



# RUSHMOOR BOROUGH COUNCIL

## LICENSING SUB-COMMITTEE (ALCOHOL AND ENTERTAINMENTS)

*at the Council Offices, Farnborough on  
Wednesday, 16th May, 2018 at 10.00 am*

To:

Cllr Liz Corps

Cllr B. Jones

Cllr Jacqui Vosper

Enquiries regarding this agenda should be referred to the Committee Administrator:  
Chris Todd, Democratic and Customer Services, Democratic and Customer Services  
Tel. (01252) 398825 or Email [chris.todd@rushmoor.gov.uk](mailto:chris.todd@rushmoor.gov.uk)

## A G E N D A

1. **DETERMINATION OF AN APPLICATION FOR THE REVIEW OF A PREMISES LICENCE IN RESPECT OF THE ROYAL STAFF, NO. 37A MOUNT PLEASANT ROAD, ALDERSHOT – (Pages 1 - 54)**

To consider the Head of Environmental Health and Housing's Report No. EHH\_LICSUB\_A&E1813 (copy attached) setting out details of an application for the review of a premises licence.

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LICENSING SUB-COMMITTEE  
(ALCOHOL & ENTERTAINMENTS)  
16 MAY 2018

LICENSING REPORT NO.  
EHH\_LICSUB\_A&E1813

DETERMINATION OF AN APPLICATION FOR  
THE REVIEW OF A PREMISES LICENCE  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD, ALDERSHOT,  
HAMPSHIRE, GU12 4NW

**1.0 INTRODUCTION**

- 1.1. This report concerns an application for the review of a premises licence made under section 51 of the Licensing Act 2003 (the 'Act'). The receipt of such an application invokes a statutory requirement to hold a hearing with Members to consider it.
- 1.2. The report provides details of, and background to the application, and should be read in conjunction with the council's licensing policy and Secretary of State's guidance. This, together with information obtained at the hearing should be used to determine the application.

**2.0 BACKGROUND**

- 2.1. On the 29<sup>th</sup> March 2018, a responsible authority, namely Hampshire Constabulary, submitted an application for the **review** of the premises licence held in respect of The Royal Staff, 37A Mount Pleasant Road, Aldershot GU12 4NW. A copy of the review application together with its enclosures is given at **appendix A** with appendices labelled **A(A)** through to **A(H)**.
- 2.2. **Appendix A(E)** is a restricted document that Hampshire Constabulary have requested is not disseminated, therefore it has not been included in this report, or provided to any party. Members will first need to determine whether they wish to view this information at the hearing, which in any case cannot be provided to any other party, including the licence holder.
- 2.3. A map of the area showing the general location of the premises is given at **appendix B**.
- 2.4. **Existing premises licence**
- 2.5. The application requests the review of the premises licence number 18/00099/LAPREM, held in respect of the premises, initially granted on 4th October 2005, and subsequently transferred to My Midland Leisure Ltd. on 4th August 2017. A copy of the current premises licence is given at appendix C.

- 2.6. The licence is subject to a number of mandatory and transposed conditions. It authorises the retail sale of alcohol for consumption on and off the premises, between 10:00am and midnight Monday's to Thursday's, 10:00am and 01:00am Friday's and Saturday's and 11:00am to 23:00pm Sunday's.
- 2.7. The licence permits the provision of regulated entertainment by way of live music and indoor sporting events between 10:00am and 23:00pm Monday's to Thursday's, 10:00am to midnight Friday's and Saturday's and 11:00am to 22:00pm Sunday's. The licence also permits the provision of regulated entertainment by way of recorded music between 10:00am and midnight on any day.

### **3.0 ADMINISTRATION OF REVIEW APPLICATION**

#### **3.1 Advertising the review application**

- 3.2. In submitting an application for review, it is the duty of the applicant to ensure that notice of the application is given to all responsible authorities and the licence holder to which it relates. It is also the duty of the licensing authority to advertise receipt of the application by way of enabling representations to be made by other parties.
- 3.3. I can confirm that the applicant and each responsible authority have received a copy of the review application and the licensing authority has advertised receipt of the application both at the premises and at the Council Offices in accordance with the requirements of the Act.

### **4.0 GROUNDS FOR REVIEW**

- 4.1. The grounds for review of the premises licence are set out in Part 2 of the review application (see **appendix A**).
- 4.2. **Relevance of grounds for review**
- 4.3. By virtue of section 51(4) of the Act, the licensing authority may, at any time, reject any ground for review if it is satisfied that the ground is not relevant to one or more of the licensing objectives.
- 4.4. The grounds for review are considered to be relevant in this case, as the application has been made by a responsible authority and concerns the licensing objective **the prevention of crime and disorder**.

### **5.0 REPRESENTATION(S)**

- 5.1 Three representations have been received in respect of the application, two from responsible authorities namely Immigration and the Licensing Authority and the third from a member of the public. These are given as **Appendices D, E and F** respectively.

## **6.0 DATA PROTECTION ISSUES**

- 6.1 In accordance with data protection requirements, any personal details, addresses, contact details and/or signatures submitted on any application, representation or other relevant document etc. have been redacted.

## **7.0 DETERMINATION**

- 7.1. The Sub-Committee is asked to determine the application for review.

## **8.0 RELEVANT CONSIDERATIONS**

### **8.1. Licensing objectives**

- 8.2. In considering the application the licensing authority must have regard to the promotion of the licensing objectives. These are:

- (a) the prevention of crime and disorder;
- (b) ensuring public safety;
- (c) the prevention of public nuisance; and
- (d) the protection of children from harm.

### **8.3. Licensing policy & Secretary of States guidance**

- 8.4. The licensing authority must also have regard to its statement of licensing policy and any guidance issued by the Secretary of State. Details of the parts of the policy and guidance that may be relevant to this application are given in **appendix F**.

### **8.5. Human rights**

- 8.6. Members are reminded that in determining a review application the licence holder is entitled to a fair hearing, on merit and, any action(s), terms or conditions imposed must be both proportionate and appropriate.

- 8.7. A premises licence is deemed to be a possession under Article 1(1) of the first protocol.

### **8.8. Appeals**

- 8.9. The applicant for the review, the holder of the premises licence and/or any other party who made representations have a statutory right of appeal to the Magistrates' court within 21 days of being notified of the decision / outcome. The decision of the Sub-Committee has no effect until the appeal period has passed or until the appeal is disposed of.

## 9.0 OPTIONS

9.1. In determining this application the Sub-Committee must, having regard to the review application and any relevant representations, take any one or any combination of the following steps as it considers appropriate for the promotion of the licensing objectives, namely:

- (a) to take no action;
- (b) to issue an informal warning and/or recommend improvement(s);
- (c) to modify the existing conditions of the licence\*\*;
- (d) to exclude a licensable activity from the scope of the licence\*\*;
- (e) to remove the designated premises supervisor;
- (f) to suspend the licence for a period not exceeding three months; and/or
- (g) to revoke the licence.

*\*\* for this purpose, the conditions of the licence are modified if any of them is altered, omitted or any new condition is added.*

9.2. Where undertaking any of the steps in subparagraph (c) or (d) above, the Sub-Committee is reminded that there are mandatory conditions that must be included in a premises licence where applicable. These are detailed at **appendix G**.

9.3. Where the Sub-Committee considers the removal of the DPS, members are reminded that the holder of a premises licence may make an application to vary the premises licence to specify a new individual as DPS at any time. The premises licence holder can specify that this application take immediate effect until it is determined in accordance with the Act.

## 10.0 RECOMMENDATION(S)

10.1. The Sub-Committee is asked to determine the application having regard to -

- (a) the contents of this report;
- (b) any additional information obtained from the hearing;
- (c) the Council's licensing policy;
- (d) guidance issued by the Secretary of State; and
- (e) the promotion of the licensing objectives.

**AIMEE VOSSER**  
**Licensing Officer**  
**Environmental Health & Housing Services**  
*licensing@rushmoor.gov.uk*

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**Background Papers:** Application ref: 18/00221/LAPRER  
Premises Licence ref: 18/00099/LAPREM

**Public Documents:**

- 1) HMSO (2003), The Licensing Act 2003
- 2) Home Office (April 2018), Guidance issued under Section 182 of the Licensing Act 2003

**Contact:**

Aimee Vosser, Licensing Officer (01252 398131)

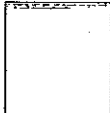
**Appendices:**

- Appendix A - Application for review (pages 7 - 26)
- Appendix B - Map of the area (page 27)
- Appendix C - Premises Licence (pages 29 - 40)
- Appendix D - Representation from Immigration (pages 41 - 42)
- Appendix E - Representation from the Licensing Authority (pages 43 - 46)
- Appendix F - Representation from member of the public (pages 47 - 50)
- Appendix G - Relevant Considerations (page 51)
- Appendix H - Mandatory Conditions (page 53)





**APPLICATION FOR REVIEW  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,  
ALDERSHOT, HAMPSHIRE, GU12 4NW**



RESTRICTED

G90

**Application for the review of / Representation in-respect of a  
Premises licence or Club Premises certificate  
under the Licensing Act 2003**

Page 1 of 5

Before completing this form, please refer to FPP 07001 (Licensing (Licensing Act 2003))

I PC 2373 Ladhams, on behalf of the Chief Officer of Hampshire Constabulary,  
(Insert name of applicant)

- Apply for the review of a premises licence.  
 Apply for the review of a club premises certificate.  
 (Select as applicable)  
 Make a representation about a premises licence/club premises certificate

**Premises or Club Premises details**

Postal address of premises:	The Royal Staff, 37a, Mount pleasant Road, Aldershot, Hampshire
Postcode (if known):	GU12 4NW

Name of premises licence holder or club holding club premises certificate (if known) My Midland Leisure LTD
--

Number of premises licence or club premises certificate (if known) 18/00099/LAPREM
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**Details of responsible authority applicant**

Mr <input checked="" type="checkbox"/> Mrs <input type="checkbox"/> Miss <input type="checkbox"/> Ms <input type="checkbox"/> Other title / Rank: PC 2373
Surname: Ladhams First Names: Steve
Current postal address: C/O Parklands, London Road, Basingstoke
Postcode: RG21 4AH
Daytime telephone number: 07880056654
E-mail address: (optional) steven.ladhams@hampshire.pnn.police.uk

Hampshire Constabulary is a responsible authority and the applicant has the delegated authority of the Chief Officer of Police in respect of his responsibilities under the Licensing Act 2003

RESTRICTED



Application for the review of / Representation in respect of a Premises licence or Club Premises certificate under the Licensing Act 2003

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

Select one or more boxes

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

Please state the grounds for review which must be based on one or more of the licensing objectives together with supporting information:

The Chief Officer of Hampshire Constabulary formerly requests a review of this Premises Licence on the grounds of Prevention of Crime and Disorder. This Premises Licence was transferred in August 2017 with the current DPS, Rajinder Singh Pandher named as the Designated Premises Supervisor on the licence from July 2017. The Premises Licence is held by a company called My Midland Leisure Ltd.

A routine visit to the premises was carried out on the 27th January 2018 at about 2000hrs by Police and Rushmoor Council Licensing, a male by the name of Shaz was running the bar and stated that he resided upstairs. The premises was fairly busy at that time and there seemed to be several people that were drunk, lending the premises to have an uneasy feel about it from an enforcement point of view. PC Ladhams found himself concentrating more on the people inside the venue rather than the conversation that the licensing authority were having with Shaz.

As a result of information received PC Ladhams needed to establish the full details of Shaz, the effort required to establish this was far beyond what would be expected and is detailed in the statement of PC Ladhams, Appendix A. Both Shaz and the DPS Mr Pandher were obstructive in this process.

On Friday 9th March 2018 a joint visit to the premises was carried out by Police, Immigration and Rushmoor Borough Council Licensing, Shaz again gave the same name as he had the council but implementation of the fingerprint scanning device used by immigration revealed the true identity of Shaz and that he was an over stayer with a criminal record and no right to work in the UK.

Despite numerous phone calls to Mr Pandher which commenced at 1715hrs he failed to arrive at the premises whilst officers were there, Officers left at 1905hrs. Mr Pandher subsequently claimed that he had missed us by two minutes though didn't make contact with Police until the following day.

Whilst at the venue it was clear that a sizeable proportion of the transactions were carried out using a book with the customer's name on, commonly known as a 'Tab'. Shaz and the customers were on first name terms and alcohol was being served and recorded on a note

**Application for the review of / Representation in respect of a  
Premises licence or Club Premises certificate  
under the Licensing Act 2003**

Page 3 of 5

pad behind the bar. This is the first time I have seen this method of recording the retail sale of alcohol in Hampshire and would consider it unprofessional.

It is clear that Shaz and Mr Pandher know each other well and that Mr Pandher either failed to carry out the identity checks that he is obliged to do or knowing that Shaz was an overstayer with no right to work in the UK has hindered attempts by authorities to identify him and offered him accommodation and food in return for managing the venue as a licensed premises whilst also running a tenancy operation on the first floor.

The actions taken by immigration in relation to this business are that they have bailed Shaz to report at Aldershot police Station on a regular basis until they are in a position to remove him from the UK. In relation to Mr Pandher an evidential file has been submitted to the Civil Penalty Compliance Team for consideration of issuing a fine, the maximum of which could be £20,000. These actions are outlined in Appendix G

In relation to other complaints there is only one recorded complaint that has occurred within the time frame of the current owners, this is a noise complaint from a local resident dated 2<sup>nd</sup> September 2017 at 0307hrs. This complaint is recorded under RMS no. 44170339923 a copy of the summary is on Appendix H

The summary of the appendices with this report are as follows:

- Appendix A: Statement of PC Ladhams as supplied to Immigration
- Appendix B: Statement of Principal Licensing Officer Shelley Bowman as supplied to Immigration
- Appendix C: Statement of Matthew Wilkinson Chief Immigration Officer
- Appendix D: Statement from William Alderman Immigration Officer
- Appendix E: RESTRICTED.....E-mail trail in relation to identity of Shaz
- Appendix F: Copy of Company House records for Midland Leisure LTD showing Mr Pandher as the only person with significant control.
- Appendix G: Notification from Immigration of the actions they have taken in relation to The Royal Staff.
- Appendix H: Copy of incident Summary RMS 44170339923 a noise complaint from 2<sup>nd</sup> September 2017 in relation to The Royal Staff

The Chief officer of police is concerned that this attitude conveyed by the owner and Designated Premises Licence Holder, Mr Pandher, is not in keeping with the Licensing objectives, indeed it has clearly hindered investigations into a potentially serious incident, there is no confidence that should he remain the Premises Licence Holder that he will support Police investigations into any further incidents or indeed run the business legitimately.

The Chief officer of Police does not feel that there are any conditions that would alleviate those concerns and would recommend a revocation of the Licence, however the Licensing committee may also like to consider adding conditions to the Premises Licence that would discourage the Premises Licence Holder from running his business the way it was found.



Application for the review of / Representation in respect of a Premises licence or Club Premises certificate under the Licensing Act 2003

Three possible conditions would be:

1. Change of DPS who is to be actively engaged with the day to day running of the business and for whom it is their main employment.
2. A personal Licence holder to be available in person at all times during trading hours.
3. Prevention of illegal working.

The premises licence holder will conduct right to work checks on all persons employed, whether paid or unpaid, at the licensed premises.

A copy of any document checked as part of a right to work check shall be retained at the premises. These documents shall be made immediately available for inspection by Hampshire Constabulary, Home Office Immigration Enforcement Officers, Licensing Authority or any other responsible authority upon request.

Documents that demonstrate an entitlement to work are currently set out by The Immigration (Restrictions on Employment) Order 2007 and the Immigration (Restrictions on Employment) (Codes of Practice and Amendment) Order 2014.

This report is respectfully submitted for the licensing committees consideration.

Have you made an application for review relating to these premises before:  Yes |  No

If yes please state the date of that application: / / Day Month Year

If you have made representations before relating to this premises please state what they were

Please tick

- 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 have sent a copy of this representation to the principal licensing officer of Council

It is an offence, liable on conviction to a fine up to level 5 on the standard scale, under Section 158 of the Licensing Act 2003 to make a false statement in or in connection with this application

Signature of Officer Completing

Name Steven Ladhams Collar Number: PC 2373 Signature: Date: 14/3/2018

Signature of Authorising Officer (Inspector or above)



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Application for the review of / Representation in respect of a  
Premises licence or Club Premises certificate  
under the Licensing Act 2003

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Name \_\_\_\_\_ Collar Number: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

RESTRICTED

**From:** Roberts, Justin  
**Sent:** 29 March 2018 09:44  
**To:** Ladhams, Steve <steve.ladhams@hampshire.pnn.police.uk>  
**Cc:** Ainsworth, Julian <julian.ainsworth@hampshire.pnn.police.uk>  
**Subject:** RE: Royal Staff Review

Steve

Although this review is prompted essentially following a singular incident, its sufficiently serious to justify this necessary and proportionate response to seek a revocation. There will be a supporting representation by the HMIS relating offences under the immigration act, however, the evasive actions of all those in control of the business was obstructive and evasive bordering on separate offences in their own right.

Authorised

Submitted for your consideration

**Justin ROBERTS**  
Inspector 2841  
Force Licensing Inspector

Licensing & Alcohol Harm Reduction

C/o Southampton Neighbourhood Police Office, Southampton City Council, Civic Centre,  
Southampton. SO14 7LY  
☎ Int: 4724 001 | 📠 DDI: 02380 478373 📠 07775 536775 @sms.pnn.police.uk  
✉ [justin.roberts@hampshire.pnn.police.uk](mailto:justin.roberts@hampshire.pnn.police.uk)  
[Licensing Intranet site](#)

**WITNESS STATEMENT FROM PC LADHAM – HAMPSHIRE  
CONSTABULARY**

RESTRICTED (when complete)

MG11

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<b>WITNESS STATEMENT</b>	
Criminal Procedure Rules, r 27. 2; Criminal Justice Act 1967, s. 9; Magistrates' Courts Act 1980, s.5B	
Statement of: Steven Ladhams	URN <input type="text"/>
Age if under 18: <i>(if over 18 insert over 18)</i>	
Occupation: Police Officer PC 2373	
This statement (consisting of 2 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: 12/03/2018	

I am PC 2373 Steven Ladhams currently serving with Hampshire Constabulary as an Alcohol Licensing Officer covering the Hart and Rushmoor areas of Hampshire.

During the course of routine enquires in relation to the running of the Royal Staff public House in Aldershot I became suspicious of the Asian male I knew as 'Shaz' who was running the venue and [REDACTED]

I had previously visited the venue with the Rushmoor Principal Licensing Officer, Shelley Bowman on 27<sup>th</sup> January 2018 where 'Shaz' stated that he lived on site and ran the pub every day and was clearly well known by the customers and serving them whilst we were there.

The Designated Premises Supervisor and owner is a Rajinder Singh Pandher.

During my enquires I had cause to obtain the exact details of 'Shaz', the name and date of birth that he had supplied to the council as [REDACTED] was untraceable on all Police Systems which is unusual.

On Tuesday 20<sup>th</sup> February 2018, I attended the Royal Staff in order to see some official ID of 'shaz', I arrived at 1230hrs and the venue was closed, I called 'Shaz' on his mobile phone, he was upstairs in the venue at that time and reluctant to come down, he sounded like he had just woken up. When I asked for ID he claimed he couldn't find and telephone Mr Pandher on another phone to ask him if he had left his wallet with Mr Pandher. I left my contact details with 'shaz' by posting a contact card through the letter box.

On 21<sup>st</sup> February I received an email from Mr Pandher which had attached to it, images of the passport and personal licence of Mr Pandher. I replied, thanking him and asking for similar for 'Shaz'.

On February 22<sup>nd</sup> I received a further e-mail from Mr Pandher stating that I didn't need the details of 'Shaz' as he was just 'a temporary', which I took to mean he was a temporary employee.

On 9<sup>th</sup> March 2018 at approximately 17:00pm, I carried out a further visit to The Royal Staff accompanied by Shelley Bowman, and Immigration Officers Matthew WILKINSON and William ALDERMAN. On arrival at the premises, Shelley and I entered the premises first. The male known to me as 'Shaz', was behind the bar serving drinks, and taking money. He advised that there was no-one else working at the premises at the time. Whilst I

Signed ..... Signature witnessed by .....

RESTRICTED (when complete)

was carrying out enquires with the Immigration Officers Shaz returned to the bar and continued to serve customers drinks, until he was told by the Immigration Officers that he could not continue to work.

Following his arrest by the Immigration Officers I accompanied them and 'Shaz' upstairs [REDACTED] whilst going upstairs I asked 'Shaz' if anyone [REDACTED] lived up there, he replied 'no'. Whilst the search was underway I found three locked doors upstairs and asked Shaz for the keys, he then told me that others were living in those rooms and he had no keys for them. Whilst we were there an occupier of one of the rooms arrived and I spoke briefly with him to offer re assurance as to why we were there.

Shaz was informed that he had no entitlement to work in the UK but fortunately three people were prepared to serve at the bar, one of whom worked there anyway and another who was a personal licence holder and had previously worked there. Shaz initially wanted the venue closed and I had arranged for the customers to leave, he then changed his mind and the customers were told they could remain. I made the decision to allow the venue to remain open as higher quality staff were at the venue than had been when we arrived and Shaz was happy for it to remain open and was by then in the customer area of the pub.

We all resumed from the pub at 1905hrs.

2016/08

Signed ..... Signature witnessed by .....

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WITNESS STATEMENT FROM LICENSING AUTHORITY

RUSHMOOR BOROUGH COUNCIL

STATEMENT OF WITNESS

(C.J. Act 1967, s.9; M.C. Act 1980, s.102, M.C. Rules 1981, r.70)

Statement of: Shelley Marie Bowman Age: Over 21

Occupation: Principal Licensing Officer

Address: Council Offices, Farnborough Road,  
Farnborough, Hampshire, GU14 7JU

Telephone Number: Home:.....

Business: 01252 398398 ext. 8162

This statement, consisting of 2 pages 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.

DATED THE: 12<sup>th</sup> DAY OF: March 2018

SIGNED:.....

SIGNATURE.....

My name is Shelley Marie BOWMAN and I am employed as Principal Licensing Officer for Rushmoor Borough Council. I have been employed in this capacity for 7 years and 8 months, and prior to this as a Licensing Officer for 3 years and 1 month. I hold a Certificate of Higher Education in Licensing Law, a BIAB National Certificate for Personal Licence holders, a BIAB National Certificate for Licensing Practitioners and a BIAB National Certificate for Licensing Practitioners (Gambling).

On Saturday 27th January 2018, I was carrying out routine visits on licensed premises with PC Ladhams. At approximately 21:15 we entered The Royal Staff, 37A Mount Pleasant Road, Aldershot, Hampshire, GU12 4NW, to carry out a routine check against the licence conditions following a transfer of the licence, and a new Designated Premises Supervisor (DPS) being specified on the licence.

Signed

RUSHMOOR BOROUGH COUNCIL

STATEMENT OF WITNESS

(C.J. Act 1967, s.9; M.C. Act 1980, s.102, M.C. Rules 1981, r.70)

On arrival at the premises, there was an Asian male behind the bar. We asked for the DPS. The male advised that the DPS, Rajinder Singh PANDHER was not there. He gave his name as [REDACTED] and runs the pub every day, the DPS visits approximately 3 times a week. The customers of the Pub clearly knew Shaz, and there were no concerns about compliance with the licence conditions.

On 6th February 2018, I called Mr PANDHER to discuss one of the conditions of the premises licence. During this conversation he confirmed the arrangements in respect of the running of the pub, as provided by Shaz.

On 9th February 2018, I visited The Royal Staff again, when the pub was not open for a pre-arranged meeting with Mr PANDHER, to assist with a licence application. At this time, Shaz was at the premises, and again Mr PANDHER confirmed the arrangements in respect of the running of the pub. He also advised that during a discussion about Pubwatch, that either himself or Shaz would attend.

On 9th March 2018 at approximately 17:00pm, I carried out a further visit to The Royal Staff accompanied by PC LADHAMS, and Immigration Officers Matthew WILKINSON and William ALDERMAN. On arrival at the premises, PC LADHAMS and I entered the premises first. The male known to me as Shaz, was behind the bar serving drinks, and taking money. He advised that there was no-one else working at the premises at the time. During the visit, whilst the Immigration Officers and PC LADHAMS were carrying out their investigations, Shaz returned to the bar and continued to serve customers drinks, and take payment, until he was told by the Immigration Officers that he could not continue to work.

Signed: [REDACTED]

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APPENDIX A(C)

WITNESS STATEMENT FROM IMMIGRATION

MG111  
Page 1 of 4

**PROTECTIVE MARKING (when complete)**

WITNESS STATEMENT

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

URN: | | |

Statement of: Matthew David WILKINSON

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

Occupation: HM INSPECTOR 9262

This statement (consisting of 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:

Date: 11/03/18

Matthew David WILKINSON

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

I am Matthew David WILKINSON HM Inspector 9262 currently with the South Central Immigration enforcement team based at Norman house, Portsmouth.

On Friday 9<sup>th</sup> March 2018 I was on uniformed duty in the company of IO 7771 ALDERMAN, PC2373 LADHAMS, Hampshire police licensing team, PCSO GODBOLD, PCSO WORSELL and Shelley BOWMAN the principal licensing officer for Rushmoor Borough Council.

At 1700 hours we attended the ROYAL STAFF PUBLIC HOUSE, 37A MOUNT PLEASANT ROAD, ALDERSHOT GU124NW. PC LADHAMS and Mrs BOWMAN entered the bar area first and we waited outside. We were then called inside the public house by PC LADHAMS. We entered the licensed premise under section 179 of the licensing act 2003.

Upon entry to the bar I could see that the pub was open for business and there was between 10-15 people in the main bar area seated at the bar area drinking alcohol and playing darts. There was a short Asian male with a beard stood behind the bar. I didn't see anyone else behind the bar or anyone who appeared to have any responsibility or control for the bar apart from the Asian male.

Signed :

Signature witnessed by :

Matthew David WILKINSON

2006/07(1)

reference



**HAMPSHIRE CONSTABULARY**

MG11T

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**PROTECTIVE MARKING (when complete)**

**WITNESS STATEMENT**

(CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; MC Rules 1981, r.70)

Continuation of Statement of: Matthew David WILKINSON .....

We walked through the bar area in to a kitchen area at the rear where the Asian male joined us. I identified myself as an immigration officer and showed him my warrant card. IO ALDERMAN served the notice of rights and entitlements to the male and explained our powers for being there. The male stated that he was called [REDACTED] and that he was Pakistani. A check of HO systems found no match for those details. IO ALDERMAN then asked if he would consent to a fingerprint check. [REDACTED] consented and signed IO ALDERMAN' pocket book. I then fingerprinted [REDACTED] and a short moment later a notification was received stating that the male was known to the Home office under the identity [REDACTED]. Checks showed that this male was an overstayer and had no permission to work in the UK.

IO ALDERMAN then interviewed the male who I will now refer to as [REDACTED]. At 1750 hour IO ALDERMAN arrested [REDACTED] as a person who was liable to be detained. He was searched by IO ALDERMAN. I authorised a search under Paragraph 25 A of the immigration act to search [REDACTED] for his travel document. We then went upstairs where [REDACTED]. A room search was conducted by IO ALDERMAN. He found two items which he passed to me at 1815 I seized a Pakistani ID card which I will identify as MW/1 it was placed in an evidence bag number NS0017546 and is described as PAKISTANI ID CARD REF [REDACTED]. I then seized a Pakistani driving licence which I will identify as MW/2 it was placed in an evidence bag M07326656 and is described as DRIVING LICENCE IN THE NAME OF [REDACTED].

At 1850 hours I served [REDACTED] with the immigration papers pertaining to his case and explained them to him. I also served him with a referral notice relating to the fact that he was illegally working in the pub. He was then de-arrested by IO ALDERMAN and granted immigration bail.

Signed : \_\_\_\_\_ Signature witnessed by : \_\_\_\_\_  
Matthew David WILKINSON

2006/07(1)

reference



## HAMPSHIRE CONSTABULARY

MG11T

Page 3 of 4

### **PROTECTIVE MARKING (when complete)**

#### **WITNESS STATEMENT**

(CJ Act 1967, s.9; MC Act 1980, ss.5A(3) (a) and 5B; MC Rules 1981, r.70)

Continuation of Statement of: Matthew David WILKINSON .....

Whilst this visit was being undertaken efforts were being made by police and [REDACTED] to contact the license holder and DPS Mr Raj PANDHER to attend the premises unfortunately he didn't arrive in the time frame that we were there. At 1905 we all left the premises and returned to Aldershot police station. At 2100 hours all the exhibits were passed to IO ALDERMAN.

Signed :

Matthew David WILKINSON

Signature witnessed by :

2006/07(1)

reference



**Witness contact details**

Home Address: South central ICE Norman house, Kettering Terrace, Portsmouth

Home Telephone No: N/A

Mobile / Pager No: [REDACTED]

Preferred means of contact (specify details):

Best time of contact (specify details):

Gender: MALE Date and Place of Birth: [REDACTED]

Former name: N/A Ethnicity Code: 1 Religion / Belief: N/A

**DATES OF WITNESS NON-AVAILABILITY:** N.D.T.A

URN: | | |

Post Code : PO2 7AE

Work Telephone No: 02392 952730

Email address: Matthew.wilkinson10@homeoffice.gov.gsi.uk

**Witness Care**

- a) Is the witness willing and likely to attend court?  
If 'No', include reason(s) on form MG6. Yes  No
- b) What can be done to ensure attendance?
- c) Does the witness require a Special Measures Assessment as a vulnerable or intimidated witness? If 'Yes' submit MG2 with file. Yes  No
- d) Does the witness have any particular needs?  
If 'Yes' what are they? (healthcare, childcare, transport, disability, language difficulties, visually impaired, restricted mobility or other concerns?) Yes  No

**Witness Consent (for witness completion)**

- a) The Victim Personal Statement scheme (victims only) has been explained to me: Yes  No
- b) I have been given the Victim Personal Statement leaflet Yes  No
- c) I have been given the leaflet 'Giving a witness statement to the police - what happens next?' Yes  No
- d) I consent to police having access to my medical record(s) in relation to this matter (obtained in accordance with local practice): Yes  No  N/A
- e) I consent to my medical record in relation to this matter being disclosed to the defence: Yes  No  N/A
- f) I consent to the statement being disclosed for the purposes of civil proceedings if applicable e.g. child care proceedings, CICA: Yes  No  N/A
- g) The information recorded above will be disclosed to the Witness Service so that they can offer help and support, unless you ask them not to. Tick this box to decline their services:

Signature of witness: \_\_\_\_\_ PRINT NAME

Signature of parent / guardian / appropriate adult: \_\_\_\_\_ PRINT NAME

Address and telephone number if different from above: \_\_\_\_\_

Statement taken by: C.I.O 9262 WILKINSON Station: PNH

Time and place statement taken:



WITNESS STATEMENT FROM IMMIGRATION

RESTRICTED (when completed)

MG 11 (T)

WITNESS STATEMENT

(CJ Act 1967, s.9 MC Act 1980, ss.5A(3)(a) and 5B; MC Rules 1981, r.70)

Statement of: William Frederick ALDERMAN

Age: (if over 18, put "Over 18) Over 18

Occupation: Immigration Officer

This statement (consisting of: Two(2) 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 anything in it which I know to be false or do not believe to be true.

Signature:

Date: 11<sup>th</sup> March 2018

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

I am an Immigration Officer based at Norman House, Kettering Terrace, Portsmouth, PO2 7AE. On Friday 9<sup>th</sup> March 2018 I was on duty in full uniform with officer Matt WILKINSON from the South Central Arrest Team. My role was as Arrest Officer.

At 16:20 I attended a briefing at Aldershot Police Station regarding an intended visit with PC Steve LADHAMS, Hampshire Police Licensing and Shelley BOWMAN, Principal Licensing Officer to the ROYAL STAFF PUBLIC HOUSE, 37a MOUNT PLEASANT ROAD, ALDERSHOT, GU12 4NW following intelligence received that a male, 'Shaz', had been encountered on an earlier Licensing Visit. The male had not given any form of identification and no record in this identity could be found on Home Office systems. Entry was to be initially gained by Licensing Officers with the power under S179 Licensing Act.

Entry made at 17:00 and male encountered by Licensing Officers working behind the bar, Officer WILKINSON and I entered the premises in order to interview the male in order to establish his immigration status and he was asked to leave the bar and accompanied by officers to kitchen area at rear of Pub where I identified myself as an Immigration Officer and served the Notice to Occupier which I fully explained to him.

I then questioned the male who gave his identity as [redacted], I asked when he had initially entered the United Kingdom and he told me 2009 as a student, he claimed to have subsequently applied for a Work Permit. I then asked if he would consent to having his fingerprints checked against Home Office records to which he consented and signed his consent in my notebook. As a result of this check he was identified as [redacted]. Checks under this identity showed him to be an Overstayer and have no right to work in the United Kingdom.

At 17:30 I conducted a Right to Work interview with [redacted], this I recorded in my Personal Note Book no A13528, pages 43 - 45 as below:

Q. Can you confirm your name and date of birth?

A. [redacted]

Q. How long have you been working at the ROYAL STAFF?

A. I have been working on and off since August last year as a friend of the Landlord

Q. What have you been doing?

A. Helping with the marketing and helping behind the bar

Q. How much are you paid?

A. Nothing, but I get free food [redacted]

Q. Who gave you permission to work at the ROYAL STAFF?

A. Raj PANDHEER, the owner

Q. Before you came to the ROYAL STAFF did Raj ask you to show proof that you were permitted to work in the United Kingdom?

A. No

Signature:

Signature witnessed by: .....

2003(1) MG 11(T)

Continuation of Statement of William Frederick ALDERMAN.....

Q. Did you tell Raj that could work in the United Kingdom?

A. No

Q. How many times a week do you work?

A. Three or four evenings per week

Q. Who decides what shifts you work?

A. I work when I am free if Raj asks

Q. What time did you start work today?

A. 16:00

Q. What time would you have worked to?

A. Closing time

Q. Are you given any work clothes?

A. No, just my normal clothing

Q. Have you had any special training?

A. No, I have previous experience of bar work

I then showed my notebook to [REDACTED] and allowed him to read the my questions and answers, he confirmed that they were a true record and signed my notebook to confirm. Interview completed at 17:45. On the basis of information, at 17:50 I arrested [REDACTED] under 17(1) Immigration Act (IA) as a Person Liable to Removal from the United Kingdom. I conducted a search of person under 25B IA as he had been seen working in a area prior to arrest that could contain objects that could harm himself or other persons.

Officer Wilkinson and I then escorted [REDACTED] where we conducted a search under 25A IA in order to find documents to facilitate removal. During search I located a PAKISTAN ID [REDACTED] and a PAKISTAN Driving Licence in the name of [REDACTED], these I passed on to Officer WILKINSON who sealed in evidence bags No: NS0017546 and M07326656 and marked as MW/1 and MW/2 respectively. Search concluded at 18:30

Officer WILKINSON served Immigration papers on [REDACTED] and at 18:50 I de-arrested as he had been granted Immigration Bail. I then took [REDACTED] fingerprints and photograph and ETD application completed.

Whilst search being conducted, efforts had been made by Licensing Officers to contact the License Holder and DPS Raj PANDHEER in order for him to attend and secure the premises, he failed to attend but spoke with [REDACTED] and made provision for pub to remain open. Before leaving premises I reminded [REDACTED] that he should not engage in any work and advised him to only enter the public area of the pub or his accommodation.

Officers left premises at 19:05 and returned to Aldershot Police Station. At 21:00 on return to Norman House I received from Officer WILKINSON evidence seized which I placed in secure area prior to photocopying for Right to Work referral and to accompany ETD application.....

Signature: .. [REDACTED] ..

Signature witnessed by: .. [REDACTED] ..

2003(1)



COMPANIES HOUSE INFORMATION

Companies House

BETA This is a trial service — your [feedback\(link opens a new window\)](#) will help us to improve it.

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- [Sign in / Register](#)

Search for companies or officers  
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MY MIDLAND LEISURE LTD.

Company number 09809755

[Follow this company File for this company](#)

• **Company Overview for MY MIDLAND  
LEISURE LTD. (09809755)**

- [Filing history for MY MIDLAND LEISURE LTD. \(09809755\)](#)
- [People for MY MIDLAND LEISURE LTD. \(09809755\)](#)

Registered office address  
11-21 Clayton Road, Hayes, England, UB3 1AX  
Company status  
Active  
Company type  
Private limited Company  
Incorporated on  
5 October 2015

**Accounts**

Next accounts made up to 31<sup>st</sup> August 2018  
due by 31 May 2019

Last accounts made up to 31 August 2017

**Confirmation statement**

Next statement date 4 October 2018  
due by 18 October 2018

Last statement dated 4 October 2017

APPENDIX A (G)  
LETTER FROM IMMIGRATION TO HAMPSHIRE CONSTABULARY



Immigration  
Enforcement

Immigration Enforcement  
2<sup>nd</sup> Floor,  
Norman House  
Portsmouth  
PO27AE  
T 02392 952758  
F 02392 952730

PC2372 LADHAMS  
Licensing and Alcohol Harm Reduction  
Team  
Parklands  
London Road  
Basingstoke  
RG21 4AH  
15<sup>th</sup> March 2018

Dear PC Ladhams,

**Royal Staff, 37A Mount Pleasant Road, Aldershot**

I write to you regarding our recent joint visit to the Royal Staff Public house on Friday the 9<sup>th</sup> March 2018.

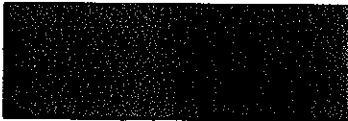
The male who was encountered at the address was granted bail to report to Aldershot Police station on the 15<sup>th</sup> March 2018. He will be then set up for regular reporting until we are in a position to detain him and remove him from the UK. At the time of our encounter with him he was an overstayer which means he has no leave to remain in the UK and also has no permission to work. The Home Office' intention with this male is to detain him once an agreed travel document has been produced and return him to his home country at the earliest opportunity.

We have submitted an evidential file to our Civil Penalty Compliance team (CPCT) based in Manchester for consideration of issuing a fine to the owner of the business Mr Rajinder PANDHER. The fine would have maximum limit of £20,000 per illegal worker but is subject to some reductions dependant on what if any right to work checks were undertaken, how often the owner had been fined previously and other potential mitigating factors. The fine is subject to an appeals process which usually takes three months.



I will of course keep you update on this case as it progresses.

Please don't hesitate to contact me if you have any further questions.



Matt WILKINSON  
HM Inspector 9262  
D 02392 952758  
E [Matthew.wilkinson10@homeoffice.gsi.gov.uk](mailto:Matthew.wilkinson10@homeoffice.gsi.gov.uk)

HISTORY OF COMPLAINTS ON POLICE RECORD MANAGEMENT  
SYSTEM (RMS)

RMS 44170339923

INFT IS A NEARBY RESIDENT REPORTING FOR THE SECOND WEEKEND IN A ROW, THE PUB IS OPEN PAST ITS HOURS. ITS CUSTOMERS INSIDE NOW, MUSIC PLAYING. CURTAINS ARE SHUT. PERSONS ARE COMING AND GOING WITH DRINKS IN THEIR HANDS. INFT BELIEVES THEY SHOULD STOP SERVING AT 0230HRS.

INFT HAS REPORTED IT TO RUSHMORE OOH WHO HAVE MADE A NOTE.

THE NEW OWNERS ARE FRIENDLY WITH THE LOCAL MAYOR. THEY HAVE ONLY OWNED IT FOR ABOUT A MONTH AND INFT DESCRIBES IT AS HELL.

I HAVE ADVISED INFT IF RESOURCES ALLOW WE WILL TRY TO CONDUCT LICENCING VISIT AS DRINKING-UP TIME HAS EXPIRED. SHE WILL ALSO ENCOURAGE HER NEIGHBOURS TO REPORT IT ALSO BECAUSE THEY ALL FEEL ITS NOT ACCEPTABLE.

C1 - FROM Z PREMISES LICENCE REGISTER ON RMS;

(1) The retail sale / supply of alcohol:-

- . Sunday?s ? 11:00am to 23:00pm;
- . Monday to Thursday ? 10:00am to 24:00midnight;
- . Friday?s and Saturday?s ? 10:00am to 01:00am the following day;
- . On Good Friday and Christmas Eve ? 10:00am to 24:00midnight;
- . On Christmas Day ? 11:00am to 23:00pm;
- . On New Year?s Eve, except on a Sunday ? 11:00am to 23:00pm;
- . On New Years Eve on a Sunday ? 12:00noon to 22:30pm; and
- . On New Years Eve from the end of permitted hours on New Years Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, midnight on 31st December).

C1- NO FREE UNITS

ZN06B = #164

ZN70 = #12

ZN75 = ST 8

ZN76 = #164

ZN91 = ST 9

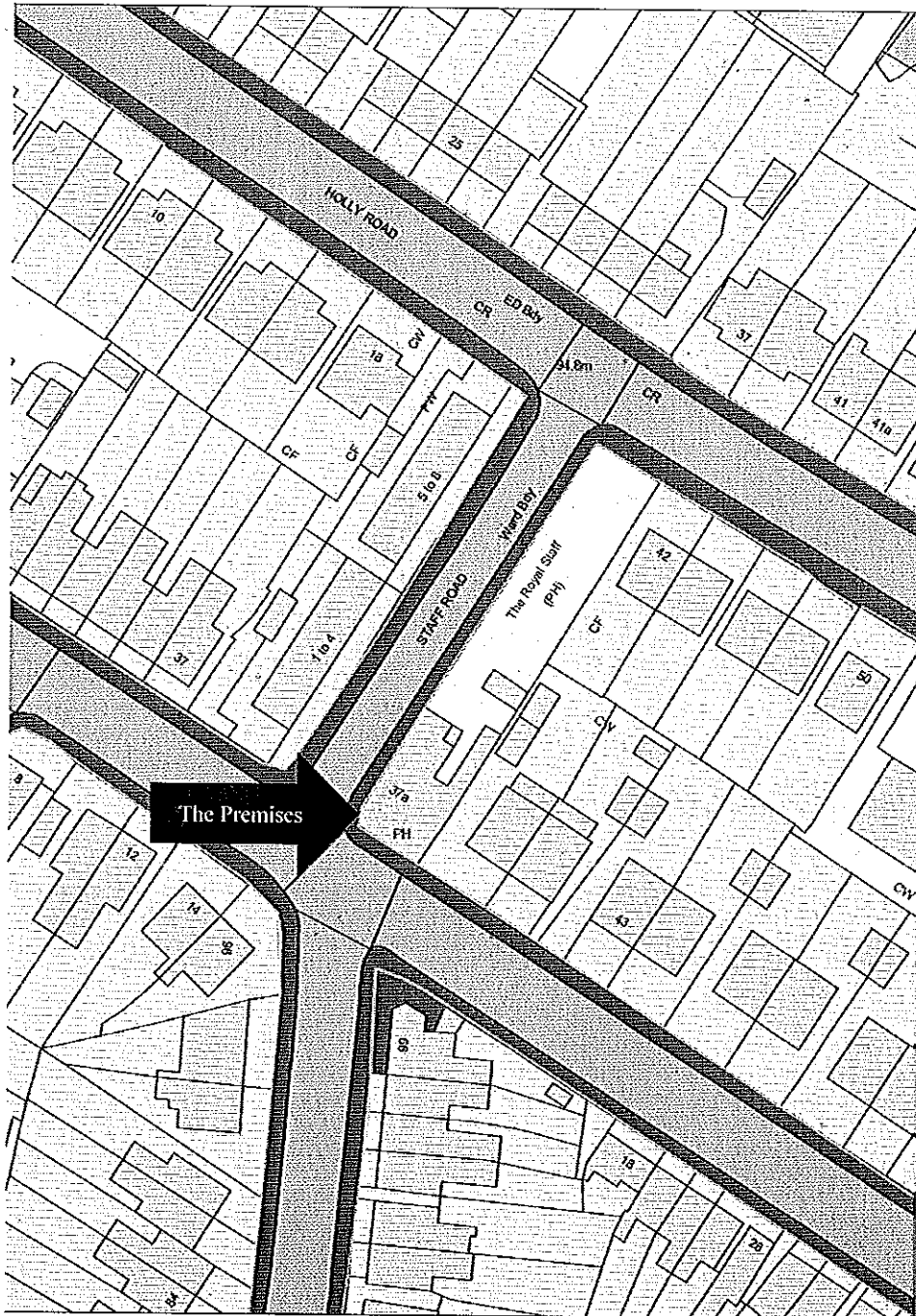
ZV95 = 164

ZV96 = #164

\*\*\* RESULT \*\*\*

FOR NOTING BY LICENCING

MAP OF THE AREA OF THE PREMISES  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,  
ALDERSHOT, HAMPSHIRE, GU12 4NW





**EXISTING PREMISES LICENCE  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,  
ALDERSHOT, HAMPSHIRE, GU12 4NW**

Premises Licence Number  
18/00099/LAPREM - 1/11



**RUSHMOOR**  
BOROUGH COUNCIL

**PREMISES LICENCE**  
Licensing Act 2003

Part 1 – Premises Details

Postal address of premises, or if none, ordnance survey map reference or description	
<b>Address:</b> The Royal Staff 37A Mount Pleasant Road Aldershot Hampshire GU12 4NW	<b>Map Ref (E):</b> 487300 <b>Map Ref (N):</b> 150504 <b>UPRN:</b> 100062324089
<b>Telephone</b> 01252 408012	
Where the licence is time limited the dates	
➤ This licence is <b>NOT</b> time limited	
Licensable activities authorised by the licence	
(1) The retail sale /supply of alcohol; (2) The provision of regulated entertainment by way of indoor sporting events (including pool, snooker, skittles and darts etc); (3) The provision of regulated entertainment by way of live music (indoors only); and (4) The provision of entertainment by way of music and singing but only by the reproduction of recorded sound (NB: this does <b>NOT</b> permit the use of Karaoke, Compares etc)	
Times the licence authorises the carrying out of licensable activities	
(1) The retail sale / supply of alcohol:- ➤ Sunday's – 11:00am to 23:00pm; ➤ Monday to Thursday – 10:00am to 24:00midnight; ➤ Friday's and Saturday's – 10:00am to 01:00am the following day; ➤ On Good Friday and Christmas Eve – 10:00am to 24:00midnight; ➤ On Christmas Day – 11:00am to 23:00pm; ➤ On New Year's Eve, except on a Sunday – 11:00am to 23:00pm; ➤ On New Years Eve on a Sunday – 12:00noon to 22:30pm; and ➤ On New Years Eve from the end of permitted hours on New Years Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, midnight on 31 <sup>st</sup> December).	

- (2) The provision of regulated entertainment by way of recorded music – without limitation.
- (3) All other licensable activities detailed above:-
- Sunday's – 11:00am to 22:00pm;
  - Monday to Thursday – 10:00pm to 23:00pm;
  - Friday's and Saturday's – 10:00am to 24:00midnight;
  - On Good Friday and Christmas Eve – 10:00am to 24:00midnight;
  - On Christmas Day – 11:00am to 23:00pm;
  - On New Year's Eve, except on a Sunday – 11:00am to 23:00pm;
  - On New Years Eve on a Sunday – 12:00noon to 22:30pm; and
  - On New Years Eve from the end of permitted hours on New Years Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, midnight on 31<sup>st</sup> December).

- The opening hours of the premises**
- (1) Sunday's – 11:00am to 23:30pm;
  - (2) Monday to Thursday – 10:00am to 00:30am the following day;
  - (3) Friday's and Saturday's – 10:00am to 01:30am the following day;
  - (4) On Good Friday and Christmas Eve – 10:00am to 00:30am the following day;
  - (5) On Christmas Day – 11:00am to 23:30pm;
  - (6) On New Year's Eve, except on a Sunday – 11:00am to 23:00pm;
  - (7) On New Years Eve on a Sunday – 12:00noon to 22:30pm;
  - (8) On New Years Eve from the end of permitted hours on New Years Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, midnight on 31<sup>st</sup> December); and
  - (9) On the commencement of British Summertime – one additional hour.

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

- Alcohol may be sold / supplied for consumption ON and OFF the premises

**Part 2**

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

Name: My Midland Leisure Ltd  
 Address: Unit B  
 11-21 Clayton Road  
 Hayes  
 UB3 1AX

Telephone:  
 Email:

**Registered number of holder, e.g. company number, charity number (where applicable)**

- 09809755 (Company number)

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

Name: Rajinder Singh Pandher  
 Address:  
 Telephone:  
 Email:

**Personal licence number and issuing authority of personal licence held by designated**



**premises supervisor where the premises licence authorises for the supply of alcohol**

Personal licence number:	00205
Issuing authority:	The London Borough Of Hounslow

Granted by Rushmoor Borough Council, as licensing authority  
pursuant to the Licensing Act 2003 and regulations made thereunder

Date Licence Granted: 12<sup>th</sup> November 2005  
Licence Effective From: 24<sup>th</sup> November 2005  
Date Last Modified: 24th February 2018  
(On Variation)

SIGNED on behalf of the  
Head of Environmental Health & Housing Services  
(Authorised Officer)

**Annex 1 – Mandatory conditions**

- (1) No supply of alcohol may be made under the premises licence:-
  - (i) at a time when there is no designated premises supervisor in respect of the premises licence, or
  - (ii) at a time when the designated premises supervisor does not hold a personal licence or his/her 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)
  - (i) 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.
  - (ii) The designated premises supervisor in relation to the premises licence must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.
  - (iii) 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.
- (4) 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. For the purposes of this condition –
  - (a) "duty" is to be construed in accordance with the Alcoholic Liquor Duties Act 1979
  - (b) "permitted price" is the price found by applying the formula –
$$P = D + (D \times V)$$Where –
  - (i) P is the permitted price
  - (ii) D is the amount of duty chargeable in relation to the alcohol as if the duty were charged on the date of the sale or supply of the alcohol, and

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RUSHMOOR BOROUGH COUNCIL, Environmental Health Services,  
Council Offices, Farnborough Road, Farnborough, Hampshire, GU14 7JU. Telephone: (01252) 398 398

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Fax (01252) 624 017 • Minicorr: (01252) 371 233 • Email: [licensing@rushmoor.gov.uk](mailto:licensing@rushmoor.gov.uk) • DX 122250 FARNBOROUGH 2

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- (iii) V is the rate of value added tax chargeable in relation to the alcohol as if the value added tax were charged on the date of the sale or supply of the alcohol;
  - (c) "relevant person" means, in relation to premises in respect of which there is in force a premises licence –
    - (i) The holder of the premises licence
    - (ii) The designated premises supervisor (if any) in respect of such a licence, or
    - (iii) The personal licence holder who makes or authorises a supply of alcohol under such a licence;
  - (d) "relevant person" means, in relation to premises in respect of which there is in force a club premises certificate, any member or officer of the club present on the premises in a capacity which enables the member or officer to prevent the supply in question; and
  - (e) "value added tax" means value added tax charged in accordance with the Value Added Tax Act 1994.
  - (f) Where the permitted price given by Paragraph (b) would (apart from the 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.
  - (g) Paragraph (b)(ii) applies where the permitted price given by Paragraph (b) on a day ("the first day") would be different from the permitted price on the next day ("the second day") as a result of a change to the rate of duty or value added tax.
  - (h) 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.
- (5) The responsible person must ensure that free potable water is provided on request to customers where it is reasonably available.
- (6) (i) 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.

- (ii) 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;
  - (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).
- (7) The responsible person must ensure that—
  - (a) where any of the following alcoholic drinks is sold or supplied for consumption on the premises (other than alcoholic drinks sold or supplied having been made up in advance ready for sale or supply in a securely closed container) it is available to customers in the following measures—

- (i) beer or cider: ½ pint;
  - (ii) gin, rum, vodka or whisky: 25 ml or 35 ml; and
  - (iii) still wine in a glass: 125 ml;
- (b) these measures are displayed in a menu, price list or other printed material which is available to customers on the premises; and
- (c) where a customer does not in relation to a sale of alcohol specify the quantity of alcohol to be sold, the customer is made aware that these measures are available.

**Annex 2 – Conditions consistent with the Operating Schedule**

- (1) No licensable activities shall be undertaken except during permitted hours.
- (2) Anyone authorised to sell or supply alcohol at the premises shall request and ensure sight of suitable identification, for proof of age, of any person appearing to them to be under the age of 18 (eighteen) and who is attempting to purchase alcohol.
- (3) The licence holder or nominated staff representative(s) shall actively participate in and represent the premises in any local Pubwatch scheme.
- (4) Suitable and sufficient emergency lighting shall be provided at the premises and suitably maintained.
- (5) Suitable and sufficient risk assessments shall be undertaken in connection with the nature and layout of the premises and the activities carried on there, and suitable controls effected so as to ensure public safety.
- (6) A suitable and sufficient fire evacuation procedure shall be developed for the premises.
- (7) All staff shall be given suitable and sufficient training on the matters detailed in conditions (5) and (6) above, together with other relevant safety issues (including fire safety), to a level commensurate with their duties and responsibilities.
- (8) Managers shall regularly inspect the premises in order to identify and effectively control risks to public safety.
- (9) Suitable and sufficient supplies of first aid equipment / materials must be made available to members of the public on request. Dependant on the activities, events and risks at the premises, a suitably trained first aider or an appointed person for first aid must also be present on the premises at all times during licensable activities.
- (10) Except for access and egress, all external doors and windows must be closed and kept closed between 23:00pm and the end of the specified opening hours on any day.
- (11) Management of the premises shall take all reasonable steps to ensure that patrons and members of staff leave the premises without causing disturbance to local residents.

- (12) (i) The licence holder or nominated representative(s) shall carry out a regular noise assessment of the area adjacent to the premises whilst licensable activities take place.
- (ii) Noise assessments shall take place on all sides of the premises at the boundary of the nearest residential premises, and if audible, steps shall be taken to reduce noise from the premises to a level where noise is no longer audible at the monitoring points.
- (iii) These assessments shall be undertaken at hourly intervals from 23:00pm.
- (iv) Written records of these assessments and any remedial action taken shall be kept and made available to either the local authority or the Licensing Authority when requested.
- (13) (i) A suitable noise complaints procedure must be established and in operation at the premises (e.g. all staff must be familiar with the complaints procedure and any complaint(s) made in respect of the premises, its customers, staff and/or the activities carried on there must be investigated and remedied as soon as, and, so far as is reasonably practicable to prevent public nuisance).
- (ii) Suitable written records (e.g. the nature of any complaint(s), action(s) taken in response, the date(s) and time(s) when any complaint was made, together with the name of the person(s) who handled the complaint) must be kept and made available to officers of Rushmoor Borough Council on request.
- (14) No licensable activities or the consumption of food or drink shall be permitted in any external area(s) of the premises used by customers / patrons between 22:00pm and the end of specified opening hours on any day. Only smoking may be permitted in any authorised external area(s) of the premises during the time stated.
- (15) Disposal of refuse such as waste bottles into external receptacles, where the noise may be audible to neighbouring properties, shall not occur between 23:00pm and 08:00am.
- (16) At no time shall external lighting cause a nuisance to neighbouring properties.
- (17) The area in the immediate vicinity of the premises shall be cleared of litter on a regular basis and always at the close of business.
- (18) Customer toilets shall be checked at regular intervals and cleaned as necessary.

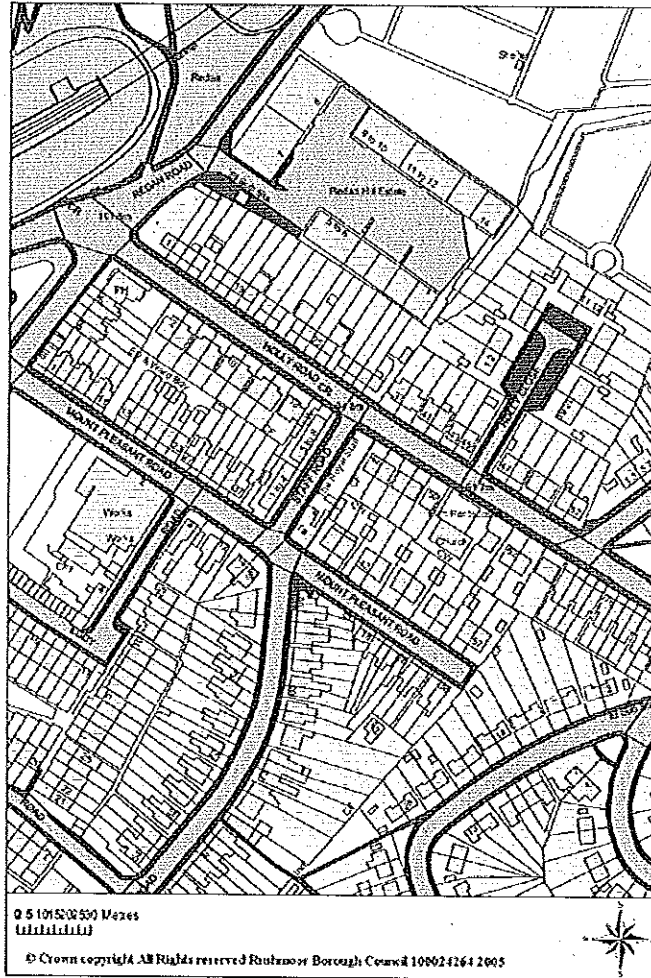
**Annex 3 – Conditions attached after a hearing by the licensing authority**

None



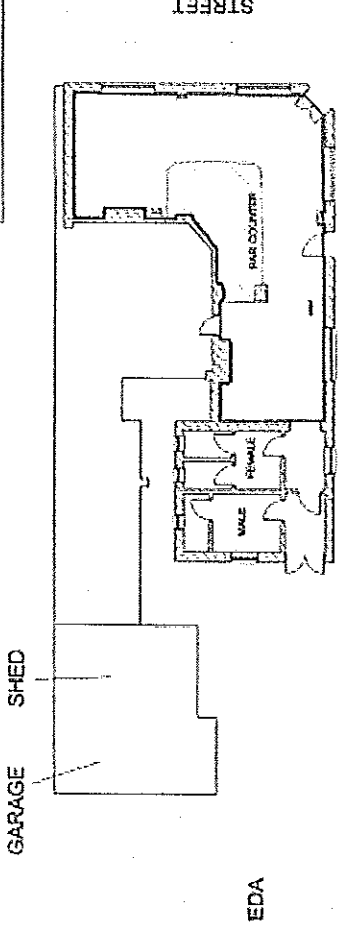
**Annex 4 – Plans**

This licence permits the licensable activities stated at the premises addressed above and outlined below in accordance with the plan(s) attached and marked 18/00099/LAPREM – 12.



-oOo-

THE CROWN AND IVY OF ANTONIAE SCAZZO AND ANNE  
 GIANFRANCESCO SCAZZO AS SHOWN AS APPLICABLE THIS  
 PLAN IS A COPY OF THE ORIGINAL DRAWING AND IS NOT  
 A COPY OF THE ORIGINAL DRAWING AS SHOWN AS APPLICABLE




EXISTING GROUND FLOOR PLAN

KEY

- CIGARETTE VENDING MACHINE
- AMP / FRUIT MACHINE

During the initial construction of the site,  
 the position of the vending machines and  
 the position of the fruit machine were  
 marked on the plan.

USA: Technical drawing was used for the construction of the site.



**ROMANS**  
Surveyors

4 KING STREET LONDON, WC2R 0EF, ENGLAND, UNITED KINGDOM  
 TEL: 020 7424 1234  
 FAX: 020 7424 1235  
 EMAIL: info@romans.co.uk  
 WWW.ROMANS.CO.UK

**FULLER SMITH AND TURNER PLC**  
 The Royal Staff, 37A Mount Pleasant Road  
 Aldershot, Hampshire, GU12 4NW

Drawing No: 154		Scale: 1:50	
Drawing Title: Existing Floor Plans		Date: 15/01/01	
Author: J.S.		Check: J.S.	
Drawing No: 154		Scale: 1:50	
Drawing Title: Existing Floor Plans		Date: 15/01/01	
Author: J.S.		Check: J.S.	
Drawing No: 154		Scale: 1:50	
Drawing Title: Existing Floor Plans		Date: 15/01/01	
Author: J.S.		Check: J.S.	

REPRESENTATION FROM IMMIGRATION  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,  
ALDERSHOT, HAMPSHIRE, GU12 4NW



Immigration  
Enforcement

ROYAL STAFF PUBLIC HOUSE,  
37A MOUNT PLEASANT ROAD,  
ALDERSHOT GU124NW.

Immigration enforcement support the Hampshire Constabulary, in the request to review and revoke the premises licence of ROYAL STAFF PUBLIC HOUSE, 37A MOUNT PLEASANT ROAD, ALDERSHOT GU124NW.

On Friday 9th March 2018 a joint licensing visit was carried out at the public house in conjunction with Hampshire police and Rushmoor Borough councils licensing officer. Upon entering the premises we were introduced to the male behind the bar by PC LADHAMS. The male was spoken to and we explained who we were and why we were there. The male identified himself to us and after conducting some checks we could find no trace of him on Home office systems. Following some biometric checks the males identity was confirmed and he was confirmed as an overstayer and had no right to work in the UK. The male admitted to working in the public house and stated that he had been there since August and was a friend of the landlord. He stated that he was given food [REDACTED] in return and worked three to four shifts a week dependant on what the landlord required. He stated he had not been asked to provide any documentation to prove his right to work in the UK.

A notice of liability has been served on the business for employing an illegal worker which if enforced carries a maximum fine of £20,000 per illegal worker.

The employment of people who do not have the right to work in the UK is a serious crime and can be linked to exploitation of vulnerable people.

Employers have had a responsibility since 1997 to ensure they do not employ illegal workers. Since 2008, this requirement has been underpinned by civil and criminal sanctions for non compliance, set out in the Immigration, Asylum and Nationality Act 2006 - sections 15 and 21. Under these sanctions, an employer who employs an illegal worker may be liable for a civil penalty of up to £20,000 per illegal worker and an employer who knowingly or has reasonable cause to believe that the employment is not permitted may on conviction after indictment be subject to a custodial sentence of up to five years and an unlimited fine.

The panel will be aware of the High Court Judgement from East Lindsey District Council v Abu Hanif (trading as Zara's Restaurant and Takeaway) to get over the point that prosecutions don't have to occur in order for the crime prevention objective to be undermined and the Licensing Authority to be able to take action. The licensing objectives are prospective and enforcing authorities are required to assess licensing matters to prevent them being undermined in the first place. Enforcing authorities should also assess the likely effect of granting a licence on the promotion of those objectives.

REPRESENTATION FROM THE LICENSING AUTHORITY  
THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,  
ALDERSHOT, HAMPSHIRE, GU12 4NW

**RUSHMOOR**  
BOROUGH COUNCIL



Council Offices, Farnborough Road,  
Farnborough, Hants. GU14 7JU  
Tel: (01252) 398 399  
Website: [www.rushmoor.gov.uk](http://www.rushmoor.gov.uk)

Our Ref: 18/00221/LAPRER

Officer: Shelley Bowman

Your Ref:

Tel: 01252 398162

The Licensing Authority  
(by E-mail)

Email: [shelley.bowman@rushmoor.gov.uk](mailto:shelley.bowman@rushmoor.gov.uk)

Date: 26th April 2018

Dear Sir / Madam,

**THE LICENSING ACT 2003**

Representation in respect of an application to review a premises licence  
The Royal Staff, 37A Mount Pleasant Road, Aldershot, Hampshire GU12  
4NW

**Individual making representations:**

My name is Shelley Marie Bowman and I am employed as Principal Licensing Officer for Rushmoor Borough Council. I have been employed in this capacity for approximately 8 years, and prior to this as a Licensing Officer for approximately 3 years. I hold a Certificate of Higher Education in Licensing Law, a BIIAB National Certificate for Personal Licence holders, a BIIAB National Certificate for Licensing Practitioners and a BIIAB National Certificate for Licensing Practitioners (Gambling).

**Capacity and authority of individual making representations:**

I am making this representation in the capacity and embodiment of a responsible authority as defined in Section 13(4) of the Licensing Act 2003 (as amended by Section 103 of the Police Reform & Social Responsibility Act 2011). For this purpose, and as outlined above, I represent the relevant licensing authority in whose area the above named premises are situated.

**Relevance of representations:**

As a responsible authority, I am making this representation in accordance with the procedure for review of a premises licence detailed in Section 51 of the Licensing Act 2003. I am also making this representation at this time and in respect of the above named premises as it is my opinion that steps are necessary to promote the licensing objective the prevention of crime and disorder. The grounds for this opinion are outlined below.

**Nature and grounds of representation:**

My witness statement in respect of the visits carried out at the premises, which led to the application for review, has already been submitted by Hampshire

Constabulary as part of the application, therefore I will not append it to my representation.

The promotion of the licensing objectives at licensed premises relies on licence holders, and DPS's working alongside the responsible authorities to deal with any concerns that may arise, and any local issues that may occur. Given that PC Ladhams has detailed in his application, Mr Pandher's reluctance to provide information and work with him in identifying "Shaz", I have concerns as to how Mr Pandher will work with the authorities should he remain in control of the premises with future issues such as The World Cup. Furthermore, despite joining the online Pubwatch system following my discussion with Mr Pandher, and him assuring me that either Shaz or him would attend the meetings, no-one from the premises has attended any of the Pubwatch meetings. This further suggests that Mr Pandher is not making an effort to work with the other premises and authorities, and is also a breach of Annex 2 Condition (3) of the premises licence which states "The licence holder or nominated staff representative(s) shall actively participate in and represent the premises in any local Pubwatch scheme."

In addition, employing illegal workers is a serious offence, and Mr Pandher's failure to provide details for Shaz when asked by PC Ladhams, may indicate that he was aware of his immigration status, which raises significant concerns as to his regard for compliance with legislation and the promotion of the licensing objectives.

The Secretary of State's Guidance issued under section 182 of The Licensing Act 2003, states in the section "Powers of a Licensing Authority on the determination of a review":

11.21 For example, licensing authorities should be alive to the possibility that the removal and replacement of the designated premises supervisor may be sufficient to remedy a problem where the cause of the identified problem directly relates to poor management decisions made by that individual.

11.22 Equally, it may emerge that poor management is a direct reflection of poor company practice or policy and the mere removal of the designated premises supervisor may be an inadequate response to the problems presented. Indeed, where subsequent review hearings are generated by representations, it should be rare merely to remove a succession of designated premises supervisors as this would be a clear indication of deeper problems that impact upon the licensing objectives.

11.23 Licensing authorities should also note that modifications of conditions and exclusions of licensable activities may be imposed either permanently or for a temporary period of up to three months. Temporary changes or suspension of the licence for up to three months could impact on the business holding the licence financially and would only be expected to be pursued as an appropriate means of promoting the licensing objectives or preventing illegal working. So, for instance, a licence could be suspended for a weekend as a means of deterring the holder from allowing the problems that gave rise to the review to happen again. 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. But where premises are found to be trading irresponsibly, the licensing authority should not hesitate, where appropriate to do so, to take tough action to tackle the problems at the premises and, where other measures are deemed insufficient, to revoke the licence.

It also states in the section "Reviews arising in connection with crime":

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. It is important to recognise that certain criminal activity or associated problems may be taking place or have taken place despite the best efforts of the licence holder and the staff working at the premises and despite full compliance with the conditions attached to the licence. In such circumstances, the licensing authority is still empowered to take any appropriate steps to remedy the problems. 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.

11.27 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 the sale and distribution of drugs controlled under the Misuse of Drugs Act 1971 and the laundering of the proceeds of drugs crime;
- for the sale and distribution of illegal firearms;
- for the evasion of copyright in respect of pirated or unlicensed films and music, which does considerable damage to the industries affected;
- for the illegal purchase and consumption of alcohol by minors which impacts on the health, educational attainment, employment prospects and propensity for crime of young people;
- for prostitution or the sale of unlawful pornography;
- by organised groups of paedophiles to groom children;
- as the base for the organisation of criminal activity, particularly by gangs; • for the organisation of racist activity or the promotion of racist attacks;
- for employing a person who is disqualified from that work by reason of their immigration status in the UK;
- for unlawful gambling; and
- for the sale or storage of smuggled tobacco and alcohol.

11.28 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.

**Summary of recommended steps / conditions / actions to be taken:**

Given that the secretary of state's guidance states that members should consider revocation of the premises licence where illegal working has taken place even in the first instance; and that Mr Pandher is the sole director of the company who hold the licence, and therefore has control over the running of the premises. I believe that removing Mr Pandher as the DPS would have no impact on the running of the premises.

Furthermore, the law in respect of immigration already requires right to work checks to be carried out, therefore I do not believe that adding conditions in respect of this will have any impact on the promotion of the licensing objectives. As such, I do not believe that there are any steps other than revocation of the licence which will ensure the promotion of the licensing objectives.

Yours faithfully

A black rectangular redaction box covering the signature of Shelley Bowman.

**Shelley Bowman**  
Principal Licensing Officer  
Environmental Health and Housing  
[licensing@rushmoor.gov.uk](mailto:licensing@rushmoor.gov.uk)



## APPENDIX F

### REPRESENTATION OF SUPPORT FROM MEMBER OF PUBLIC THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD, ALDERSHOT, HAMPSHIRE, GU12 4NW

Dear Sir/Madam

Review of Premises Licence for Royal Staff, 37a Mount Pleasant Road, Aldershot, GU12 4NW

I am writing in a personal capacity as someone who regular visits the public house. I saw the notice pinned to the lamppost outside the pub and visited the Council Offices to view the Concerns over the licensing objective of Prevention of Crime and Disorder. I am willing to appear as a friendly witness at any hearing or review body.

I work as a [REDACTED] and wanted to offer my thoughts about the Royal Staff and the representations made to RBC that I read on Friday 20<sup>th</sup> April at the Council Offices. I realise my comments must be confined to Prevention of Crime and Disorder, but I also want the committee to know what a negative effect the refusal of a licence would have on the local community. I was not allowed to take a copy of the report with me so had to make manual notes which I refer to in this submission.

#### The report and witness statements.

- 1) I cannot comment on the immigration issues as I am not qualified to do so. However, I was present at the raid on 9<sup>th</sup> March 2018 (and the "routine visit on 27/1/2018") and may have some information to add.
- 2) My biggest concerns are the statements made by PC2373 Ladhams that seem to have very little substance and seem based on his perception rather than the facts in front of him. If you compare the statements of the visiting licencing officer on the "Routine Visit on 27/01/18" with his a neutral may conclude they must have been at different establishments. Again, reading his statements may make a neutral conclude his comments are rather subjective rather than what was before him. I will go into more detail below

#### The Statements

- 1) The statements of the Immigration officers and Licencing Officer on the visit on 09/03/18 seem fair and a fair reflection of what I saw. They stuck to the facts. The pub was busy (we had finished our weekly tennis session and were the dart players referred to in the report). The atmosphere was good with people looking forward to the weekend. The customers

were jovial with the licencing officer and the PC and even offered the Community Officers outside a seat in the garden a seat and a glass of water. The situation was explained to us and a solution sought to the immediate problem of shutting the pub or keeping it open. There were two personal licence holders present which I believe enabled the pub to stay open.

However, I must take issue with PC Ladhams versions of events on both 27/01/18 and 09/03/18. I found both statements subjective, based on opinion not fact and his knowledge of the licencing trade is questionable e.g. Tabs? Where has he been? Does he ever visit a pub, restaurant or Hotel? It is COMMON practice to ask for a tab and settle the bill at the end of the evening on your card. With the Staff they will retain a customer's card who is not known to them and show him the total of his purchases at the end of his visit and he will pay by card. For a "regular" they do not retain the card, but the process is the same. Drinks are recorded then shown to the person who then pays by card at the end of the night. This is standard practice in just about every pub, restaurant and hotel I have ever been in! His statement "Shaz and the customers were on first name terms (pretty common id say for a pub). This is the first time I have ever seen this method (tabs) of recording the sale of alcohol in Hampshire (what? See my previous comments! I have used this method up and down the country and the only establishments that don't do it do not have the capacity for card payment!)

Returning to his statement after the "routine visit" on 27/01/18 I find his comments inaccurate at best and insulting at worst as I was present and clearly, he thought I must be "drunk" and adding to the "uneasy feel" about it from an enforcement point of view as I was present during their visit! For the record, I am a [REDACTED] and the [REDACTED] where Crime and Disorder is always on the agenda. I was not drunk and I have never been in trouble and have no plans to start soon!

Most of us had just watch a live fac Cup game between Liverpool and West Brom on the Staff Tv and west Brom had snatched an unlikely 3-2 win. Spirits were high with banter involving locals who supported Liverpool...high but good natured! They visited at 8pm just as the game had finished and what they saw were high spirits...typical for a Sat night I would have thought! The licencing Office makes no mention of "several people were drunk" and definitely makes no comments regarding "lending the premises to have an uneasy feel about it from an enforcement point of view" In fact her (the Licencing Officer) states "The customers of the pub clearly knew Shaz and there were NO CONCERNS about compliance with the licence conditions"...a very different opinion from PC Latham.

This conflict of statements would mean if this went to a criminal court it would be thrown out as they do not concur at ANY point. His views are personal and subjective and contain no fact. He had an opinion and was sticking to it. I resent being labelled a drunk and the reasoning I may be trouble. The licencing officer offered no opinion but stuck to the facts i.e. what she saw rather than conjecture. I'm guessing PC Latham has never walked into the Red Lion, queen Victoria or the George in Aldershot! Goodness knows what he would make of the "environment!"

I will also say that the perceived lack of cooperation by the owner and Shaz is hearsay and no proof offered of given. In one statement he refers to "Shaz sounded tired as if he had just got out of bed"! what bearing does this have on the case?

I also noted for the record that none of the submissions were signed and dated and not countersigned by a responsible officer (Inspector or Above).

The application for review is based on "THE PREVENTION OF CRIME AND DISORDER". I have been a customer of the Royal Staff for over 30 years and have never seen one ounce of trouble, fighting, drug use or any other criminal activity. When suspected drug use has been suspected authorities have been contacted (as direct by the licencing conditions). In fact, I have always found it welcoming and family orientated crowded with families in the garden in summertime. It is an old fashioned "back street boozier" that is unpopular with trouble makers who perceive it as boring. I know of only 2 recent incidents where near the pub and I believe those involved were never in the pub and had in fact come from the la Fontaine 9owned and run by Councillor Bruce Thomas).

I know the pub has been a Police nominated Away fans pub for many years (for the football) and there has never been any trouble and I know the Football Police Officers have been praiseworthy of the pubs efforts and willingness to accept away fans. Torquay fans always come to the pub and there must have been close to 200 Tranmere Fans in the pub for the play offs last year. They were saying how welcome they felt and what a great time they had. A lot advise the Fontaine was a "nightmare". I suggest the Police chap in charge of football is invited to give his comments on this application.

From a community point of view, many of the residents in sheltered housing opposite visit the Pub regularly as do residents of Mike Jackson House in Aldershot (a residential mental health facility for ex servicemen and women). They have personally told me they feel safe and welcomed in the pub unlike many other pubs in Aldershot. One of the former residents of Mike Jackson house now lives opposite the Staff and is now a regular citing it as "safe, welcoming and good fun".

The pub has also hosted meetings for CAMRA (campaign for real ale) and The Aldershot Civic Society. I have also asked permission to hold out of office meetings there. Hardly the environment or picture PC Ladhams is building!

There is a very successful Darts team based at the pub 9won the 1001 league last year, a long-established Golf Society and the pub has hosted many charity events from cancer related charities to Make a Wish Foundation. Again, not really the picture the PC is trying to paint.

I also saw the poorly worded objection from a "local resident". While not knowing who the resident is, it sounds familiar to a previous complaint a couple of years ago. Whilst a pub must prove its integrity time and time again I find it odd that a resident can say what they like. For instance, in the Sheltered Housing opposite there is a lady dressed in very bright clothing and a Rastafarian hair who plays loud reggae music all day and night and sits outside in the summer drinking alcohol all day with her comments getting louder and louder all the time. Even so, she comes over to the pub for the entertainment events and enjoys herself thoroughly and leaves a happy person. Now that is a good example of the pub and its community spirit and not holding grudges.

I ask the committee to throw out the charge relating to revoking the licence under Prevention of Crime and Disorder and instead recommend the licencing officer to work with the owner to

make sure it stays complaint with the licence. I would also recommend that PC Ladhams motives are examined as his view of the situation seems distorted.

I think the owner is guilty of naivety. The immigration issue is being dealt with the courts. Since then he now employs local experienced bar staff, reminded customers of their responsibilities and acted to reduce possible noise and disturbing of nearby residents. Shaz has not worked at the pub since the visit and has complied with the law regarding court appearances and local conditions.

Regards

**RELEVANT CONSIDERATIONS**  
**THE ROYAL STAFF, 37A MOUNT PLEASANT ROAD,**  
**ALDERSHOT, HAMPSHIRE, GU12 4NW**

**1.0 Guidance issued under S182 of the Licensing Act 2003 (April 2018)**

1.1. The sections of the Secretary of State's guidance identified in Table 1 below may be relevant to the consideration of this application

<b>TABLE 1 - SECTIONS OF THE SECRETARY OF STATE'S GUIDANCE WHICH MAY BE RELEVANT TO THIS APPLICATION</b>						
Section	Other Ref.	Paragraph(s)		Subject Matter	Page(s)	
		From	To		From	To
2	-	2.1	2.32	The licensing objectives	6	13
2	-	2.1	2.6	Crime and disorder	6	7
10	-	10.1	10.66	Conditions attached to premises licences	77	88
10	-	10.8	10.9	Imposed conditions	78	-
10	-	10.10	-	Proportionality	78	-
11	-	11.1	11.29	Reviews	89	94
11	-	11.1	11.11	The review process	89	90
11	-	11.16	11.23	Powers of a licensing authority on determination of a review	91	92
11	-	11.24	11.28	Reviews arising in connection with crime	93	94
13	-	13.1	13.13	Appeals	103	105
12	-	13.10	-	Giving reasons for decisions	104	-

**2.0 The Council's Licensing Policy**

2.1. The sections of the Council's Licensing policy identified in Table 2 below may be relevant to the consideration of this application.

<b>TABLE 2 - SECTIONS OF THE COUNCIL'S LICENSING POLICY WHICH MAY BE RELEVANT TO THIS APPLICATION</b>						
Section	Other Ref.	Paragraph(s)		Subject Matter	Page(s)	
		From	To		From	To
3	Part C	3.1	3.47	Licensing principals, objectives & general considerations	16	20
3	Part C	3.12	3.14	General licensing principals	17	17
14	Part N	14.1	14.23	Review of relevant authorisation	52	54
14	Part N	14.22	14.23	Matters of review which may give rise to revocation	54	54
18	Part R	18.1	18.61	Representations, Responsible Authorities & Interested Parties	67	73
19	Part S	19.1	19.29	Conditions and restrictions	74	77
19	Part S	19.1	19.15	General principles of transposition and imposition of conditions	74	75

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**MANDATORY CONDITIONS**  
**EVEREST CASH & CARRY, 82 - 84 COVE ROAD, FARNBOROUGH,**  
**HAMPSHIRE, GU14 0EU**

Where applicable in the circumstances, one or more of the following mandatory conditions must be applied to a premises licence.

**Section 19 – Mandatory conditions: supply of alcohol**

Where a premises licence authorises the supply of alcohol -

- (1) No supply of alcohol may be made under the premises licence -
  - (i) at a time when there is no designated premises supervisor in respect of the premises licence, or
  - (ii) at a time when the designated premises supervisor does not hold a personal licence or his/her 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.

**The Licensing Act 2003 (Mandatory Conditions) Order 2014**

- (1) (i) 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.
- (ii) The designated premises supervisor in relation to the premises licence must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.
- (iii) 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
- (2) 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. For the purposes of this condition –
  - (a) “duty” is to be construed in accordance with the Alcoholic Liquor Duties Act 1979
  - (b) “permitted price” is the price found by applying the formula –  

$$P = D + (D \times V)$$

Where –

- (i) P is the permitted price
  - (ii) D is the amount of duty chargeable in relation to the alcohol as if the duty were charged on the date of the sale or supply of the alcohol, and
  - (iii) V is the rate of value added tax chargeable in relation to the alcohol as if the value added tax were charged on the date of the sale or supply of the alcohol;
- (c) “relevant person” means, in relation to premises in respect of which there is in force a premises licence –
- (i) The holder of the premises licence
  - (ii) The designated premises supervisor (if any) in respect of such a licence, or
  - (iii) The personal licence holder who makes or authorises a supply of alcohol under such a licence;
- (d) “relevant person” means, in relation to premises in respect of which there is in force a club premises certificate, any member or officer of the club present on the premises in a capacity which enables the member or officer to prevent the supply in question; and
- (e) “value added tax” means value added tax charged in accordance with the Value Added Tax Act 1994.
- (f) Where the permitted price given by Paragraph (b) would (apart from the 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.
- (g) Paragraph (b)(ii) applies where the permitted price given by Paragraph (b) on a day (“the first day”) would be different from the permitted price on the next day (“the second day”) as a result of a change to the rate of duty or value added tax.
- (h) 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.