

Harrow Application for a premises licence Licensing Act 2003

For help contact licensing@harrow.gov.uk Telephone: 020 8901 2600

* required information

Section 1 of 21		
You can save the form at any t	ime and resume it later. You do not need to be	logged in when you resume.
System reference	Not Currently In Use	This is the unique reference for this application generated by the system.
Your reference		You can put what you want here to help you track applications if you make lots of them. It is passed to the authority.
Are you an agent acting on be	half of the applicant?	Put "no" if you are applying on your own behalf or on behalf of a business you own or
○ Yes	lo	work for.
Applicant Details		
* First name	Indira	
* Family name	Ramphul	
* E-mail		
Main telephone number		Include country code.
Other telephone number		
☐ Indicate here if you wou	ld prefer not to be contacted by telephone	
Are you:		
Applying as a business of	or organisation, including as a sole trader	A sole trader is a business owned by one person without any special legal structure.
 Applying as an individual 	al	Applying as an individual means you are applying so you can be employed, or for some other personal reason, such as following a hobby.
Applicant Business		
Is your business registered in the UK with Companies House?	Yes No	Note: completing the Applicant Business section is optional in this form.
Registration number	8053142	
Business name	Didy's Limited	If your business is registered, use its registered name.
VAT number -	157291494	Put "none" if you are not registered for VAT.
Legal status	Private Limited Company	

Continued from previous page			
Your position in the business	Director		
Home country	United Kingdom	The country where the headquarters of your business is located.	
Registered Address		Address registered with Companies House.	
Building number or name	71		
Street	Thorndike Avenue		
District			
City or town	Northolt		
County or administrative area	Middlesex		
Postcode	UB5 5LB		
Country	United Kingdom		
Section 2 of 21			
PREMISES DETAILS			
	ply for a premises licence under section 17 of the premises) and I/we are making this applicate of the Licensing Act 2003.		
Premises Address			
Are you able to provide a posta	al address, OS map reference or description of t	he premises?	
AddressOS ma	p reference O Description		
Postal Address Of Premises			
Building number or name	196		
Street	Alexandra Avenue		
District			
City or town	Harrow		
County or administrative area	Middlesex		
Postcode	HA2 9BU		
Country	United Kingdom		
Further Details			
Telephone number	02084221171		
Non-domestic rateable value of premises (£)			

Socti	Continue 2 of 21					
	Section 3 of 21 APPLICATION DETAILS					
	capacity are you applying for the premises licence?					
	n individual or individuals					
	limited company / limited liability partnership					
	partnership (other than limited liability)					
	n unincorporated association					
	ther (for example a statutory corporation)					
	recognised club					
	charity					
	he proprietor of an educational establishment					
	health service body					
	person who is registered under part 2 of the Care Standards Act					
	000 (c14) in respect of an independent hospital in Wales					
	A person who is registered under Chapter 2 of Part 1 of the Health and Social Care Act 2008 in respect of the carrying on of a regulated activity (within the meaning of that Part) in an independent hospital in England					
	he chief officer of police of a police force in England and Wales					
Conf	m The Following					
\boxtimes	am carrying on or proposing to carry on a business which involves ne use of the premises for licensable activities					
	am making the application pursuant to a statutory function					
	I am making the application pursuant to a function discharged by virtue of Her Majesty's prerogative					
Section 4 of 21						
NON	NON INDIVIDUAL APPLICANTS					
Provide name and registered address of applicant in full. Where appropriate give any registered number. In the case of a partnership or other joint venture (other than a body corporate), give the name and address of each party concerned.						
Non	dividual Applicant's Name					
Nam	Didy's Limited					
Deta						
Regi:	ble) 8053142					
Description of applicant (for example partnership, company, unincorporated association etc)						

Continued from previous page	
Limited Company (Indira Ramphul) Director	
Address	
Building number or name	71
Street	Thorndike Avenue
District	
City or town	Northolt
County or administrative area	Middlesex
Postcode	UB5 5LB
Country	United Kingdom
	Documents that demonstrate entitlement to work in the UK
	Add another applicant
Section 5 of 21	
OPERATING SCHEDULE	
When do you want the premises licence to start?	16 / 02 / 2019 dd mm yyyy
If you wish the licence to be valid only for a limited period, when do you want it to end	dd mm yyyy
Provide a general description of	of the premises
licensing objectives. Where you	ses, its general situation and layout and any other information which could be relevant to the ur application includes off-supplies of alcohol and you intend to provide a place for olies you must include a description of where the place will be and its proximity to the
at 196 Alexandra Avenue, Harro	restaurant being operated by Didy's Limited under the trade name of Freshly Grilled located bw, HA2 9BU. The lay out consist of sitting area restaurant and Kitchen section. The premises ries and not for selling alchohol.

Continued from previous page
If 5,000 or more people are
expected to attend the premises at any one time,
state the number expected to
attend
Section 6 of 21
PROVISION OF PLAYS
See guidance on regulated entertainment
Will you be providing plays?
○ Yes
Section 7 of 21
PROVISION OF FILMS
See guidance on regulated entertainment
Will you be providing films?
○ Yes
Section 8 of 21
PROVISION OF INDOOR SPORTING EVENTS
See guidance on regulated entertainment
Will you be providing indoor sporting events?
○ Yes
Section 9 of 21
PROVISION OF BOXING OR WRESTLING ENTERTAINMENTS
See guidance on regulated entertainment
Will you be providing boxing or wrestling entertainments?
○ Yes
Section 10 of 21
PROVISION OF LIVE MUSIC
See guidance on regulated entertainment
Will you be providing live music?
○ Yes
Section 11 of 21
PROVISION OF RECORDED MUSIC
See guidance on regulated entertainment
Will you be providing recorded music?
○ Yes
Section 12 of 21
PROVISION OF PERFORMANCES OF DANCE
See guidance on regulated entertainment
Will you be providing performances of dance?

Continued from previous page				
Section 13 of 21				
	A SIMILAR	DESCRIPTION TO LIVE	MUSIC, RE	CORDED MUSIC OR PERFORMANCES OF
See guidance on regulated en	tertainment			
Will you be providing anything performances of dance?	g similar to liv	e music, recorded mus	sic or	
○ Yes	No			
Section 14 of 21				
LATE NIGHT REFRESHMENT				
Will you be providing late nigh	nt refreshmer	nt?		
Yes	○ No			
Standard Days And Timings				
MONDAY				Give timings in 24 hour clock.
Start	11:00	End	02:00	(e.g., 16:00) and only give details for the days
Start	11:00	End	02:00	of the week when you intend the premises to be used for the activity.
TUESDAY				
Start	11:00	End	02:00	
Start		End	02:00	
	11.00	Liid	02.00	
WEDNESDAY				
Start	11:00	End	02:00	
Start	11:00	End	02:00	
THURSDAY				
Start	11:00	End	02:00	
Start	11:00	End	02:00	
FRIDAY				
	11:00	End	02:00	
	11:00	End	02:00	
			02.00	
SATURDAY				
	11:00	End	02:00	
Start	11:00	End	02:00	
SUNDAY				
Start	11:00	End	02:00	
Start	11:00	End	02:00	

Cont	inued from previous page	•••					
Will both	the provision of late nigl n?	ht refr	eshment take p	olace indoo	ors or outo	doors or	
•	Indoors	0	Outdoors	0	Both		Where taking place in a building or other structure tick as appropriate. Indoors may include a tent.
	e type of activity to be auusively) whether or not r					elevant f	further details, for example (but not
Non	e						
Ctat	a any coaconal variations						
	e any seasonal variations		و ما الله و ما و م	ممالانتناك		المامية المادة	
	<u> </u>	vely) \	where the activ	Tity Will occ	ur on add		ays during the summer months.
Non	е						
	-standard timings. Wher e listed in the column or			e used for	the supply	y of late r	night refreshments at different times from
Fore	example (but not exclusi	vely),	where you wisl	h the activi	ity to go o	n longer	on a particular day e.g. Christmas Eve.
Non	e						
Sect	ion 15 of 21						
	PLY OF ALCOHOL						
Will	you be selling or supply	ing ald	ohol?				
\circ	Yes	•	No				
PRO	POSED DESIGNATED PI	REMIS	ES SUPERVISO	OR CONSE	NT		
	will the consent form oupplied to the authority		roposed desig	nated prer	mises sup	ervisor	
•	Electronically, by the p	ropos	ed designated	premises s	upervisor		
\circ	As an attachment to th	is app	lication				
Refe	rence number for conse	nt 🗀					If the consent form is already submitted, ask
form	ı (if known)						the proposed designated premises
							supervisor for its 'system reference' or 'your reference'.
Sect	ion 16 of 21						
ADU	LT ENTERTAINMENT	_					

Highlight any adult entertainment or services, activities, or other entertainment or matters ancillary to the use of the premises that may give rise to concern in respect of children

Give information about anything intended to occur at the premises or ancillary to the use of the premises which may give rise to concern in respect of children, regardless of whether you intend children to have access to the premises, for example (but not exclusively) nudity or semi-nudity, films for restricted age groups etc gambling machines etc.

	•	 •	3 3 1	
N/A				

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HOURS PREMISES ARE OPEN TO THE PUBLIC

HOOKS PREMISES ARE	OPEN TO THE PUBLIC		
Standard Days And Tir	nings		
MONDAY		Give timings in 24 h	oour clock
	Start 11:00	End 02:00 (e.g., 16:00) and onl	y give details for the days
	Start 11:00	End 02:00 of the week when y	ou intend the premises ctivity.
TUESDAY			
	Start 11:00	End 02:00	
	Start 11:00	End 02:00	
WEDNESDAY			
	Start 11:00	End 02:00	
	Start 11:00	End 02:00	
THURSDAY			
	Start 11:00	End 02:00	
	Start 11:00	End 02:00	
FRIDAY			
	Start 11:00	End 02:00	
	Start 11:00	End 02:00	
SATURDAY			
	Start 11:00	End 02:00	
	Start 11:00	End 02:00	
SUNDAY			
	Start 11:00	End 02:00	

State any seasonal variations

For example (but not exclusively) where the activity will occur on additional days during the summer months.

End 02:00

Start |11:00

Continued from previous page
N/A
Non standard timings. Where you intend to use the premises to be open to the members and guests at different times from those listed in the column on the left, list below
For example (but not exclusively), where you wish the activity to go on longer on a particular day e.g. Christmas Eve.
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LICENSING OBJECTIVES
Describe the steps you intend to take to promote the four licensing objectives:
a) General – all four licensing objectives (b,c,d,e)
List here steps you will take to promote all four licensing objectives together.
We have CCTV and alarm connected to the police. The restaurant is well lit inside and outside to deter criminality. We have experience staff who are trained in delivering good customer service The restaurant have been trading for over 5 years and the management and staff are well acquainted with the customers
who are mostly regulars.
b) The prevention of crime and disorder
CCTV in place
c) Public safety
The restaurant is well lit inside and outside to deter criminality.
d) The prevention of public nuisance
We have experience staff who are trained in delivering good customer service.
e) The protection of children from harm
We have experience staff who are trained in delivering good customer service

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NOTES ON DEMONSTRATING ENTITLEMENT TO WORK IN THE UK

Entitlement to work/immigration status for individual applicants and applications from partnerships which are not limited liability partnerships:

A licence may not be held by an individual or an individual in a partnership who is resident in the UK who:

- does not have the right to live and work in the UK; or
- is subject to a condition preventing him or her from doing work relating to the carrying on of a licensable activity.

Any premises licence issued in respect of an application made on or after 6 April 2017 will become invalid if the holder ceases to be entitled to work in the UK.

Applicants must demonstrate that they have an entitlement to work in the UK and are not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity. They do this in one of two ways: 1) by providing with this application copies or scanned copies of the documents listed below (which do not need to be certified), or 2) by providing their 'share code' to enable the licensing authority to carry out a check using the Home Office online right to work checking service (see below).

Documents which demonstrate entitlement to work in the UK

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

- A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to
 work and is not subject to a condition preventing the holder from doing work relating to the carrying on of a
 licensable activity.
- A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to work relation to the carrying on of a licensable activity.
- A **current** Residence Card issued by the Home Office to a person who is not a national of a European Economic Area state or Switzerland but who is a family member of such a national or who has derivative rights or residence.
- A current Immigration Status Document containing a photograph issued by the Home Office to the holder
 with an endorsement indicating that the named person may stay in the UK, and is allowed to work and is not
 subject to a condition preventing the holder from doing work relating to the carrying on of a licensable activity
 when produced in combination with an official document giving the person's permanent National Insurance
 number and their name issued by a Government agency or a previous employer.
- A Certificate of Application, **less than 6 months old**, issued by the Home Office under regulation 18(3) or 20(2) of the Immigration (European Economic Area) Regulations 2016, to a person who is not a national of a European Economic Area state or Switzerland but who is a family member of such a national or who has derivative rights of residence.
- Reasonable evidence that the person has an outstanding application to vary their permission to be in the UK with the Home Office such as the Home Office acknowledgement letter or proof of postage evidence, or reasonable evidence that the person has an appeal or administrative review pending on an immigration decision, such as an appeal or administrative review reference number.
- Reasonable evidence that a person who is not a national of a European Economic Area state or Switzerland but
 who is a family member of such a national or who has derivative rights of residence in exercising treaty rights in
 the UK including:-
 - evidence of the applicant's own identity such as a passport,
 - evidence of their relationship with the European Economic Area family member e.g. a marriage certificate, civil partnership certificate or birth certificate, and
 - evidence that the European Economic Area national has a right of permanent residence in the UK or is one of the following if they have been in the UK for more than 3 months:
 - (i) working e.g. employment contract, wage slips, letter from the employer,
 - (ii) self-employed e.g. contracts, invoices, or audited accounts with a bank,
 - (iii) studying e.g. letter from the school, college or university and evidence of sufficient funds; or
 - (iv) self-sufficient e.g. bank statements.

Family members of European Economic Area nationals who are studying or financially independent must also provide evidence that the European Economic Area national and any family members hold comprehensive sickness insurance in the UK. This can include a private medical insurance policy, an EHIC card or an S1, S2 or S3 form.

Original documents must not be sent to licensing authorities. If the document copied is a passport, a copy of the following pages should be provided:-

- (i) any page containing the holder's personal details including nationality;
- (ii) any page containing the holder's photograph;
- (iii) any page containing the holder's signature;
- (iv) any page containing the date of expiry; and
- (v) any page containing information indicating the holder has permission to enter or remain in the UK and is permitted to work.

If the document is not a passport, a copy of the whole document should be provided.

Your right to work will be checked as part of your licensing application and this could involve us checking your immigration status with the Home Office. We may otherwise share information with the Home Office. Your licence application will not be determined until you have complied with this guidance.

Home Office online right to work checking service

As an alternative to providing a copy of the documents listed above, applicants may demonstrate their right to work by allowing the licensing authority to carry out a check with the Home Office online right to work checking service.

To demonstrate their right to work via the Home Office online right to work checking service, applicants should include in this application their 9-digit share code (provided to them upon accessing the service at https://www.gov.uk/prove-right-to-work) which, along with the applicant's date of birth (provided within this application), will allow the licensing authority to carry out the check.

In order to establish the applicant's right to work, the check will need to indicate that the applicant is allowed to work in the United Kingdom and is not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity.

An online check will not be possible in all circumstances because not all applicants will have an immigration status that can be checked online. The Home Office online right to work checking service sets out what information and/or documentation applicants will need in order to access the service. Applicants who are unable to obtain a share code from the service should submit copy documents as set out above.

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NOTES ON REGULATED ENTERTAINMENT

In terms of specific **regulated entertainments** please note that:

- Plays: no licence is required for performances between 08:00 and 23.00 on any day, provided that the audience does not exceed 500.
- Films: no licence is required for 'not-for-profit' film exhibition held in community premises between 08.00 and 23.00 on any day provided that the audience does not exceed 500 and the organiser (a) gets consent to the screening from a person who is responsible for the premises; and (b) ensures that each such screening abides by age classification ratings.
- Indoor sporting events: no licence is required for performances between 08.00 and 23.00 on any day, provided that the audience does not exceed 1000.
- Boxing or Wrestling Entertainment: no licence is required for a contest, exhibition or display of Greco-Roman
 wrestling, or freestyle wrestling between 08.00 and 23.00 on any day, provided that the audience does not
 exceed 1000. Combined fighting sports defined as a contest, exhibition or display which combines boxing or
 wrestling with one or more martial arts are licensable as a boxing or wrestling entertainment rather than an
 indoor sporting event.
- Live music: no licence permission is required for:
 - o a performance of unamplified live music between 08.00 and 23.00 on any day, on any premises.
 - o a performance of amplified live music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
 - o a performance of amplified live music between 08.00 and 23.00 on any day, in a workplace that is not licensed to sell alcohol on those premises, provided that the audience does not exceed 500.
 - o a performance of amplified live music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
 - o a performance of amplified live music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school or (iii) the health care provider for the hospital.
- Recorded Music: no licence permission is required for:
 - o any playing of recorded music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
 - o any playing of recorded music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
 - o any playing of recorded music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school proprietor or (iii) the health care provider for the hospital.

- Dance: no licence is required for performances between 08.00 and 23.00 on any day, provided that the audience does not exceed 500. However, a performance which amounts to adult entertainment remains licensable.
- Cross activity exemptions: no licence is required between 08.00 and 23.00 on any day, with no limit on audience size for:
 - o any entertainment taking place on the premises of the local authority where the entertainment is provided by or on behalf of the local authority;
 - o any entertainment taking place on the hospital premises of the health care provider where the entertainment is provided by or on behalf of the health care provider;
 - o any entertainment taking place on the premises of the school where the entertainment is provided by or on behalf of the school proprietor; and
 - o any entertainment (excluding films and a boxing or wrestling entertainment) taking place at a travelling circus, provided that (a) it takes place within a moveable structure that accommodates the audience, and (b) that the travelling circus has not been located on the same site for more than 28 consecutive days.

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PAYMENT DETAILS

This fee must be paid to the authority. If you complete the application online, you must pay it by debit or credit card.

Premises Licence Fees are determined by the non domestic rateable value of the premises.

To find out a premises non domestic rateable value go to the Valuation Office Agency site at http://www.voa.gov.uk/business_rates/index.htm

Band A - No RV to £4300 £100.00

Band B - £4301 to £33000 £190.00

Band C - £33001 to £8700 £315.00

Band D - £87001 to £12500 £450.00*

Band E - £125001 and over £635.00*

*If the premises rateable value is in Bands D or E and the premises is primarily used for the consumption of alcohol on the premises then your are required to pay a higher fee

Band D - £87001 to £12500 £900.00

Band E - £125001 and over £1,905.00

There is an exemption from the payment of fees in relation to the provision of regulated entertainment at church halls, chapel halls or premises of a similar nature, village halls, parish or community halls, or other premises of a similar nature. The costs associated with these licences will be met by central Government. If, however, the licence also authorises the use of the premises for the supply of alcohol or the provision of late night refreshment, a fee will be required.

Schools and sixth form colleges are exempt from the fees associated with the authorisation of regulated entertainment where the entertainment is provided by and at the school or college and for the purposes of the school or college.

If you operate a large event you are subject to ADDITIONAL fees based upon the number in attendance at any one time Capacity 5000-9999 £1,000.00

Capacity 10000 -14999 £2,000.00

Capacity 15000-19999 £4,000.00

Capacity 20000-29999 £8,000.00

Capacity 30000-39000 £16,000.00

Capacity 40000-49999 £24,000.00

Capacity 50000-59999 £32,000.00

Capacity 60000-69999 £40,000.00

Capacity 70000-79999 £48,000.00

Capacity 80000-89999 £56,000.00

Capacity 90000 and over £64,000.00

* Fee amount (£)

190.00

ATTACHMENTS

AUTHORITY POSTAL ADDRESS

Continued from previous page						
Address						
Building number or name						
Street						
District						
City or town						
County or administrative area						
Postcode						
Country	United Kingdom					
DECLARATION						
* I/we understand 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. [Applicable to individual applicants only, including those in a partnership which is not a limited liability partnership] I understand I am not entitled to be issued with a licence if I do not have the entitlement to live and work in the UK (or if I am subject to a condition preventing me from doing work relating to the carrying on of a licensable activity) and that my licence will become invalid if I cease to be entitled to live and work in the UK (please read guidance note) The DPS named in this application form is entitled to work in the UK (and is not subject to conditions preventing him or her from doing work relating to a licensable activity) and I have seen a copy of his or her proof of entitlement to work, if appropriate (please see guidance notes) Ticking this box indicates you have read and understood the above declaration This section should be completed by the applicant, unless you answered "Yes" to the question "Are you an agent acting on behalf of the applicant?" * Full name * Capacity Date (dd/mm/yyyy)						
Add another signatory Once you're finished you need to do the following: 1. Save this form to your computer by clicking file/save as 2. Go back to https://www.gov.uk/apply-for-a-licence/premises-licence/harrow/apply-1 to upload this file and continue with your application. Don't forget to make sure you have all your supporting documentation to hand.						

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

IT IS AN OFFENCE UNDER SECTION 24B OF THE IMMIGRATION ACT 1971 FOR A PERSON TO WORK WHEN THEY KNOW, OR HAVE REASONABLE CAUSE TO BELIEVE, THAT THEY ARE DISQUALIFIED FROM DOING SO BY REASON OF THEIR IMMIGRATION STATUS. THOSE WHO EMPLOY AN ADULT WITHOUT LEAVE OR WHO IS SUBJECT TO CONDITIONS AS TO EMPLOYMENT WILL BE LIABLE TO A CIVIL PENALTY UNDER SECTION 15 OF THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006 AND PURSUANT TO SECTION 21 OF THE SAME ACT, WILL BE COMMITTING AN OFFENCE WHERE THEY DO SO IN THE KNOWLEDGE, OR WITH REASONABLE CAUSE TO BELIEVE, THAT THE EMPLOYEE IS DISQUALIFIED