like weekly sales, performance notice, Duty reports, Seasonal notes, investigation reports, daily checklist.
- Organising bills, payments, VAT papers and cash book for accounting.
- Using EPOS system cash register to make sure cash going in and out.

1998 – 2000 Manager, Totsi Dry Cleaners, Stamford Hill

- Performing various cleaning and spotting duties.
- Checked and sorted clothes out by making sure they were clean and right.
- Operated cash register, answered customer questions and via phone.
- Made sure cashbooks were correct.

1990 – 1998 Ironer, Sun Dry Cleaners, Crouch End

- Learnt how to clean clothes and iron them.
- Made sure all clothes were washed and ironed correctly.
- Made sure all clothes were cleaned on the right days.
- Made sure everything was shut and cleaned at the end of the day.

Achievements

- Intermediate Food Hygiene Certificate
- Personal Licence
- Alcohol Licence

Skills

- Good communication skills
- Good listening and speaking skills
- Organisational skills
- Customer services
- Store manager
- Performance management
- Budget management
- Stock control and management
- Team leadership
- Strategic planning
- Staff Development and Training
- Able to work with multi-agency teams
- **IT Skills:** Intermediate level Word, Excel, Access and PowerPoint.
- **Language:** English, Turkish, Kurdish

2 Course Lunch £11.95

MONDAY to FRIDAY Served 12 noon till 4pm
Except Saturday, Sunday and bank holidays

Please choose one starter and one main course

STARTERS

HUMUS V

A seasonal blend of pureed chick peas with tahini, lemon juice, garlic and olive oil

TARAMA

Marinated cod roe with onion, garlic, lemon and olive oil

CACIK V

Strained yogurt, cucumber, fresh mint, dill, garlic and olive oil

PATLICAN SOSLU V

Aubergine, green and red peppers, onion, garlic and cooked in a special tomato sauce

SPINACH TARATOR V

Fresh spinach with strained yogurt, a hint of garlic and olive oil

KISIR V

Bulgur wheat mixed with spring onion, celery, red and green peppers, parsley and tomato sauce, seasoned with fresh mint, lemon juice and herbs

MUSKA BOREGI V

Filo pastry filled with feta cheese, spinach, dill and served with a sweet chilli sauce

GRILLED HALLOUMI CHEESE V

Grilled Turkish cheese.

Served with garnish

CHICKEN LIVER (Spicy Option Available)

Sautéed diced chicken liver, with red onion, herbs and served with garnish

FALAFEL V N

Crushed chick peas, broad beans, mixed vegetables and herbs shaped into small balls and lightly fried, served with humus

WHITEBAIT

Deep fried whitebait coated in flour, served with home made tartar sauce

SUCUK Turkey's famous garlic sausage grilled on charcoal, served with garnish

MAINS

IZGARA KOFTE

Minced lamb meatballs, cooked over charcoal. Served with rice and salad

ADANA KEBAB

Slightly spicy marinated lamb mince, with herbs char-grilled on a skewer. Served with rice and salad

CHICKEN SHISH

Marinated cubes of chicken breast char-grilled on a skewer. Served with rice and salad

CHICKEN BEYTI

Slightly spicy minced chicken breast with garlic and herbs, char-grilled and served with rice and salad

LAMB BEYTI

Slightly spicy minced lamb breast with garlic and herbs, char-grilled and served with rice and salad

CHICKEN WINGS

Marinated chicken wings, char-grilled. Served with rice and salad

CHICKEN LEG FILLET

Marinated chicken leg fillet, char-grilled and served with salad and home made chips

CHICKEN LEG WITH MUSHROOM

Chicken leg cooked with mushrooms, spinach and garlic in cream and parmesan cheese. Served with home made chips

MEAT MOUSAKKA

Layer of minced lamb, aubergine, carrots, potato and courgette, topped with bechamel sauce and melted cheese. Served with salad

VEGETARIAN MOUSAKKA V

Layers of aubergine, potatoes, chick peas, carrots, courgette, peas, mixed peppers and garlic topped with a béchamel sauce and melted cheese. Served with rice

SPAGHIETTI BOLOGNESE

With fresh made traditional Italian meat sauce

SPAGHIETTI CARBONARA

With egg, bacon and a creamy parmesan sauce

PENNE VEGETARIANI

With mix peppers, shallots, mushrooms, in tomato sauce

PENNE MIX SEA FOOD AU GRATINE

With squid, mussels, baby prawn, halibut, monkfish, salmon in creamy, white wine sauce, topped with melted cheddar cheese

PENNE CON POLLO

Chicken breast, mushrooms, garlic, basil pesto with cream and parmesan cheese

RISOTTO DI MARE

With squid, mussels, baby prawn, halibut, monkfish, salmon in tomato sauce and parmesan cheese

RISOTTO DI POLLO

With chicken breast, mushrooms, garlic, white wine, basil pesto, tomato sauce and parmesan cheese

SPINACH RICOTTA TORTELLINI

Fresh baby spinach, garlic, basil pesto with a creamy parmesan sauce

V Vegetarian N Contains Nuts

If you have any allergies or any specific dietary needs then please inform your server

Steak & House Specials

OUR STEAK

*USDA prime is a superior grade with amazing tenderness, juiciness, flavour and fine texture.
It has the highest degree of fat marbling and is derived from younger beef.
That's why prime is generally featured at the most exclusive upscale steakhouse restaurants.*

FILLET STEAK (250gr) £31.95

RIB EYE STEAK (300gr) £27.95

All our steaks are served with home made
chips and asparagus

CHOICE OF SAUCES

MARIANA SAUCE £3.65

Mushroom and shallots in a creamy white wine sauce

PEPPERCORN SAUCE £3.65

Black pepper, shallots, brandy, mustard in a creamy sauce

KLEFTIKO £17.90

Slowly cooked lamb shank with carrots and celery in a special tomato sauce.

Served with cheesy mashed potato

CHICKEN A LA CREAM £17.40

Chicken breast mushrooms and mixed peppers cooked in a white wine

and cream sauce. Served with rice

CHICKEN ASPARAGUS £16.95

Chicken breast, shallots, peppers and fresh asparagus cooked in a white wine,

garlic and a cream sauce. Served with rice

MEAT MOUSAKKA £15.95

Layers of minced lamb, aubergine, carrots, potatoes and courgette,

topped with a bechamel sauce and melted cheese. Served with salad

CHICKEN LEG WITH MUSHROOM £16.50

Chicken leg cooked with mushrooms, spinach and garlic in cream

and parmesan cheese. Served with home made chips

Hot Starters

IZGARA KOFTE	£7.25
Minced lamb meatballs, cooked over charcoal. Served with garnish	
SUCUK	£6.50
Turkey's famous garlic sausage grilled on charcoal, served with garnish	
GRILLED HALLOUMI CHEESE V	£6.95
Grilled Turkish cheese. Served with garnish	
CALAMARI	£8.60
Marinated fresh squid. Served with home made tartare sauce	
CHICKEN LIVER (spicy option available)	£6.95
Sauteed diced chicken liver, with red onion, herbs and served with garnish	
CALAMARI TAVA (spicy option available)	£8.20
Pan fried fresh squid, cooked with garlic, spinach, white wine and tomato sauce	
SHRIMP	£9.60
Lightly pan fried prawns, tossed in a garlic butter and tomato sauce topped with cheddar cheese	
GARLIC MUSHROOMS V	£7.20
Freshly cooked button mushrooms, in garlic cream and topped with cheddar cheese	
SARDINES	£6.80
Fresh sardines, grilled and drizzled with lemon juice, olive oil and served with garnish	
MUSKA BOREGI V	£6.50
Filo pastry filled with feta cheese, spinach, dill, served with a sweet chilli sauce and garnish	
FALAFEL V N	£6.50
Crushed chick peas, broad beans, mixed vegetables and herbs shaped into small balls and lightly fried, served with humus and garnish	
HUMUS AND LAMB N	£7.20
Small lamb pieces, pine kernels pan fried and served on a bed of humus	
WHITEBAIT	£6.95
Deep fried whitebait coated in flour, served with home made tartar sauce	
STUFFED MUSHROOMS V	£6.95
Stuffed Porabellio mushrooms, filled with finely chopped carrots, peas, potato and onion. Topped with cheddar cheese	

Sea Food

LOBSTER THERMIDOR WHOLE

Freshly caught lobster prepared and flamed in brandy, with shallots, mushrooms, tarragon, creamy white wine sauce, topped with parmesan & cheddar cheese. Served with salad and sauteed baby potato

£43.95

DOVER SOLE MEUNIERE

Fresh whole dover sole, cooked with butter, fresh lemon juice and parsley. Served with salad and sauteed baby potato

£28.95

MONKFISH

Marinated cubes of monkfish char-grilled. Served with cheesy mashed potato and mixed leaves salad topped with wine, garlic, butter and parsley sauce

£21.95

WHOLE SEA BASS

Wild sea bass char-grilled. Served with salad Topped with white wine, garlic, butter & parsley sauce

£18.95

HALIBUT

Fillet of halibut char-grilled. Served with cheesy mashed potato and asparagus Topped with white wine, garlic, butter & parsley sauce

£22.95

SALMON FILLET

Fillet of salmon char-grilled. Served with cheesy mashed potato and asparagus Topped with white wine, garlic, butter & parsley sauce

£18.95

KING PRAWNS

Fresh king prawns, cooked with garlic butter, white wine, fresh lemon juice and tomato sauce. Served with mixed leaves salad and sauteed baby potatoes

£21.95

Vegetarian Dishes

VEGETARIAN MOUSAKKA V

Layers of aubergine, potatoes, carrots, courgette, peas, chick peas, mixed peppers and garlic topped with a bechamel sauce and melted cheese. Served with rice

£15.95

FALAFEL V

Crushed chick peas, broad beans, mixed vegetables and herbs shaped into small balls and lightly fried, served with salad and humus

£13.95

IMAM BAYILDI V

Baby aubergine filled with fried onion, mixed peppers and tomato baked in a special tomato sauce. Served with rice

£15.95

STUFFED MUSHROOM V

Portabello mushrooms filled with finely chopped carrots, peas, potato, onions, topped with cheddar cheese and served with rice and yoghurt

£15.95

Pasta & Risotto

PENNE VEGETARIANI **£13.90**

With mix peppers, shallots, mushrooms, in tomato sauce

PENNE MIX SEA FOOD AU GRATINE **£15.95**

With squid, mussels, baby prawn, halibut, monkfish, salmon in creamy, white wine sauce, topped with melted cheddar cheese

PENNE CON POLLO **£14.90**

Chicken breast, mushrooms, garlic, basil pesto with cream and parmasan cheese

RISOTTO DI MARE **£15.95**

With squid, mussels, baby prawn, halibut, monkfish, salmon in tomato sauce and parmesan cheese

RISOTTO DI POLLO **£16.80**

With chicken breast, mushrooms, garlic, white wine, basil pesto, tomato sauce and parmesan cheese

SPINACH RICOTTA TORTELLINI **£14.40**

Fresh baby spinach, garlic, basil pesto with a creamy parmesan sauce

Side Salad

EZME SALAD V **£6.40**

Freshly chopped cherry tomato, onion, pepper, parsley mixed with herbs, olive oil, fresh lemon juice and pomegranate dressing

FETA CHEESE SALAD V **£6.40**

Diced cherry tomato, baby cucumber, feta cheese, mixed olives, parsley olive oil and pomegranate dressing

GREEN SALAD V **£5.90**

Lettuce, rocket, cucumber, green peppers, with olive oil and a pomegranate dressing

ASPERA SALAD V **£6.90**

Cherry tomatoes, baby cucumber, red and green peppers, parsley, grilled goats cheese and dressed in olive oil and pomegranate dressing

Side Dishes

SPINACH V Sauteed fresh spinach with onion and cherry tomatoes	£5.50
SAUTEED BABY POTATO V Baby potatoes in a butter, garlic and herbs	£4.40
ASPARAGUS V Grilled asparagus with butter and herbs	£6.20
HOME MADE CHIPS V Home made chunky chips	£4.80
MASHED POTATO V Cheesy mashed potato	£4.50
RICE V Plain rice with noodles	£3.50
BULGUR V Slightly spicy cracked wheat cooked with finely chopped vegetables	£3.50
BULLET CHILLIES V Grilled bullet chillies	£3.20

V Vegetarian **N** Contains Nuts

If you have any allergies or any specific dietary needs then please inform your server

ASPERA Grill

CHICKEN SHISH Marinated cubes of chicken breast char-grilled on a skewer. Served with salad	£15.50
LAMB SHISH Marinated cubes of tender lamb char-grilled on a skewer. Served with salad	£16.45
ADANA KEBAB Slightly spicy marinated lamb mince, with herbs char-grilled on a skewer. Served with salad	£15.50
CHICKEN WINGS Marinated chicken wings, char-grilled. Served with salad	£13.95
LAMB CHOPS Char-grilled tender lamb chops seasoned and served with salad	£17.40
MIXED SHISH A combination of lamb and chicken shish. Served with salad	£16.95
MIXED GRILL A selection of chicken shish, lamb shish, lamb chop, chicken wing and adana kebab. Served with salad	£18.95
CHICKEN BEYTI Slightly spicy minced chicken breast with garlic and herbs, char-grilled and served with salad	£14.50
LAMB BEYTI Slightly spicy minced lamb breast with garlic and herbs, char-grilled and served with salad	£15.50
ISKENDER KEBAB Char-grilled lamb or chicken topped with a yogurt, tomato sauce and melted butter served on a bed of crispy home made diced bread	£17.80
WRAPPED LAMB BEYTI Marinated minced lamb with garlic and herbs, char-grilled and wrapped in a Lavash bread and a tomato sauce, then drizzled with melted butter and served with yogurt	£17.40
WRAPPED CHICKEN BEYTI Marinated minced chicken breast with garlic and herbs, char-grilled and wrapped in a Lavash bread and a tomato sauce, then drizzled with melted butter and served with yogurt	£17.40
CHICKEN LEG FILLET Marinated chicken leg fillet, char-grilled and served with salad and home made chips	£15.40

Cold Starters

MIXED OLIVES V	£4.20
A bowl of marinated mixed jumbo olives	
HUMUS V	£5.60
A seasonal blend of pureed chick peas with tahini, lemon juice, garlic and olive oil	
TARAMA	£5.60
Marinated cod roe with onion, garlic, lemon and olive oil	
CACIK V	£5.60
Strained yogurt, cucumber, fresh mint, dill, garlic and olive oil	
PATLICAN SOSLU V	£5.60
Aubergine, green and red peppers, onion, garlic and cooked in a special tomato sauce	
SPINACH TARATOR V	£5.60
Fresh spinach with strained yogurt, a hint of garlic and olive oil	
VEG STICKS V	£4.50
Carrot, cucumber, celery	
KISIR V	£5.60
Bulgur wheat mixed with spring onion, celery, red and green peppers, parsley and tomato sauce seasoned with fresh mint, lemon juice and herbs	
AVOCADO AND PRAWN COCKTAIL	£7.20
Avocado, prawn, lettuce and our classic marie rose sauce	
AVOCADO & MOZZARELLA SALAD V	£7.40
A salad of buffalo mozzarella, avocado, tomato, drizzled with olive oil	
MIXED COLD MEZE SMALL	£13.95
Selection of humus, tarama, cacik, patlican soslu, kisir and spinach tarator	
MIXED COLD MEZES LARGE	£18.95
Selection of humus, tarama, cacik, patlican soslu, kisir and spinach tarator	

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WHITE WINES

		
1. Borsao Blanco <i>Macabeo, Spain 12.5% Alc Vol.</i> A fruit driven wine with crunchy apple notes and a fresh, crisp finish	£4.95	£17.95
2. Pinot Grigio <i>La Faralla, Italy 12% Alc Vol.</i> Exceptional Pinot Grigio. Rounded with distinctive floral notes. 'The beautiful butterfly'	£5.25	£19.95
3. Cankaya <i>Emir/Narince, Kavaklidere Turkey 12.5% Alc Vol.</i> A bright fresh dry fruity Turkish wine made from the Narince and Emir grape variety	£5.25	£19.95
4. Sauvignon <i>Le Charme, Pays D'Oc, France 11.5 % Alc Vol.</i> A fresh, crisp fruity wine with a dry medium finish which has a pungent bouquet and everlasting lingering green fruit flavours.	£5.75	£20.95
5. Chardonnay <i>Los Boldos Reserva, Chile 13% Alc Vol.</i> Medium bodied, rounded showing aromas of peach and wild flowers on the nose		£21.95
6. Reisling <i>Bischoffliche Dom, Germany 11% Alc Vol.</i> Superb Reisling. Fresh clean cut fruit with a hint of sweetness on the palette		£24.95
7. New Zealand Sauvignon <i>Ribbonwood 13% Alc Vol.</i> Herbaceous nose with bags of upfront, yet well balanced tropical fruit. From a top estate		£25.95
8. Gavi di Gavi, Alasi <i>Italy 12% Alc Vol.</i> Fresh and zesty citrus notes are balanced by rounded fruit flavours, hints of almond and a delicately balanced finish		£26.95
9. Chablis <i>Chablisienne, France 13% Alc Vol.</i> The cornerstone of every white wine list. Steely with depth of flavour and a full stone fruit creamy richness. Superb		£34.95
10. Sancerre <i>Domaine Pre Semele, France 12.5% Alc Vol.</i> Beautiful Sauvignon superbly balanced by soft mineral notes that come from the chalky limestone vineyards of this top appellation in the Loire Valley		£31.95
11. Chassagne Montrachet <i>France 13% Alc Vol.</i> Classic Burgundian white wine. Savoury, salty, biscuit nose. Restrained mineral palette. Excellent ripe fruit		£79.95

Wine by the glass is sold in measures of 175ml. 125ml is available. Should you wish for the glass measure to be 125ml please ask

ROSE WINES



1. Pinot Grigio Blush

Sanvigilio, Italy 12% Alc Vol.

A delightful easy drinking rose with strawberry aromas and further red berries on the palette

£5.25

£19.95

2. White Zinfandel

Big Top, California 12% Alc Vol.

A slightly pink hue, a pallet of strawberries and light red fruit flavours and a beautiful semi sweet finish

£5.75

£20.95

3. Whispering Angel

Provence Rose, France 13% Alc Vol.

Suberbly balanced rose from Provence in the South of France. Pale salmon in colour, refreshing with light berry fruit and complex mineral notes

£39.90

DESSERT WINES



1. Monbazillac

Neuve Grange 50cl, France 13% Alc Vol.

Beautiful notes of lemon peel, fresh oranges and honey

£6.25

£20.95

2. Sauternes

Ginestet, France 13 % Alc Vol.

Classic sweet wine from Bordeaux. The wine is opulent and very aromatic with intense floral and grapey notes

£7.25

£25.95

PORT / SHERRY



1. Sandemanns

Unfiltered Port, Port LBV

£5.95

2. Tio Pepe Fino Sherry

£5.95

Wine by the glass is sold in measures of 175ml. 125ml is available. Should you wish for the glass measure to be 125ml please ask

RED WINES



- | | | |
|---|--------------|---------------|
| 1. Borsao Tinto | £4.95 | £17.95 |
| <i>Garnacha, Spain 13.5% Alc Vol.</i> | | |
| Open soft, this elegant fruit focused wine has a rich supple juicy finish | | |
| 2. Yakut | £5.25 | £19.95 |
| <i>Kavaklidere, Turkey 13.5% Alc Vol.</i> | | |
| Deep, ripe, mellow soft red fruits backed with great depth and structure plus a hint of spice | | |
| 3. Merlot | £5.75 | £20.95 |
| <i>Terres Cortal, France 12.5% Alc Vol.</i> | | |
| A soft, light yet full flavoured Merlot from the Southern slopes of France | | |
| 4. Cabernet Sauvignon | | £22.95 |
| <i>Monastier Gold, France 13% Alc Vol.</i> | | |
| Classy Cab/Sauvignon showing wild berry fruit on the palette. This wine delivers on all fronts | | |
| 5. Pinot Noir | | £23.95 |
| <i>Ste Croix, France 12.5% Alc Vol.</i> | | |
| Crimson purple in colour showing soft rounded velvety tannins and a long lingering finish | | |
| 6. Malbec Cabellero | | £25.95 |
| <i>Finca de Cepa, Argentina 12.5% Alc Vol.</i> | | |
| A full bodied wine with a voluptuous mid-palette and a long deep finish. Complex with silky undertones | | |
| 7. Shiraz | | £25.95 |
| <i>Excelsior, Roberson Breede River Valley, South Africa 13.5 % Alc Vol.</i> | | |
| Intense black and white pepper aromas with spicy oak notes and full on blackberry fruit | | |
| 8. Rioja Reserva | | £28.95 |
| <i>Monte Real, Bodegas, Spain 14% Alc Vol.</i> | | |
| Dark red berries and toasty oak fill the palette with this outstanding Rioja which has had a minimum of 18 months in vanilla oak barrels. Great Reserva | | |
| 9. Amarone | | £39.95 |
| <i>Cent Anni, Veneto, Italy 15% Alc Vol.</i> | | |
| Stunning Corvina grape, big, full of luscious dark red berry fruit yet subtle in its appeal and memorable with its length and structure. | | |
| 10. Barolo | | £49.95 |
| <i>Dardi La Rose, Italy 14% Alc Vol.</i> | | |
| A big wine. Medium in colour, classic aromas of red fruit tobacco and licorice. A serious wine | | |
| 11. Brunello | | £59.95 |
| <i>Talenti, Italy 15% Alc Vol.</i> | | |
| Dark in colour, deep in structure with hints of sweet fruit on the palette. One of the great wines of the world | | |

Wine by the glass is sold in measures of 175ml. 125ml is available. Should you wish for the glass measure to be 125ml please ask

CHAMPAGNE & PROSECCO



- | | | |
|---|--------------|----------------|
| 1. Prosecco Passaparola | £6.95 | £25.95 |
| <i>Italy 11% Alc Vol.</i> | | |
| Lots of fun fizz, creamy with white stone fruit flavours | | |
| 2. Lunetta Brut Rose | £7.25 | £26.95 |
| <i>Italy 11.5% Alc Vol.</i> | | |
| Great fizz. Prosecco in style. A gentle pink in colour with a refreshing soft fruity finish | | |
| 3. Pierre Mignon Grande Reserve Brut NV | £9.90 | £37.95 |
| <i>12% Alc Vol.</i> | | |
| A 'typical' house Champagne of excellent quality and style | | |
| 4. Pierre Mignon Brut Rose NV | | £42.95 |
| <i>12% Alc Vol.</i> | | |
| An elegant rose champagne with a steady stream of bubbles flowing in the glass. Superb | | |
| 5. Veuve Clicot NV | | £65.90 |
| <i>12% Alc Vol.</i> | | |
| Londons No 1 Champagne. The 'peoples' favourite | | |
| 6. Bollinger NV | | £65.90 |
| <i>12% Alc Vol.</i> | | |
| Good complexity and mineral overtones giving real depth and firm structure | | |
| 7. Laurent Perrier Rose NV | | £85.00 |
| <i>12% Alc Vol.</i> | | |
| Popular, fresh salmon tinted Pink Champagne with an elegant refreshing finish | | |
| 8. Dom Perignon Vintage | | £190.00 |
| <i>12.5% Alc Vol.</i> | | |
| Needs no introduction. Beautiful balance between richness and freshness | | |
| 9. Louis Roederer Cristal, Vintage | | £280.00 |
| <i>12% Alc Vol.</i> | | |
| Rounded with elegant freshness that compliments the palette. | | |
| Notes of butter and toasted bread | | |

Sparkling Cocktails

KIR ROYALE	£9.90
The classic pre-dinner cocktail, made with Crème de Cassis and topped with sparkling wine	
BELLINI	£9.90
Consists of white peach purée & liqueur, topped with sparkling wine	
ROSSINI	£9.90
A deep mixture of strawberry purée & liqueur, topped with sparkling wine	
STRAWBERRY FIZZ	£9.90
Lady's brunch! Fresh muddled strawberries & syrup, vodka and topped with sparkling wine	
FRENCH 75	£9.90
A refreshing, and citrusy cocktail made with gin, lemon juice, sugar syrup and topped with sparkling wine	
POMEGRANATE GIN FIZZ	£10.90
This sweet delight made with gin, pomegranate liqueur, syrup and topped with sparkling wine	
RIVINGTON PUNCH	£10.90
This aromatic wonder made with elderflower liqueur, Aperol, raspberry liqueur, topped with rose sparkling wine	

Dessert Cocktails

ESPRESSO MARTINI	£9.90
1980's British "Vodka Espresso" made with vodka, coffee liqueur, shot of espresso and sugar syrup	
CHOCOLATE ESPRESSO MARTINI	£10.90
After dinner drinks and dessert come together delightfully in this coffee flavoured cocktail. Irish cream, Butterscotch, coffee liqueur, shot of espresso	
AFTER EIGHT MARTINI	£10.90
This classic drink gets a sweet and minty twist. Made with Irish cream, white chocolate liqueur, vodka and mint liqueur	
CHOCOLATE RASPBERRY MARTINI	£10.90
Perfect before and after dinner. Raspberry flavoured vodka, white & dark chocolate liqueur, coffee liqueur, raspberry syrup and cream	
SNICKERTINI	£10.90
It's as close as you might be able to get to a Snickers bar. Chocolate & caramel sauce, caramel flavoured vodka, Irish cream, chocolate liqueur and cream	
DARK 'N FLUFFY	£11.90
Truly indulgent, Dark 'n Fluffy is a chocolate lover's dream. Marshmallow flavoured vodka, dark chocolate liqueur and cream	

Classic Cocktails

PORNSTAR MARTINI

£10.90

Bloomed in England 15 years ago. Made with vanilla flavoured vodka, passion fruit liqueur, purée, syrup and served with a shot of prosecco

MOJITO

£9.90

(Raspberry, blackberry, blueberry, passionfruit, strawberry, coconut, pomegranate)
Havana 3yr Rum, muddled with fresh limes, mint and topped up with club soda

COSMOPOLITAN

£9.90

Cosmo is a fun, fruity cocktail. Citron flavoured vodka, orange liqueur, lime and cranberry juice. Smoked with a singed orange peel

PIÑA COLADA

£9.90

This cocktail has travelled the world to become a classic.
White rum, coconut rum & syrup, pineapple juice and cream

SOURS

£9.90

(Amaretto, vodka, gin, whisky, midori, lychee)
Your choice of spirit, lemon juice and sugar syrup (egg white optional)

GODFATHER

£9.90

1970's-era drink, straight from the movie itself! Whisky,
Amaretto and dash of fresh orange. Cheers Marlon Brando!

MARGARITA

£9.90

It's more than a girl's name! Tequila, orange liqueur and lime in a salt-rimmed glass

TOM COLLINS

£9.90

This is the master of the all-time gin cocktails. Made with gin, lemon juice,
simple syrup and topped up with club soda (egg white optional)

COCO LOCO

£9.90

Crazy coconut which is more of a tropical vacation in a glass.
White rum, coconut rum, crème of coconut, syrup and milk

CLOVER CLUB

£9.90

It's a drink that pre-dates the Prohibition era!
Gin, fresh raspberries & syrup and egg white

FROZEN STRAWBERRY DAIQUIRI

£9.90

A classic and fruity cocktail that is made with white rum,
orange liqueur, fresh strawberries and syrup

LONG ISLAND ICED TEA

£10.90

The only thing Tea-ish about this cocktail is the colour! Made with vodka,
gin, rum, tequila, orange liqueur and topped with Coca-Cola

OLD FASHIONED

£10.90

For as long as there have been cocktails, the Old Fashioned
has been around. Made with muddled brown sugar, drop of water,
orange bitters and Bourbon, served on the rocks

FRENCH MARTINI

£10.90

Raspberry liqueur, berry-acai flavoured vodka and pineapple juice
made this 80's cocktail a cheeky treat for anyone who likes a sweet drink

LYCHEE MARTINI

£10.90

The exotic sweetness of the fruit brightens the citrus flavours in this truly
refreshing drink. Vodka, orange liqueur, lychee liqueur and puree

Pre-Dinner & Aperitif Cocktails

APEROL SPRITZ £9.90

Bright-orange liqueur Aperol, topped with sparkling wine and a touch of soda water

NEGRONI £9.90

When it comes to a classic drink to enjoy before a meal, few will satisfy your palette like Negroni, made with Campari, gin and sweet vermouth

LAST WORLD £10.90

Gin, Chartreuse, maraschino liqueur and lime juice, this is an old-fashioned cocktail that feels awfully modern

STRAWBERRY GIN & TONIC £10.90

Smooth and sweet, fresh strawberries and syrup, gin and topped with tonic water

Signature Cocktails

ASPERA BLISS £10.90

Aspera's exclusive cocktail. Cherry sourz, black raspberry liqueur, homemade secret syrup and topped with sparkling wine

CARAMEL APPLETONI £10.90

This cocktail is perfect for anyone with a sweet tooth. Made with caramel flavoured vodka, butterscotch, apple juice and syrup

CHERRY BUBBLE £11.90

Cherries & bubblegum, what's not to like! This deliciously light cocktail is made with cherry vodka, cherry sourz, peach liqueur, bubblegum & raspberry syrup, lemon juice topped with lemonade

SMOKED - JAPANESE FATHER £15.90

Japanese Hibiki Whisky, Amaretto and a few drops of our homemade special syrup. Smoked under a glass dome and presented with the beautiful aroma of applewood

BLAZING BLUE BRANDY £35.90

Would you like a glass of flaming brandy served with an awesome waterfall technique? Hennessy X.O honey and fresh lemon juice, set on fire, poured back and forth in gravy cups and finished with a cascading stream of electric blue liquid landing in a warm glass

Mocktails

KISS OF BERRIES £4.90

Muddled berries, orange & cranberry juices and syrup

VIRGIN ROSSINI £4.90

Strawberry purée & syrup topped with soda water

VIRGIN FROZEN STRAWBERRY DAIQUIRI £4.90

Fresh strawberries, purée & syrup

VIRGIN PORNSTAR £5.90

Passion fruit purée & syrup, pineapple juice and served with shot of lemonade

VIRGIN PIÑA COLADA £5.90

Pineapple juice, coconut syrup & crème of coconut

VIRGIN MOJITO £5.90

Muddled fresh limes, mint and topped with club soda



1.



2.



3.



4.

ASPERA RESTAURANT

130A London Rd, South Benfleet, Benfleet SS7 5SQ

Licensing and Age Verification Policy Training

Ruhsat ve Yaş Sınırı Olan Ürünlerin Satış Eğitimi

AGE RESTRICTED PRODUCTS - YAŞ SINIRI OLAN ÜRÜNLER

Introduction – Giriş

Legislation prohibits the sale, supply, offer to supply, or hire of specified products to persons under the minimum legal age. There are age restrictions (under the age of 18) applicable to tobacco products, offensive weapons (knives and similar), lighter refills containing butane, and alcohol. There are age restrictions (under the age of 16) applicable to lottery tickets, aerosol paint, and liqueur confectionery. The age restriction for Christmas crackers is 12. There are different age restrictions on videos, DVDs, and Blu-Ray discs (collectively referred to here as 'video recordings' - 12 and over, 15 and over, and 18 and over) and video games (12 and over, 16 and over, and 18 and over).

Kanunlar yasal yaş sınırının altındaki kişilere belli ürünlerin satışını, dağıtımını ve kiralanmasını yasaklamaktadır. 18 yaşından küçükler için tütün ürünleri, bıçak ve benzeri ürünler, alkol ve buton içeren çakmak gazları gibi ürünlerin satışında sınırlamalar getirilmiştir. 16 yaşından küçükler için loto biletleri, aerosol sprey boyalar ve alkol içeren likör, çikolata ve şekerlemelerin satışında sınırlamalar vardır. Noel zamanlarında satılan çatapat veya fişeklerin satışı ise en az 12 yaşıyla sınırlanmıştır. DVD ve Blue Ray disk ürünlerinde video oyunlarında 12 ve üstü, 15 ve üstü, 18 ve üstü gibi yaş sınırlaması bulunmaktadır.

Legislation also provides requirements for certain warnings and notices to be displayed when selling particular products.

Yasalar ayrıca belli ürünlerin satışını yapan işletmelerin belirli uyarı ve bildirimleri müşterilerin dikkatine sunmasını gerektirmektedir.

Traders should always ask young people to produce proof of their age, such as the national Proof of Age Standards Scheme (PASS) card, a photocard driving licence or a passport. Any refusals of restricted products to underage children must be logged in the refusal book.

İşletmeler daima çocuk ve genç müşterilerine yaşlarını ispat edebilecekleri bir pasaport, ehliyet ve üzerinde resim olan resmi makamlar tarafından verilmiş (PASS) amblemi olan kimlikler sormak zorundadırlar. Küçük yaştakilere satış yasak olan ürünlerin satışının reddedilmesi durumunda, gerekli bilgilerin yukarıda belirtildiği gibi satış reddi kayıt defterine işlenmek zorundadır.

What is the premises licence?

Dükkan ruhsatı nedir?

The premises licence authorises the sale of alcohol at this restaurant. The licence holder and the Designated Premises Supervisor (DPS) is Mr Sezer Tozlukaya.

Dükkan ruhsatı bir dükkanda alkol satışına izin verir. Ruhsat sahibi ve Tayin Edilmiş İstetme Denetimcisi (DPS) sayın Sezer Tozlukaya'dır.

Licensing objectives and aims / Ruhsatlananın amaçları ve hedefleri

The legislation provides a clear focus on the promotion of four statutory objectives which must be addressed when licensing functions are undertaken. The licensing objectives are:

1. The prevention of crime and disorder;
2. Public safety;
3. The prevention of public nuisance; and
4. The protection of children from harm.

Ruhsat yasası, dört yasal kurala uyulması konusunda net bir şekilde odaklanmaktadır. Ruhsat hedefleri aşağıda sıralanmıştır:

1. Suç ve düzensizliğin/ karışıklığın önlenmesi;
2. Toplumun güvenliğini sağlamak;
3. Toplumsal sıkıntıların ve toplumun huzurunun bozulmasının önlenmesi; ve
4. Çocukların zarardan korunması.

Each objective is of equal importance. There are no other statutory licensing objectives, so that the promotion of the four objectives is a paramount consideration at all times. However, the legislation also supports a number of other key aims and purposes. These are vitally important and should be principal aims for everyone involved in licensing work.

Yukarıdaki her bir kural eşit derecede önemlidir. Başka bir yasal ruhsatlama hedefi yoktur, bu yüzden dört hedefin tanıtımının her zaman çok önemli bir husustur.

Bununla birlikte, mevzuat aynı zamanda bir dizi başka önemli amaç ve amacı da desteklemektedir. Bunlar hayati öneme sahiptir ve ruhsat ve lisanslama işine dahil olan herkes için temel hedefler olmalıdır.

Key aims: (Ana kurallar)

- protecting the public and local residents from crime, anti-social behaviour and noise nuisance caused by irresponsible licensed premises;

Halkı ve yerel halkı suçsuz, sosyal olmayan davranışlardan ve sorumsuz lisanslı tesislerin neden olduğu gürültü sıkıntılarından korumak;

- **giving the police and licensing authorities the powers they need to effectively manage and police the night-time economy and take action against those premises that are causing problems;**
Polise ve ruhsatlandırma makamlarına gece ekonomisini etkin bir şekilde yönetme ve polislik yapma ve sorun yaratan binalara karşı önlem alma konusunda ihtiyaç duydukları yetkileri vermek;
- **recognising the important role which pubs and other licensed premises play in our local communities by minimising the regulatory burden on business, encouraging innovation and supporting responsible premises;**
İşletme üzerindeki düzenleyici yükü asgariye indirerek, yenilikçiliği teşvik ederek ve sorumlu binaları destekleyerek yayın yapan ve diğer lisanslı tesislerin yerel topluluklarımızda oynadığı önemli rolü kabul etmek;
- **providing a regulatory framework for alcohol which reflects the needs of local communities and empowers local authorities to make and enforce decisions about the most appropriate licensing strategies for their local area; and**
yerel toplulukların ihtiyaçlarını yansıtan ve yerel bölgelere en uygun lisanslama stratejileri hakkında karar alma ve uygulama konusunda yerel yetkililere yetki veren alkol için düzenleyici bir çerçeve sağlamak; ve
- **encouraging greater community involvement in licensing decisions and giving local residents the opportunity to have their say regarding licensing decisions that may affect them.**
Toplulukların ruhsatlama kararlarına daha fazla katılımı teşvik etmek ve yerel sakinlere kendilerini etkileyebilecek lisans kararları hakkında söz sahibi olma fırsatını vermek.

TRAINING - EĞİTİM

All staff should be trained on induction and at least every 6 months thereafter. Training will include identifying persons under 25, making a challenge, acceptable proof of age, making and recording a refusal, avoiding conflict and responsible alcohol retailing.

Normalde, bütün çalışanların görev ve sorumluluklarını bilmeleri açısından, gerek işe ilk başladıkları zaman, gerekse 6 aylık aralıklarla eğitime tabi tutulmaları gerekir. Eğitim kapsamında 25 yaşın altındaki müşterilerin farkına varıp kendilerine kimlik sorabilme, alkol satışının reddediliyi durumda bununla ilgili bilgilerin kaydının yapılması, müşterilerle tartışmalardan sakınmak ve sorumlu alkol satışı yapabilmek ile ilgili konular ele alınmalıdır.

Written training records will be kept and made available to police or council officers on request.

Eğitim kayıtları yazılı olarak tutulmalı ve belediye çalışanları veya polis memurlarının incelemek istemesi durumunda kendilerine verilmesi gerekmektedir.

What is Alcohol by volume (ABV)? = Alkol hacmi nedir (ABV)?

Alcohol by volume - Alkol hacmi

Alcohol content is also expressed as a percentage of the whole drink. Look on a bottle of wine or a can of lager and you'll see either a percentage, followed by the abbreviation "ABV" (alcohol by volume), or sometimes just the word "vol". Wine that says "13 ABV" on its label contains 13% pure alcohol.

Alkol içeriği ayrıca toplam içki miktarının belli bir yüzdesi olarak tanımlanabilir. Bir şişe şarap veya bir kutu biranın etiketine bakıldığı zaman ya yüzde işaretinin hemen yanında "ABV" yazan bir alkol hacmi kısaltmasını görürsünüz yada oran değerini bildiren "vol" yazısını görürsünüz. Etiket üzerinde 13% ABV değeri olan şaraplar mesela 13% oranında saf alkol içermektedirler.

The alcoholic content in similar types of drinks varies a lot. Some ales and beers are 3.5%. But stronger continental lagers can be 5% ABV, or even 6%. The same goes for wine where the ABV of stronger 'new world' wines from South America, South Africa and Australia can exceed 14% ABV compared to the 13% ABV average of European wines.

Benzeri içki çeşitlerindeki alkol içeriği çok farklı olabilirler. Bazı bira çeşitleri 3.5% alkol oranı içerirken, bazı ithal biralar 5% veya 6% ABV içerebilirler. Aynı şey şarap ürünleri içinde geçerli olmakla birlikte, ABV oranı Güney Amerika, Güney Afrika ve Avusturalya gibi 'yeni dünya' ülkelerinde 14% ve üstü ABV ile avrupa ülkelerinde averaj olarak üretilen 13% ABV kıyasla farklılık gösterebilmektedir.

Who is the DPS and what role do they have?

Designated Premises Supervisor (DPS) - Tayin Edilmiş İşletme Denetimcisi (DPS)

The main purpose of the designated premises supervisor (DPS) is to ensure that there is always one specified individual, employed at the venue, to take day-to-day responsibility for running the premises.

Tayin Edilmiş İşletme Denetimcisinin ana görevi, belirtilen bir kişinin sürekli olarak restoranı çalıştırıyor olmasından ve bu kişinin restoranti çalıştırabilmek için gereken günlük sorumlulukları yerine getirebileceğinden emin olması gerekmektedir.

The name and telephone number of the DPS is set out on the training folder which should be kept near the till, if possible. If not, it should be kept somewhere that is easily accessible to the members of staff.

Tayin Edilmiş İşletme Denetimcisinin adı, soyadı ve kontak numarası kasanın yanında bulundurulması gereken bir klasörde bulunmaktadır. Bu klasör, mümkünse kasanın yanında tutulmalıdır. Aksi takdirde kasaya yakın ve çalışanları rahatlıkla ulaşabilecekleri bir yerde bulunmalıdır.

If you need assistance in relation to the sale of alcohol then you must call the DPS

Eğer alkol satışı konusunda herhangi bir yardıma ihtiyacınız okursa, Tayin Edilmiş İşletme Denetimcisini aramalısınız.

In every licensed premises that is authorized for the sale by retail of alcohol, one personal licence holder must be specified as the DPS. A DPS does not have to be present at the licensed premises at all times but they must be easy to contact when not present.

Alkol satışı yapabilme ruhsatına sahip her işletmede, kişisel ruhsat sahibi olan bir şahıs İşletme Denetimcisi olarak tayin edilmek zorundadır. Tayin Edilmiş İşletme Denetimcisinin sürekli olarak tayin edilmiş olduğu işletmede bulunma mecburiyeti yoktur fakat ihtiyaç olduğu zaman kendilerine kolaylıkla ulaşılabilinmelidir.

You will be required to sign a form confirming that you have been trained and that you understand your obligations in relation to the sale of alcohol.

Alkol satışı konusunda üzerinize düşen sorumluluğu anladığınızı ve bu konuyla ilgili gereken eğitimi aldığınızı onaylayan bir form doldurup imzalanmanız gerekecektir.

The DPS must be easily contactable by any of the responsible authorities. If the DPS is not going to be at the premises, they must leave contact details with their staff.

Tayin Edilmiş İşletme Denetimcisi işletme içerisinde bulunmuyorsa, gerektiğinde yetkili merciler tarafından kendisine kolaylıkla ulaşım sağlanabilmesi için kendisine ulaşılabilinecek kontak bilgilerinin işletmede mutlaka bulunması gerekmektedir.

If you wish to discuss any issues regarding the premises licence, then please contact Mr Sezer Tozlukaya.

İşletme ruhsatı hakkında sormak istediğiniz herhangi bir soru olursa, lütfen sayın Sezer Tozlukaya ile irtibata geçiniz.

Am I expected to know all the conditions of the premises licence?

İşletme ruhsatında belirtilen bütün şart ve koşulları bilmem gerekiyormu?

You are expected to be aware of all the conditions on the premises licence to ensure that they are not breached. You are also required to know the hours you are authorised for the sale of alcohol. Should you be found to sell alcohol outside of the licence hours or in breach of the conditions this may result in legal action being taken against the DPS and Premises Licence Holder and even yourself.

Evet, işletme ruhsatında belirtilen bütün şart ve koşulları herhangi bir ihlale sebep olmamanız için bilmeniz ve yerine getirmeniz gerekmektedir. Mesela, ruhsatınızın sınırlamış olduğu saatlerin dışında alkol satışı yaptığınız taktirde, ruhsat kurallarından bir tanesini ihlal etmiş olursunuz. Bu nedenle, Tayin Edilmiş İşletme Denetimcisi, kişisel ruhsat sahibi ve satışı yapan kişi hakkında yasal takip başlatılabilir.

What do I do if a council officer or police officer enters the premises to investigate an offence?

Belediye yetkilileri veya polisler bir suçlamayı araştırmak için işletmemize gelirlerse ne yapmamız gerekir?

Obstructing the police or the council - Polis veya belediye yetkililerini engellemek

Any officer of the council or police will have a form of ID with them. You should ask to see the ID if they do not show it to you. If they wish to speak with the licence holder you should contact Mr Tozlukaya.

Belediye yetkilileri veya polis memurlarının resmi kimlikleri bulunmaktadır. Kimlik gösterilmemesi durumunda, kendilerinden kimliklerini göstermelerini talep edebilirsiniz. Ruhsat sahibiyle görüşmek istemeleri durumunda, Tozlukaya beyi aramalısınız.

Be polite and answer their questions but be aware that you do not have authority to speak on behalf of the restaurant or Mr Tozlukaya.

Yetkililere karşı kibar davranın ve sordukları sorulara cevap vermeye çalışın, fakat işletmenin veya sayın Tozlukaya beyin adına konuşma yetkiniz olmadığını unutmayın.

You should also be aware that any person who obstructs a police officer or an authorised council officer from entering licensed premises to investigate whether a licensable activity is being carried on is liable to a fine if convicted. Any person who obstructs an authorised council officer from entering premises to inspect them in relation to the grant of a licence, Provisional Statement, variation or review of a licence is also liable to a fine if convicted.

Polis veya belediye yetkilileri herhangi bir ruhsat ihlali olup olmadığını araştırmak veya ruhsat gözden geçirme amacı için işletmenize girmek istediklerinde onları engellemek bir suç teşkil eder ve bu suçu işleyen kişi ve kişiler hakkında hukuki işlem başlatılıp para cezasına çarptırılırlar. Ayrıca, bu kişilerin işletmeye verilecek ruhsat, işletmeden yazılı ifade alınması, ruhsat şartlarının değiştirilmesi için yapılan başvurular ve ruhsat ihlalinden dolayı belediyede görülecek duruşma ile alakalı konular hakkında işletmeyi ziyaretlerini engellemek bir suç teşkil eder. Reddeden kişi veya kişilerin suçlarının sabitlenmesi durumunda haklarında hukuki işlem başlatılır ve para cezasına çarptırılabilirler.

Merely indicating that the licence holder is not present but you have notified him of the presence of the officer does not amount to obstruction.

Fakat, ruhsat sahibinin o anda işletme dışında olduğunu belirtip yetkili kişiye haber verildiğini belirtmek polis veya belediye yetkililerini engellemek olarak değerlendirilmez.

What times can I sell alcohol? - Hangi saatler arasında alkol satışı yapabiliriz?

Alcohol can be sold:

From 12:00pm till 12:00am on Sundays

From 10:00am till 12:00am between Mondays to Thursdays

From 10:00am till 01:00am on Fridays and Saturdays

Approximately 15 minutes before the end of authorised sale hours, you should approach the customers and ask them if they wish to order alcohol. You should remind them that the sale must be completed between the authorised hours otherwise you will not be able to sell them any alcohol.

Alkol satışı ve servisi sadece aşağıdaki saatler arasında yapılabilir:

Pazar günleri öğlen 12:00'den gece 12:00'ye kadar

Pazartesi ve Perşembe günleri sabah 10:00'dan gece 12:00'ye kadar

Cuma ve Cumartesi günleri sabah 10:00'dan gece 01:00'e kadar yapılabilir.

Alkol satış saatinin bitimine yaklaşık olarak 15 dakika kala alkol siparişi vermek isteyen müşteriler olursa, kendilerine alkol satış yapabileceğiniz saatleri hatırlatıp, izin verilen süre içerisinde satışın tamamlandığından emin olmak zorunda olduğunuzu hatırlatın, aksi takdirde satış yapamazsınız.

Refusals Book - Satış Reddi Kayıt Defteri

- **The licensee to keep a register of refused sales of all age - restricted products (Refusals Book).**

Ruhsat sahibinin, alkol ve diğer yaş sınırı gerektiren ürünlerin satışlarını yapılmasının reddediliyi durumlarda bununla ilgili bilgilerin kaydının yapılması için "Refusals Book" denen bir satış reddi kayıt defteri çalışanların kolaylıkla ulaşabileceği bir yerde bulunduğundan emin olmalıdır.

- **The refusals book to contain details of time and date, description of the attempting purchaser, description of the age restricted products they attempted to purchase, reason why the sale was refused and the name/signature of the sales person refusing the sale.**

Bu defterde, satış reddinin tarih ve zamanı, reddedilen kişinin fiziksel ve tanımlayıcı özellikleri, satın alınmak istenen ürünün tanımı, satışın neden reddedildiği ve reddeden satıcının ismi ve imzasının mutlaka olması gerekmektedir.

- **The Refusals book to be examined on a regular basis by the Licensee and date and time of each examination to be endorsed in the book.**

Satış reddi kayıt defteri periyodik bir şekilde ruhsat sahibi tarafından incelenmeli ve incelenme tarihi ve saati deftere kaydedilmeli.

- **The Refusals Book to be kept on the licensed premises and made available for inspection by the Licensing Officer, Trading Standards or the Police.**

Satış reddi kayıt defteri işletme içerisinde bulundurulup, belediye yerkilileri ve polis memurlarının isteği üzere kendilerine incelemek için sunulmalıdır.

Mandatory Conditions - Mecburi Olan Şartlar

What are the relevant licence conditions? - Konuyla ilgili ruhsat şartları nelerdir?

- 1. No supply of alcohol may be made under the premises licence-**
 - a. at a time when there is no Designated Premises Supervisor in respect of the Premises Licence, or**
 - b. at a time when the Designated Premises Supervisor does not hold a Personal Licence or his Personal Licence is suspended.**
1. aşağıdaki koşullar altında kesinlikle alkol satışı yapılamaz -
 - c. işletmenin bir DPS'i olmaması durumunda
 - d. DPS'in kişisel alkol satma ruhsatı olmaması durumunda, veya bu ruhsatın iptal edilmiş veya askıya alınmış olmaması gerekmektedir.
- 2. Every supply of alcohol under the Premises Licence must be made or authorised by a person who holds a Personal Licence. - Bütün alkol satışlarının ya kişisel ruhsat sahibi olan birisi tarafımdan yada kişisel ruhsatı olan bir kişi tarafından atanmış veya yetki verilmiş birisi tarafından yapılması gerekmektedir.**

NOTE: PLEASE SEE THE LICENCE FOR ALL CONDITIONS

NOT: BUTUN RUHSAT SARTLARI ICIN LUTFEN RUHSATI OKUYUNUZ.

ANNEX 2 – CONDITIONAS CONSISTENT WITH THE OPERATING SCHEDULE - Şu anki ruhsat şartları

Yılbaşı arifesinde alkol satışının bitiş saatinden ertesi gün alkol satışının başladığı saate kadar (veya alkol satışının bitiş zamanı yoksa, 31 Aralık'ın gece yarısına) kadar satış yapılabilir.

SUC VE KARGAŞANIN ÖNLENMESİ

- Bütün çalışanlara alkol ve uyuşturucu istismarı konusunda eğitim verilecektir.
- Bütün çalışanlara yaşı tutmayan kişilerin kimliğini saptamak konusunda eğitim verilecektir.
- Tuvaletler her yarım saatte bir kontrol edilecektir.
- Kapanış saatine kadar yeterince işçinin işletmede bulunması gerekmektedir.
- İşletmede müzik veya eğlence olan günlerde müşteriler kapanıştan 30 dakika öncesinden yavaş yavaş ayrılacaklar.

TOPLUMUN GÜVENŞİĞİNİ SAĞLAMAK

- İşletmede alkol satış ve servisi yapıldığı süre içerisinde giriş ve çıkışlar temiz tutulmalıdır.
- Yangın söndürme cihazlarının düzenli olarak bakımının yapıldığından, kontrol edildiğinden ve gereken sertifikaların alındığından emin olunuz.
- İşyerindeki bütün acil çıkış yolları okunur ve görünür bir şekilde işaretlenmeli, acil çıkış ışık'larının düzenli olarak kontrolü yapılmalı ve kapılarının önlerinde yada arkalarında çıkışı önleyecek hiçbir engel bulunmamalıdır.
- Sertleştirilmiş/dayanıklı ve resmi onaylı cam kullanılmalıdır
- Tayin Edilmiş İşletme Denetimcisi'nin (DPS) düzenli aralıklarda risk analizi yaparak gerek müşterilere gerekse işletme çalışanlarına karşı olabilecek risk ve tehlikeleri belirleyip gereken önlemi almalıdır.
- Hadise Olay Kitapçığı ve Kaza Kitapçığının işletmede bulundurulması gerekmektedir.

TOPLUMUN HUZURUNU SAĞLAMAK

- Bu ruhsat kullanım halindeyken, işletmede 60 kişiden fazla müşteri bulunmamalıdır.
- Giriş ve çıkış kapıları hariç, bütün iç ve dış camlar gece 23:00'den sonra kapalı tutulmalıdır.

- c) İşletmenin bütün çıkışlarında insanların rahatlıkla görebilecekleri ve göz seviyesinde asılması gereken ve müşterilerin işletmeden sessiz bir şekilde ayrılmasını ve çevre sakinlerine saygı duymaları konusunda uyarıcı uyarılar asılmalıdır.
- d) Arka acil çıkış koridoru ürünlerin depolanması için kullanılmayacak ve koridorun genişliği 800mm'den az olmayacaktır.
- e) Dans edilmesi durumunda, işletmenin ortasında çıkışlara engel teşkil etmeyecek şekilde ve müşterilerin rahat hareket etmelerini engellemek kaydıyla bir alan tahsis edilmelidir.
- f) Lokal taksi firmalarıyla anlaşarak müşterilerin işletmeden götürülmelerine yardımcı olunmalıdır.
- g) Şişe atılan çöp konteyneri akşam saat 20:00'den sonra toplanmamalıdır (gürültü yapılması engellenmelidir).

ÇOCUKLARIN ZARARDAN KORUNMASI

- a) İşletmede kimlik kontrolü kesinlikle yapılmalıdır. (25 yaşından genç görünen müşterilerden mutlaka kimlik sorulmalıdır).
- b) Yanında sorumlu bir yetişkin bulunmadığı takdirde, 16 yaşından küçük kişiler işletmeye alınmamalıdır.

CANLI MÜZİK

- a) İşletmede canlı müzik ve karaoke tarzında benzeri eğlencelere izin verilmesi (fakat yetişkinler için yapılan, edebe aykırı ve cinsellik içermemesi şartıyla).
- b) Noel Arifesinin diğer günlere denk gelmesi durumunda, standart olmayan saatler akşam 21:00 ile 00:00 arası olacaktır. Perşembe gününün Paskalya bayramının Cuma gününe denk gelmesi durumunda standart olmayan saatler akşam 21:00 ile 00:00 arası olacaktır.

KAYITLI MÜZİK

- a) İşletmede kayıtlı müzik ve karaoke tarzında benzeri eğlencelere izin verilmesi (fakat yetişkinler için yapılan, edebe aykırı ve cinsellik içermemesi şartıyla).
- b) Noel Arife'sinde standart olmayan saatler sabah 10:00 ile gece 01:30 arası olacaktır.
- c) Noel Arifesinin diğer günlere denk gelmesi durumunda, standart olmayan saatler öğlen 12:00 ile ertesi sabah 01:30 arası olacaktır.

- d) Perşembe gününün Paskalya bayramının Cuma gününe denk gelmesi durumunda standart olmayan saatler sabah 10:00 ile ertesi sabah 01:30 arası olacaktır.

DANS ORTAMININ SAĞLANMASI KOŞULLARI

- a) İşletmede nadiren dans yapılmasına izin verilmesi.
- b) Noel Arife'sinde standart saatler.
- c) Noel Arifesinin diğer günlere denk gelmesi durumunda, standart olmayan saatler akşam 21:00 ile gece 00:00 arası olacaktır.
- d) Perşembe gününün Paskalya bayramının Cuma gününe denk gelmesi durumunda standart olmayan saatler akşam 21:00 ile gece 00:00 arası olacaktır.

GECE YİYECEK SATIŞ VE SERVİSİ

- a) İşletme içerisinde sıcak yiyecek ve içecek satışı ve servisi yapılabilir.
- b) Noel Arifesinde standart olmayan saatler gece 23:00 ile ertesi sabah 01:30 arası olacaktır.
- c) Perşembe gününün Paskalya bayramının Cuma gününe denk gelmesi durumunda standart olmayan saatler gece 23:00 ile ertesi sabah 01:30 arası olacaktır.

ALKOL SATIŞ VE SERVİSİ

- a) Noel Arifesinde standart olmayan saatler sabah 10:00 ile ertesi sabah 01:00 arası olacaktır. Noel Arifesinin Pazar gününe rast gelmesi durumunda, standart olmayan saatler öğlen 12:00'den ertesi sabah 01:30'a kadar olacaktır.
- b) Perşembe gününün Paskalya bayramının Cuma gününe denk gelmesi durumunda standart olmayan saatler sabah 10:00 ile ertesi sabah 01:00 arası olacaktır.

Challenge 25 – the facts – 25 yaşının altındakilere kimlik sorma kuralları



Although you can buy alcohol for your own consumption when you're 18, if you look less than 25 you'll be asked to show ID in most places.

Her ne kadar 18 Yaşında bir insan kendisinin tüketimi içi alkol satın alabilsede, eğer satın almak isteyen kişi 25 yaşından daha genç görünüyorsa, bir çok işletmeler kendisinden kimlik sorabilirler.

"Think 25": - 25 yaşın altındakilere kimlik sormak

The Licensee to adhere to a "Think 25" policy where all customers who appear to be under the age of 25 and attempt to purchase alcohol or other age-restricted products are asked for proof of their age.

Ruhsat sahibi ve işletmede çalışmakta olan herkes, alkol veya satışı için yaş sınırı olan diğer ürünleri satın almak isteyen ve yaşları 25 in altında görünen müşterilere kimlik sormalıdırlar. "Think 25" kuralı benimsenilmeli, uygulanmalı ve bu kurala uyulmalıdır.

The Licensee to prominently display notices advising customers of the "Challenge 25" policy.

Ruhsat sahibi 25 yaş altındakiler için kimlik sorgulama kuralını işletmenin görülebilecek yerlerde yazılı olarak sergilemek zorundadır.

Why do I have to ask for ID? - Neden kimlik sormak zorundayız?

It's really hard to tell how old someone is just from looking at them, especially guessing whether someone is over 18 or not. Until a few years ago retailers were advised to challenge anyone who looked less than 21, asking them for proof of age before selling alcohol to those over 18. But this still left an unacceptable margin for error.

Bir insanın yüzüne bakarak kaç yaşında olduğunu anlamak çok zordur, özellikle bu kişinin 18 yaşında olup olmadığını tahmin etmek güçtür. Bu yüzden hata yapma olasılığını ortadan kaldırmak gerekmektedir.

So, to ensure we comply with the licensing regulations that demand all premises have a policy to prevent underage drinking. We have adopted a Challenge 25 policy. Challenge 25 requires you to ask for ID of anyone who looks under 25 as it is far less likely that those looking over 25 will in fact be under 18.

Yasalar gereğince, işletme sahiplerinin küçük yaştakilerin alkol tüketimini engellemek konusunda ruhsatlarında bulunan kural ve şartlara uymaları gerekmektedir. Bu ülkede 'Challenge 25' adı verilen bir kural getirilmiştir. Bu kural çerçevesinde 25 yaş üzeri bir insanın 18 yaşından küçük görünme olasılığının çok az olmasından dolayı, alkol satın almak isteyen kişilere 25 yaşından genç görünmeleri durumunda kimlik sorulması gerekmektedir.

Guess the age! - Yaşlarını tahmin edin!

It can be tricky to guess someone's age which is why we support the Challenge 25 campaign as it helps our store colleagues comply with the law. Take a look at the images below and see if you can guess the ages (the ages are at the bottom of the next page):

Bir insanın yaşını tahmin etmek kolay değildir. Bu yüzden 'Challenge 25' kuralını gerek işletmeyi gerekse çalışan işçileri korumamız açısından destekleyip uygulamamız gerekmektedir.



What's the point? - Amaç nedir?

It's against the law to buy alcohol if you're under 18, or to buy it for a friend, or indeed anyone who is under 18.

18 yaşının altında birisinin kendisi için, bir arkadaşı için veya 18 yaşından genç olan herhangi birisi için alkol satın alması yasaktır.

The law is rigorously applied with regular spot checks. Heavy fines are imposed on the individual at the till, and the premises, if alcohol is sold or supplied to under 18s. You will also be fined if you are caught selling or supplying alcohol to someone over 18 if you know it is for consumption by a person under 18, this is called a proxy purchase. Challenge 25 protects you and us and young people.

Bu kurala uyup uyulmadığı polis ve belediye yetkilileri tarafından titizlikle kontrol edilmektedir. 18 yaşının altında birisine alkol satışı veya servisi yapılması durumunda, gerek satan veya servis yapan kişiye, gerekse işletmeye ağır cezalar uygulanacaktır. Ayrıca, 18 yaş üzerinde birisine alkol satışı veya servisi yaparsanız, bu kişinin satın almış olduğu alkolü 18 yaşın altında birisi için satın aldığını biliyorsanız, para cezasına çarptırılacaksınız.

Do I need to ask a person every time – even though they are a regular customer? – Sürekli gelen müşterilerden kimlik sormak zorundayım?

Every time an alcohol product is sold or supplied and if the customer looks under 25 then you must ask for an ID even if you think you know the person. This is not only a precaution; it also demonstrates that our policy is applied fairly and consistently to everyone.

Alkol satışı veya servisi yaparken, her ne kadar müşterinizi tanıdığınızı düşünüsenizde, kendisinin 25 yaşından genç olduğunu düşünüyorsanız, kimlik sormanız gerekmektedir. Bu yalnızca önlem almak için değil, kuralların ayırım yapmaksızın, adil bir şekilde ve düzenli olarak bütün müşteriler için uygulandığını gösterir.

Can I sell or supply to a person with ID if a friend in the group hasn't got their ID? - Gurup içerisinde bulunan kişilerden birisinin kimliği yoksa, guruptaki kimliği olan bir arkadaşına alkol satışı veya servisi yapabiliyormuyum?

If the customer can prove they are over 18 but anyone in the group cannot then you will still refuse to sell to the customer. The law prevents a person buying alcohol for anyone who is under 18 and so they must all prove their age. There are stiff fines for proxy sales too.

Gurup halinde gelen müşterilerden birisi 18 yaş üzerinde olduğunu ispat ederse fakat guruptaki diğer kişi ve kişiler yaşlarını kanıtlayamazlarsa, alkol satışını reddetmeniz gerekmektedir. Kanunlar 18 yaşından büyük olan bir insanın 18 yaş altında birisi için alkol satın almasını yasaklamıştır. Yetkililerin bu kuralı takip edip etmediğinizi kontrol etmeleri durumunda ihlal edenler katı para cezasına çarptırılırlar.

How does a customer prove their age? - Müşteriler yaşlarını nasıl ispat etmek zorundadırlar?

That bit is simple. All you need is a recognised proof of age. At this store we will accept a photo driving licence, or provisional licence, a passport, or a PASS card with hologram.

Bu basit bir yöntemdir. Bütün kontrol etmeniz gereken kabul edilebilir, temiz, zarar görmemiş ve bilinen bir kimliktir. Bu işletmede üzerinde resim olan bir ehliyet, öğrenci ehliyeti, pasaport ve üzerinde hologram bulunan 'PASS' kimlik kartları kabul edilmektedir.

You are advised to look out for fake ID too, so if it is getting old and tatty or you think it looks not right and you have a doubt then you should refuse to sell.

Sahte olabilecek kimlikleri gözönünde bulundurun ve şüphe uyandıran, eskimiş, yırtık veya üzerinde değişiklik yapılmış olabileceğinden şüphelendiğiniz kimlikleri kabul etmeyiniz.

One of the best ways of asking someone for their proof of age is to say “You are lucky enough to look under 25 so please may I see proof of your ID.” People are used to being asked for their ID as they are required to do it at our supermarket and other supermarkets, at bars and clubs.



Müşterilerden kimlik sormanın en güzel yollarından bir tanesi, '25 yaşının altında görünecek kadar şanslı olduğunuzdan dolayı, sizden kimlik sormam gerekiyor' şeklinde kimlik sormanız olabilir. İnsanlar sürekli olarak süpermarketlerde, barlarda ve gece kulüplerinde kimlik göstermek zorunda olduklarından dolayı, kimlik sorulmasına alışkınlar.

Our staff are briefed to be cautious and if you think the person is under 25 you must check. And you must refuse to serve the customer if someone in the group, cannot prove they are over 18.

İşletmede çalışan elemanlara bu konuda çok dikkatli olmaları gerektiği hatırlatılmalıdır. Alkol satın almak isteyen müşterinin 25 yaş altında olabileceğinden şüphe edilmesi durumunda, kendisinin kimliği mutlaka kontrol edilmek zorundadır. Ayrıca, grup halinde gelen müşterilerden herhangi birisi kimlik ibraz edememeleri durumunda, alkol satışı yapılmamalıdır.

What do I do if a parent is having a table meal with their children, can I sell alcohol to them? - Çocuklarıyla birlikte masada yemek yiyen ebeveynlere alkol satışı yapabilirmiyim?

It is not illegal for someone over 18 to buy a child over 16 beer, wine or cider if they are eating a table meal together in licensed premises. However, you are advised to refuse the sale if you have any doubt about whether the alcohol is intended for someone under 16 even if they will be eating a table meal.

Masada ve ana bir yemekle yenmek şartıyla 18 yaş üzeri bir kişi tarafından satın alınan ve 16 yaş ve üzeri birisi tarafından tüketilecek alkolün satışı yasak değildir. Fakat, satan kişi satın alınan alkolün 16 yaşın altında bir çocuğun tüketimi için alındığından şüphe etmesi durumunda, yemekle dahi tüketilecekse, alkol satmayı reddetmesi gerekmektedir.

What do I do if I refuse a sale of alcohol? - Alkol satmayı reddetme durumunda ne yapmalıyım?

All refusals of alcohol and, if applicable, tobacco and tobacco products must be recorded to set out details of time and date, description of the attempting purchaser, description of the age restricted products they attempted to purchase, reason why the sale was refused and the name/signature of the sales person refusing the sale. This refusal log is checked by the manager / owner to ensure that all members of staff are

using it. If you are found not to be using the refusals log as instructed you will be liable to disciplinary action.

Bütün alkol ve varsa sigara ürünlerinin satış reddinin tarih ve zamanı, reddedilen kişinin fiziksel ve tanımlayıcı özellikleri, satın alınmak istenen ürünün tanımı, satışın neden reddedildiği ve reddeden satıcının ismi ve imzasının mutlaka olması gerekmektedir. Bu defter işletme sahibi veya yöneticisi tarafından düzenli olarak kontrol edilip bütün çalışanlar tarafından kullanıldığından emin olunmalıdır. Bir çalışan olarak bu defteri kullanmadığınız takdirde, hakkınızda uyarı ve disiplin işlemleri başlatılacaktır.

What will happen if I do not comply with the age verification policy? - Yaş ve kimlik kontrolü yapmamam durumunda ne olur?

If you do not comply with these instructions you put yourself and us at risk of being prosecuted for a criminal offence. If convicted, be fined up to £5,000, we could lose our licence or it could be suspended. Consequently this is serious and will result in you being dismissed.

Yukarıda yazılı olan talimatları göz ardı edip uymanız gereken kuralları ihlal etmeniz durumunda kendinizi ve işvereninizi suçlu duruma düşürür ve hakkınızda adli işlemler başlatılmasına sebep olursunuz. Suçlu bulunmanız durumunda, £5,000 e kadar para cezasına çarptırılırsınız, sizin ve işletmemizin ruhsatları bir süreliğine elinizden alınabilir veya sürekli olarak iptal edilebilir. Ayrıca, işlenilen suçun ciddiyetine göre işinizde kaybedebilirsiniz.

Ages (left to right): 23, 16, 24, 17, 19, 17

Yaşlar (soldan sağa): 23, 16, 24, 17, 19, 17

AGE VERIFICATION IS VERY IMPORTANT - YAŞ KONTROLÜ ÇOK ÖNEMLİDİR



Determining the age of young people is difficult and is unlikely to get any easier. The pressure on you and us will continue to increase as technology enables fraudsters to produce more sophisticated and authentic looking proof-of-age cards.

Genç bir insanın yaşını tahmin etmek kolay değildir ve gittikçe sahada zorlaşmaktadır. Bu yüzden, yeni teknoloji sayesinde dolandırıcıların çıkarttıkları çok gerçekçi ve ayırt etmesi zor sahte kimlikleri tespit etmek işçi ve işletme sahiplerine düşmektedir.

The following proofs of age are the only ones to be accepted: - Yalnızca aşağıda listelenen kimlik çeşitleri kabul edilmelidir:

- **Proof of age cards bearing the "Pass" hologram symbol** - Yaş ıspatı için çıkartılmış ve üzerinde "Pass" yazılı hologramı olan kimlikler
- **UK Photo Driving licence** - Birleşik Krallık ehliyeti
- **Passport** – Pasaport

A passport or UK photo card driving licence is acceptable but make sure the card matches the person using it and that the date of birth shows they are over 18. Müşterilerin pasaportları veya fotoğraflı sürücü belgeleri geçerli kimlik sayılır fakat kimliği gösteren kişilerin kimlikteki kişiler olduğunu ve doğum tarihlerine bakarak 18 yaşından büyük olduklarından emin olmanız gerekmektedir.

The Proof of Age Standards Scheme (PASS) delivers a common standard through its easily recognised logo, which is backed by a robust audit and accreditation process to help protect retailers of age restricted goods, and their employees, against being taken in by the many fake cards around.

Bir kişinin yaşını kanıtlaması için kullanılan ve 'PASS' yazısı ve ayırt edilebilen hologram logosu bulunan kimlikleri veren kuruluş bu logo sayesinde işletmelere sahte kimlikleri ayırt edebilmeleri konusunda yardımcı olmaktadır.

The key feature to look out for is the PASS hologram which is present on all PASS accredited cards. This provides a standard for those staff involved in selling alcohol, tobacco and other age-restricted goods.

PASS amblemi taşıyan kimlikler size gösterildiği zaman, gösterilen kimlikte mutlaka orjinal bir hologram olduğundan emin olmanız gerekmektedir. Bu şekilde alkol, tütün ürünleri ve yaş sınırlaması olan ürünlerin satışlarına bir standart getirilebilmektedir.

If the person cannot prove they are over 18, then the sale should be refused. - Müşterinin 18 yaş ve üzeri olduğunu ispat edememesi durumunda alkol satışı reddedilmelidir.

COMPLIANCE - KURALLARA UYMAK

STAFF DECLARATION - İŞÇİ DEKLARASYONU

To confirm you understand the age verification policy you will be required to sign a declaration.

Yaş onaylaması konu ve prosedürlerini anladığınızı onaylamak için bir deklarasyon imzalamanız gerekecektir.

AGE VERIFICATION SIGNAGE – ‘CHALLENGE 25’ - YAŞ KONTROLÜ UYARILARI

A notice at each point of sale where sales of alcohol are made will be on display.

İşletme içerisindeki her alkol satış noktasında 25 yaş altında görünen müşterilerden kimlik sorulacağını dair uyarılar asılması gerekmektedir.

DUE DILIGENCE DEFENCE

The Licensing Act contains a number of offences that allow a defence of ‘due diligence’ which is very important and it may be what you seek to rely on if something goes wrong in the future.

Ruhsat Yasası, çok önemli olan ve ‘Kanunen Alınması gerekli önlemler’ savunmasına izin vermektedir. Gelecekte bir şeyler ters giderse ve olay mahkemeye intikal ederse, gerekli önlemleri aldığınız takdirde savunma olarak kullanabilir ve kriminal

What is Due Diligence? Due Diligence nedir?

In brief, ‘due diligence’ can be defined as the ability to show that all reasonable steps to avoid committing the offence were taken. There are two parts to this defence and they are defined in the Licensing Act as follows:

(a) his act was due to a mistake, or to reliance on information given to him, or to an act or omission by another person, or to some other cause beyond his control, and

(b) he took all reasonable precautions and exercised all due diligence.

Kısacası, ‘Kanunen Alınması gerekli önlemler’, suç işlemekten kaçınmak için tüm gerekli ve makul adımların atıldığını gösterme yeteneği ve önlemleri almak olarak tanımlanabilir. Bu savunmanın iki kısmı vardır ve bunlar Ruhsat Yasasında aşağıdaki şekilde tanımlanmıştır:

(a) yapmış olduğu eylem bir hatadan veya kendisine verilen bilgilere güvenmekten veya başka bir kişinin eylemi veya ihmaliyle veya kontrolünün dışındaki başka bir nedenden kaynaklandığını, ve

(b) tüm makul önlemleri aldı ve gereken tüm özeni gösterdiğini ispat edebilmektir.

CHECK LIST – KONTROL LİSTESİ

Prior to sale of alcohol each day the following will be checked:

Her gün alkol satışından önce yapılması gerekenler:

- **Check CCTV cameras are operating – check monitor displaying all cameras:** Müşterilerin işletmenin sınırları içerisinde CCTV kameraların suçu önlemeye ve işçilerin ve toplumun güvenliğini arttırmak amaçlı kayıt halinde olduğunun uyarısı görünebilecek yerlere asılmalıdır.
- **Check Challenge 25 poster is displayed:** Ön kapıda olması gereken uyarıların bulunduğu ve 'Challenge 25' posterinin sergilendiğinden emin olun.
- **Request customers to respect needs of local residents and leave premises and area quietly:** Müşterilerden işletme dışında halkın huzurunu kaçırarak davranışlardan kaçınmalarını ve işletmeden sessiz bir şekilde ayrılmasını istemeniz gerekmektedir.
- **Prominent clear notices to be displayed at each public exit requesting customers respect the needs of local residents and leave the premises and area quietly. Notices must be positioned at eye level where they can be read:** İşletmenin bütün çıkışlarında insanların rahatlıkla görebilecekleri ve göz seviyesinde aşılması gereken ve müşterilerin işletmeden sessiz bir şekilde ayrılmasını ve çevre sakinlerine saygı duymaları konusunda uyaran uyarılar asılmalıdır.
- **Check CCTV is in operation:** CCTV kameralarının çalıştığından ve görüntülerin bulunduğu monitör ve televizyonların çalıştığından ve görüntü aldığınızdan emin olun.
- **Premises licence summary is on display:** İşletme ruhasatının bir kopyasının işletme içerisinde kısmında görünür bir yerde sergilenmesi gerekmektedir.
- **Delegation from DPS form is complete:** Tayin Edilmiş İşletme Denetimcisi (DPS) tarafından imzalanmış ve işletme içerisindeki belli çalışanlara alkol satabilmelerine izin veren beldenin işletme içerisinde görünür bir yerde sergilenmesi gerekmektedir.
- **Refusal book is kept by cash till:** Satış reddi kayıt defterinin kasa yanında bulundurulması gerekmektedir.
- **Check/clean the toilets regularly:** Tuvaletlerin her yarım saatte bir kontrol edilip temiz olduğundan emin olunuz.

Checks During the day - Gün içerisinde yapılması gereken kontroller

- **Make sure inside and outside the premises is kept clean and notices alerting the customers to designated smoking area is displayed:** Düzenli aralıklarla işletmenin önünün süpürülüp temiz ve düzenli olduğundan emin olmanız ve sigara icilebilen yeri müşterilere gösteren uyarıların asili ve görünür olması gerekmektedir.
- **When the premises is open to public, fifteen minutes before the end of the allowed alcohol sale time, if anyone is planning to order/purchase alcohol, they should be reminded that the purchase must be completed before the allowed sale time:** İşletmenin halka açık olduğu günlerde, alkolün satılabilineceği saatten 15 dakika önce, müşterilerinize alkol servisinin on dakika içerisinde yapılmak zorunda olduğunu ve bu süreden sonra alkol satış veya servisi yapamayacağınızı uyarmanız gerekmektedir.
- **Toilet inspection routine: Keeping the toilets and washroom facilities clean and hygienic is a fundamental practice and showing the users of such facilities, be they staff, customers or visitors, that they have been regularly inspected is considered to be best practice.**
Tuvalet denetim rutini: Tuvalet ve tuvaletleri temiz ve hijyenik tutmak temel bir uygulamadır ve işletmelerin kullanıcılarına ve müşterilerine düzenli olarak denetlendikleri personel, müşteriler veya ziyaretçiler tarafından en iyi uygulama olarak kabul edilir.
- **All staff members must ensure that the rear means of escape corridor shall not be used for storage purposes and shall not be less than 800mm wide.**
Çalışanların arka kaçış koridoru depolama amacıyla kullanılmadığından ve koridorun 800mm'den daha geniş olduğundan emin olmaları gerekmektedir.

Confirmation of Training

I,.....

hereby confirm that I have received training in my responsibilities in the sale of alcohol. I am aware of the licence conditions and hours for the sale of alcohol and I understand the age verification challenge 25 policy. I also confirm that I have been fully trained to be able to operate the CCTV system. By signing this form I accept that I feel confident in complying with the legal requirements and in challenging persons to ensure that there are no underage sales.

Ben,.....
alkol satışı konusunda üzerime düşen sorumluluklar konusunda gereken eğitimi aldığımı onaylıyorum. Ruhsat kuralları ve hangi saatler arasında alkol satışı yapabileceğimi biliyorum ve 25 yaşın altında görünen müşterilerden kimlik sormam gerektiğini biliyorum. CCTV sistemini kullanmayıda öğrendim. Bu formu imzalayarak yasal gereksinimlere uymak için gereken özgüvene sahip olduğumu ve yaşı tutmayan müşterilere alkol satışını önlemek için kimlik sorma kuralını mutlaka takip edeceğimi kabul ediyorum.

Signed (İmza):.....

Dated (Tarih):.....

Refresher training is due on (bu konudaki gelecek eğitim tarihi):.....
(date not more than 6 months after the date of signature) (gelecek eğitim tarihi yukarıdaki imza tarihinden sonraki 6 ay içerisinde yapılmalıdır):

Confirmed by Mr Sezer Tozlukaya

Signed (İmza):.....

Dated (Tarih):.....

DESIGNATED PREMISES SUPERVISOR (DPS) LETTER OF AUTHORISATION

To whom it may concern:

I, Sezer Tozlukaya, being the Designated Premises Supervisor (DPS), and the holder of a Personal Licence authorise the following named personnel to sell and supply alcohol at Aspera Restaurant located at 130 London Road, Benfleet, SS7 5SQ, comply with the licensing law and the licence conditions attached to the licence. This being either when I am present on the premises or in my absence when I am away from the premises. I can always be contactable on the following telephone number:

I, being a person named below, am aware of and accept my responsibilities under the Licensing Act 2003 and will endeavour to comply in accordance with the licensing law and the licence conditions attached to the licence. By signing this document, I accept that I have received the appropriate training and are competent to sell alcohol at this premises.

[illegible]

DESIGNATED PREMISES SUPERVISOR

Name: Sam T. Johnson Physical Licence No: LNV20 12

Signature: _____ **Premises Licence Number:** CPBC0003/19522

Date: _____



VIRGIN MONEY LONDON MARATHON 2020: GUARANTEED PLACE PLEDGE FORM

In recognition of my receipt of a guaranteed place in the Virgin Money London Marathon 2020, and the associated benefits attached to that place, I hereby undertake:

1. To pay a non-refundable registration fee of £50 (see below) and raise at least a further £1,450 net for the Charity – i.e. a total commitment of £1500. ("Net" means this sum specifically **EXCLUDES** any additional Gift Aid that the charity may later be able to claim from HMRC.)
2. To represent and raise money for the Charity on an exclusive basis.
3. To remit all sponsorship money by May 31, 2020.
4. To inform the Charity via CRunCH at any time up to the date of the race if there is a risk I may not be able to participate (particularly important up to Friday January 10, as substitutions are permitted until early February).
5. To inform the Charity via CRunCH at any time up to March 31 if I have reason to believe that I may not be able to fulfil my sponsorship pledge.
6. If successful in the Public Ballot, I will inform CRunCH so that the guaranteed place can be used by a rejected runner, but I understand I will still be a member of the Charity team. As an Own Place runner, I will aim to raise at least £500 and understand that my registration fee will count towards this total.
7. To set up an e-giving page on the charity's prescribed site for the purpose of a) paying the Registration Fee and b) securing sponsors online.

Registration Fee:

I am aware that, on returning this Form, I will be given instructions via YOUR SPACE on the CRunCH website on how to set up my e-giving page and how to pay my Registration Fee of £50 on to that page. I understand that this fee is non-refundable in the event of my withdrawal prior to the race or in the event of getting my own place in the ballot; however if I cannot run in 2020 and then sign up for a Bond place in the 2021 Marathon, I will not be required to pay the fee again.

I understand that by starting the Marathon on April 26 using the Charity's place, I will be honour-bound to deliver the pledged amount whether from sponsorship or from my own resources in the event of a shortfall. I further understand that I will be released from this pledge if I voluntarily surrender the place to the charity before April 26 2020.

Name: C. D.

Signed: C. Date: 10/10/2019

Given the importance of the commitment you are making to the charity, we advise you to keep a copy of this pledge form for future reference.

Rhino Ark UK is a Registered Charity, no 1047083. The Rhino Ark UK Marathon team is managed on behalf of the charity by CRunCH (the Charity Runners Clearing House)

Please return within 10 days by scanning and emailing to pledge@crunch.org.uk (we can also accept a digital photo of this form sent from a smartphone or other mobile devices).

If you are unable to send this form to us electronically please email admin@crunch.org.uk and we will provide you with a mailing address.

CERTIFICATE OF APPRECIATION

This Certificate is awarded to

ASPERA

SPONSORS OF
THE ROTARY CLUB OF HADLEIGH CASTLE
CHRISTMAS EXTRAVAGANZA

*In recognition of your dedication to worthy causes and your willingness to
share your company resources for the good of the local community.*

2nd December 2017

DATE

Jed Brooks
President
The Rotary Club of Hadleigh Castle