



Home Office

Premises Licence Review

Linguine Italian Restaurant
20 Northenden Road
Sale
M33 3BR

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Case Summary

On 23 May 2024, the North West ICE team visited Linguine, 20 Northenden Road, Sale, M33 3BR under s179 of the Licensing Act 2003. A female was arrested attempting to flee the premises. She was working at the premises with no right to work in the UK.

Based on this visit another visit was tasked under a warrant on 21 June 2024. During this visit two individuals were identified as working at the premises with no right to work in the UK.

Referrals have been made to the Civil Penalty Compliance Team in relation to the illegal working and these are currently under consideration.

Licensed Premises History

The premises license number is PL000378 and has been held by Mr Nagmadin Zana as shown on the premises license.

Licensable activities authorised by the licence and the times the Licence authorises the carrying out of licensable activities.

Alcohol - On the premises

Sunday -	12:00 to 00:00
Monday to Saturday -	10:00 to 00:00
Christmas Day -	11:00 to 22:00
Good Friday -	12:00 to 22:30

The company registration number for Linguine Italian Restaurant Ltd is 11372904. Companies House show that it was incorporated on 21 May 2018 is currently dissolved and Nagmadin Abdulla ZANA was the company director.

Enforcement Visit: 23 May 2024

Entry was gained to the premises at approximately 19:50 under section 179 of the Licensing Act 2003. The following individual was encountered.

██████████

Upon entering the premises immigration officers witnessed ██████████ clearing tables whilst wearing an apron. On seeing immigration officers, she removed her apron threw it in the kitchen and headed towards the rear of the premises in an attempt to leave. She was arrested by officers in the rear and taken back into the premises for questioning.

During the illegal working interview ██████████ admitted she had been working at the premises for one month as a waitress, working 2 days a week for 5 – 6 hours. ██████████ stated that she was offered the job by the manager ██████████ and she also pays ██████████ £50 in cash per shift. ██████████ confirmed that she did not provide a share code or have any right to work checks conducted prior to being offered the job. ██████████ stated she kept telling the employer she would provide documents the following week but never provided any.

Home Office checks showed that ██████████ was refused a visitor visa in August 2022. She then entered the UK and submitted a claim on 28 October 2023 which is still under consideration. Her bail conditions clearly outline that she is not permitted to work in the UK.



██████████ encountered in work attire as a waitress.

██████████ – **Manager**

██████████ identified herself as the general manager for the kitchen to immigration officers. When questioned in relation to ██████████ she stated ██████████ has been working as a waitress for approximately 3 – 4 months for three days per week. She stated that the owner offered ██████████ the job. ██████████ confirmed that she pays ██████████ approximately £50 in cash per shift. ██████████ stated that she is unsure if any right to work checks were conducted as she only works in the kitchen.

Enforcement Visit: 21 June 2024

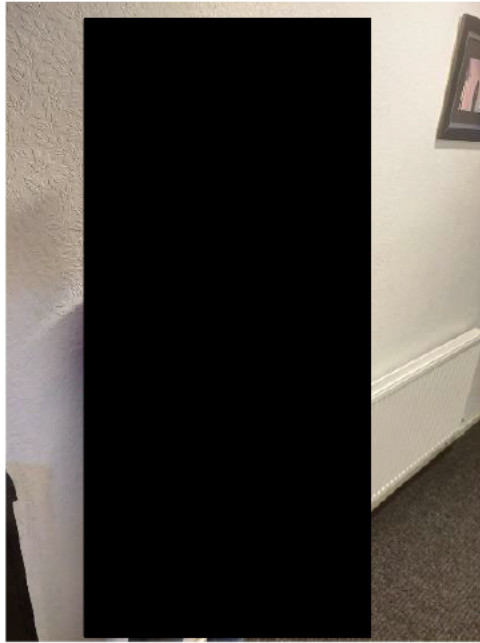
Entry was gained to the premises at 19:50. Immigration officers executed a Schedule 2, Paragraph 17(2) Immigration Act 1971 warrant at the address seeking illegal workers as a result of the visit conducted on 23 May 2024. Upon entering, immigration officers encountered the following individuals:

██

████████████████████ was encountered in the kitchen wearing a red chef shirt and black trousers working with the head chef. When he left the premises he changed his clothes that were stored in the staff store room and left his work clothes in the staff room.

████████████████████ stated that he had only been working there for 2 days and that he came to help his friend. ██████████████████████ stated he was helping them by washing dishes and acknowledged that he was aware he had no right to work in the UK. ██████████████████████ stated he arrived at 5pm and saw his friend ██████████ (who was an employee at the premises but was not present when officers visited) who was going away for a few days. His friend asked him to help at the premises whilst he was away. ██████████████████████ stated '██████████' tells him what jobs to do but he was not present at the time. He stated that he is offering 'friendly help' and does not get any money and only received free food in return for his work. ██████████████████████ stated he was given the uniform by ██████████ to prevent his personal clothes from getting dirty. ██████████████████████ confirmed that he was not asked for any documents or had any right to work checks conducted prior to commencing work.

Home Office checks showed that ██████████████████████ entered the UK illegally by small boat and submitted a claim on 11 August 2023 which is still under consideration. His bail conditions clearly outline that he is not permitted to work in the UK.



██████████ encountered in chef's uniform.

██████████

Upon entering the premises immigration officers observed ██████████ behind the bar in the restaurant area. ██████████ presented an adverse reaction to the presence of officers by heading towards the rear exit where he was arrested by an immigration officer. Officers also noted that ██████████ was dressed in similar work attire to the other front of house staff member which was black shirt and trousers. The chef in the kitchen stated that he worked front of house.

When questioned by officers ██████████ stated that he was not working at the premises and was visiting his friend ██████████ (██████████ was not present at the premises). He stated he came here approximately 4 hours ago so he could see his friend and look and maybe just learn. When officers questioned why he was stood behind the bar initially he claimed he was getting water for himself from behind the bar.

Another member of staff stated to officers that ██████████ was known as ██████████'. ██████████ confirmed this was his nickname. When officers questioned why his name ██████████' was found on the rotas in the kitchen he replied 'There are lots of ██████████, it's a common name. It's a popular name in my country'. ██████████ maintained that he was not working but later admitted to helping out at the premises. He stated that he would clear tables and serve food to customers. He stated he did not get paid for helping at the premises. ██████████ stated that ██████████ allowed him to help at the business. ██████████ stated that ██████████ did not ask about his right to work, and he did not inform ██████████ he had no permission to work in the UK as he believed this was his personal business.

Home Office records show that ██████ entered the UK and submitted a claim on 18 October 2023 which is still under consideration. His bail conditions clearly outline that he is not permitted to work in the UK.



█████ encountered in front-of-house attire

Although ██████ denied working at the premises it is considered that this was an attempt to deceive immigration officers as he was wearing front-of-house work attire, he displayed an adverse reaction to the presence of immigration officers and other staff members confirmed he was the only known ██████' at the premises and was scheduled to work on the rotas.

Reasons for Review

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

There were 3 illegal workers encountered at the premises across two enforcement visits.

It is an offence to work when a person is disqualified to do so, and such an offence can only be committed with the co-operation of a premises licence holder or its agents. In this case, all three workers had outstanding claims. Claimants are issued Application Registration Cards (ARC), these cards clearly state the holder's employment restrictions. The license holder could have easily avoided employing a worker illegally by abiding by the restrictions on the card. It is considered that in this case the license holder has failed to conduct any type of Right to Work checks on the illegal workers outlined above.



Example of an ARC card where work is not permitted.

Whether by negligence or wilful blindness, illegal workers were engaged in activity on the premises, yet it is a simple process for an employer to ascertain what documents they should check before a person can work. All employers are dutybound by law to conduct these checks, and guidance can be found on the GOV.UK website or by using a search engine. Additional information on how to conduct these checks is available online, this includes the Home Office's official YouTube page. The information is readily available; however, the license holder has deliberately overlooked the rules and laws in place to prevent crime and disorder.

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

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

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

Outcome Sought

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

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

The licensing objectives are:

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

Linguine Italian Restaurant has been found employing illegal workers on two occasions. This business has clearly failed to meet the prevention of crime and disorder objective. The license holder and its agents would have been aware of their responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application and the associated training one must complete.

Right to work checks should be carried out on all prospective employees prior to their first day, the checks are also irrespective of the length of the engagement or employment contract. Guidance is available online and the Home Office have published "[Right to work checks: an employer's guide](#)" which can be found on the GOV.UK website.

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

Appendix A - Supporting Evidence

Encounter [REDACTED]

Illegal Working-Employee [REDACTED]

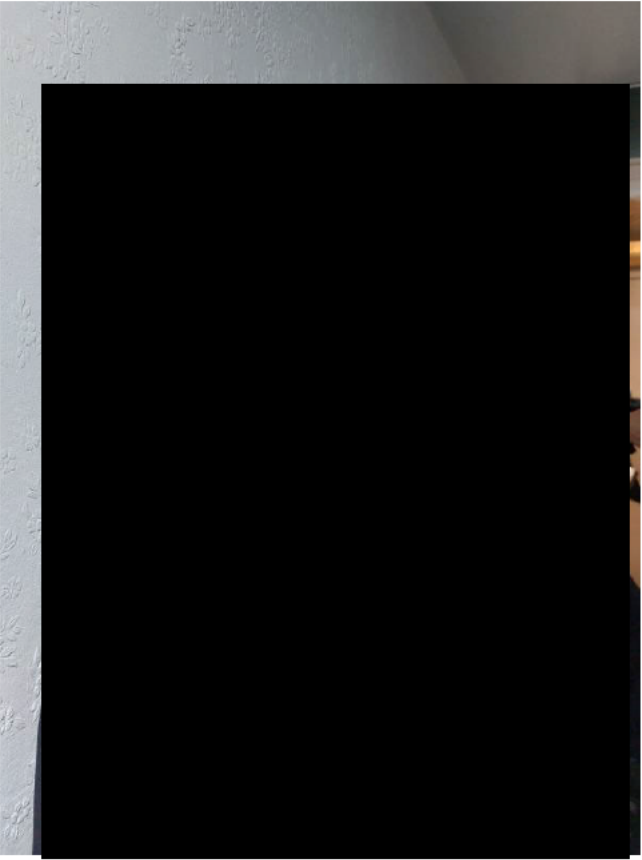
Illegal Working-Employer [REDACTED]

Illegal Working-Employee [REDACTED]

Illegal Working-Employee [REDACTED]

Freetext Illegal working [REDACTED]

Encounter					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED] - Iran (Islamic Republic of)				
Time	19:56				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">379060</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">391895</td> </tr> </table>	Easting	379060	Northing	391895
Easting	379060				
Northing	391895				
Creation date	23-05-2024 19:56:29				
Chosen Identity					
Identity source/type	Declared				
Name	[REDACTED]				
DOB	[REDACTED]				
Gender	Female				
Nationality	Iran (Islamic Republic of)				
Languages					
Languages spoken	English				
Interpreter used?	No				
Encounter					
Encountering officer	[REDACTED] - Officer				
Is this encounter related to a Small Boats event?	No				
Is this person the subject of the visit?	No				
Do you suspect an immigration offence?	Yes				
Why do you suspect the person of an immigration offence?	misplaced Intel of illegal working on the premises. female was seen clearing tables on entry and attempted to leave the rear of the premises after removing her apron and threw it into a hatch to the kitchen				
Declared immigration status	[REDACTED]				
How and when did the subject last enter the UK?	7 months ago via plane				
CIDPID/CEPR	[REDACTED]				
Are there any vulnerabilities/trafficking/safeguarding issues?	No				

Where in the premises was the subject located?	
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	<p>Systems checked Person Check</p> <p>Result of checks Outstanding [REDACTED] claim as of 28/10/2023</p> <p>Does the person have an open absconder status on Atlas Person Alerts? No</p> <p>Status returned by system checks</p>
Photo of Subject	
Do you want to take a photograph of the subject?	Yes
Powers used	Paragraph 18(2) Schedule 2 Immigration Act 1971
Photo of subject	
1	
Identity Documentation	
Document 1	Document type

	<p>Name in document (if different from above)</p> <p>Document reference</p> <p>Document expiry date</p> <p>Country of issue (if different from nationality above)</p> <p>Suspected fraudulent</p> <p>Notes</p> <p>Photos</p>
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Notes
No notes entered.

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	████████████████████				
ProntoID	████████████████████ - Iran (Islamic Republic of)				
Subject CIDPID/CEPR	██████████				
Subject name	████████████████████				
Subject DOB	██████████				
Subject nationality	Iran (Islamic Republic of)				
Subject gender	Female				
Time	20:06				
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Easting	379048				
Northing	391908				
Creation date	23-05-2024 20:06:52				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Obligation					
How long have you been working at this business?	1 months when its busy- they didnt know				
What is your job role/ what are your duties?	Waitress				
What days/ hours do you work each week?	2 days a week for 5 or 6 hours.				
Do you work the same hours/ days every week?	Yes				
Control					
Who gave you this job (name and role in business)?	Manager-████████████████████ in the kitchen				
Who tells you what days/ hours to work?	Manager-████████████████████ ssys he texts her.				
Who tells you what tasks/ duties to do each day?	Manager-████████████████████				

Remuneration

How are you paid (money, accommodation, food)? Cash- £50 per shift

Who pays you? Manager- [REDACTED]

Pre-employment Checks

What name does the employer know you as? [REDACTED]

Did you show documents or share a code with the employer to prove your right to work before being offered the job? If so, what did you show and were they originals? No, i told him i would show him next week. I promised to him tjt i eould dhow him permission... i kept telling him next week next week.

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

Additional Questions

No details provided.

Photographs

No photographs.

Declaration

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

Interviewee signature ([REDACTED])
[REDACTED]

[REDACTED]

23-05-2024 20:17:26

Observations

Observations The female male was seen by immigration offices wearing an apron clearing tables on entry. On seeing Immigratio Officers, the female headed towards the rear of the premises, taking her apron off, throwing it into the hatch to the kitchen, and then leaving through the back entrance. She was arrested as

OFFICIAL SENSITIVE

	soon as she stepped out of the back and taken back into the premises to be questioned
Do you suspect this person of illegal working?	Yes

Illegal Working - Employer					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██████████ - Iraq				
Subject CIDPID/CEPR	Unknown				
Employer	██████████				
Subject DOB	██████████				
Subject nationality	Iraq				
Subject gender	Male				
Time	20:11				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">379048</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">391936</td> </tr> </table>	Easting	379048	Northing	391936
Easting	379048				
Northing	391936				
Creation date	23-05-2024 20:11:08				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Employer Details					
What is the name of the business?	Linguine				
What is your position here?	General manager for the kitchen				
What are the Companies House and VAT numbers of the business?	I don't know				

Declaration by Employer

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

Signed by [REDACTED]	 23-05-2024 20:25:39
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Employee - [REDACTED]

Known to employer as [REDACTED]

Obligation

How long has the employee been working at this business?	She doesn't work very often but she has been working here around 3 to 4 months
What days/ hours do they work each week?	She works a few shifts per week her last shift before today was Sunday
What days/ hours do they work each week?	5pm-9pm
Are their days/ hours the same every week?	She works around three days per week
What is their job role/ duties?	Waitress serving food to the customers

Control

Who gave the employee this job?	The owner gave her a job his name [REDACTED]
Who tells them what days and hours to work?	I do as I do the rota
Who tells them what tasks or duties to perform each day?	[REDACTED]
Where are the employee records?	[REDACTED] the other manager deals with that

Remuneration

What is the employee given in return for their tasks and duties?	She is paid
If the payment includes money, how much is paid?	£45 to £50 per shift but sometimes she gets extra it is business

Who pays this employee?	I do or the other managers
How is this employee paid – cash, bank transfer?	Cash
Does HMRC know that this employee works at your business?	I do not know
Pre-employment Checks	
Did you check the right to work or immigration status before you offered the employee the job?	I do not know if she gave the owner any papers or not as its not a big deal for me as I work in the kitchen
Did you ask to see any documents from the employee to demonstrate their right to work in the UK?	I do not know
When did you last check the employee's employment status?	I didn't not know what her status was
Did you know that the employee was not allowed to work in the UK?	I don't know [REDACTED] deals with all the staff, I just pay her at the end of the shift if i am working
Observations	
Observations	
Management Checks Complete	
Date management checks complete	25-05-2024 17:17:33
Reviewer(s)	[REDACTED]

Illegal Working - Employee

Details

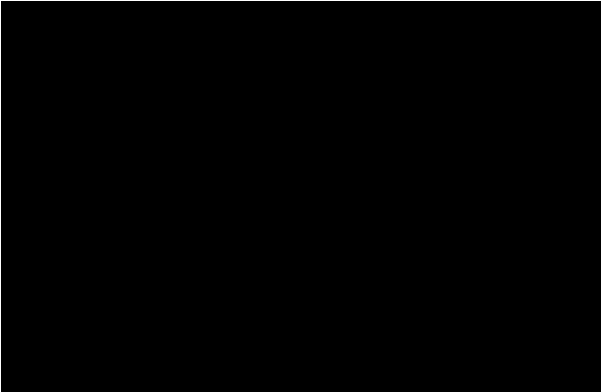
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██ - Iran (Islamic Republic of)				
Subject CIDPID/CEPR	██████████				
Subject name	██				
Subject DOB	██████████				
Subject nationality	Iran (Islamic Republic of)				
Subject gender	Male				
Time	20:11				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>379042</td> </tr> <tr> <td>Northing</td> <td>391929</td> </tr> </table>	Easting	379042	Northing	391929
Easting	379042				
Northing	391929				
Creation date	21-06-2024 20:11:39				

Language of Interview

What language is the interview carried out in?	Kurdish
Interpreter used?	Yes
Details of interpreter	██████████
Does the individual understand the interpreter?	Yes

Obligation

How long have you been working at this business?	I arrived 2 days ago. I came here to help my friend, I know am not aloud to work here.
what is your job role when you are working here.	I was washing dishes I was helping them I know am not aloud to work in this country.
what time did you start working here today.	I arrived at 5pm and I saw my friend. And I wanted to help him.
what is your friend's name	My friends name is ██████████.
where is your friend's ██████████ and what is his job role here.	He called me and he told me he was not going to be here for a few days and that I can come and help. He is an employee here.
what time would you be finishing today	I said I can only stay from 5 till 9pm. ██████████ said it doesn't matter what time I can work 1 hour or 2.
who tells you what jobs to do when you are here.	Theew was a guy here his name was ██████████ he isn't here now. I don't no anyone else here.

Control	
Apart from today, when was you last working here	Yesterday I came from 4pm till 9.45pm
Remuneration	
how much have you been paid for working yesday and for today	No it's just friendly help. I do not get money I just came to help.
do you get any food for helping out here	Yes they feed me.
who gave you your work shirt, the one you are wearing.	It was giving to me by a person who woris here he said take it it will keep your clothes clean.
is that lerson here now.	He is not here now it was [REDACTED].
do you know your not aloud to work here.	Yes I am aware of that. I know I just came to help.
does your friend [REDACTED] know your not aloud to work on the uk.	I am not sure. If he know or not. He and if I could help I know am not aloud to work here.
did [REDACTED] ask to see any ID before you started working here .	No.
Pre-employment Checks	
No details provided.	
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED]) [REDACTED])	 21-06-2024 20:36:46

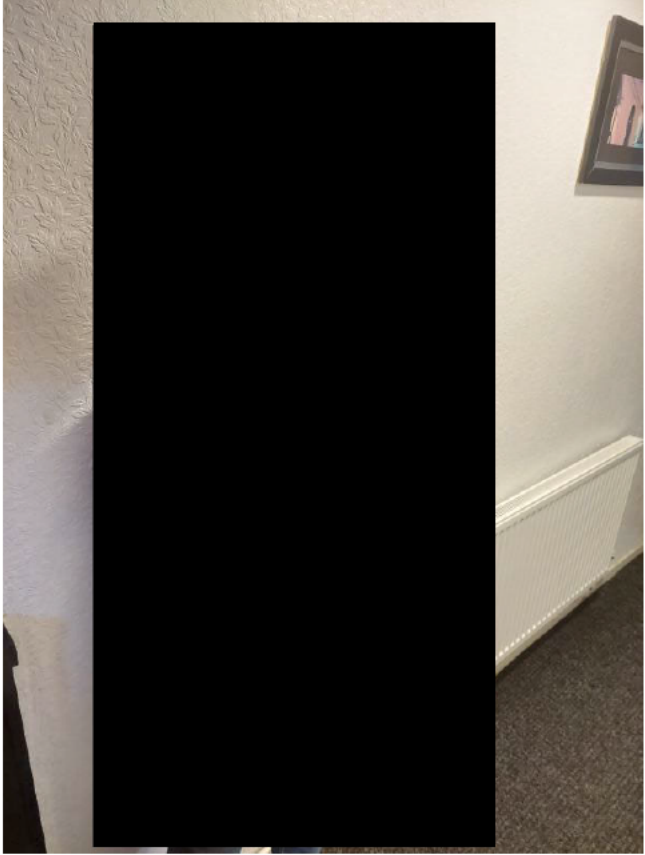
Observations	
Observations	I believe that the male was working today. On our arrival, the male was working in the kitchen area with the head chef. I observed the male in a red chef shirt and black trousers. When I asked the male if he had any belongings here, he said yes, there was that room. Male changed his chef shirt and trousers into his personal clothing and left the work ones in the staff room.
Do you suspect this person of illegal working?	Yes
Photo 1	 <p>Caption chef shirt.</p> <p>Exhibit Ref Male was wearing a chef red shirt and black trousers.</p>

Photo 2



Caption

the staff area where the subject changed his work clothes to his personal clothes.

Exhibit Ref

Male was wearing a chef red shirt and black trousers.

Illegal Working - Employee	
Details	
Type of work	Visit
Visit reference	██████████
Created by	██████████
ProntoID	██████████ - Iran (Islamic Republic of)
Subject CIDPID/CEPR	██████████
Subject name	██████████
Subject DOB	██████████
Subject nationality	Iran (Islamic Republic of)
Subject gender	Male
Time	20:10
Created at geolocation	Easting 379041 Northing 391917
Creation date	21-06-2024 20:09:42
Language of Interview	
What language is the interview carried out in?	English
Interpreter used?	No
Obligation	
Happy to conduct the interview in English?	Yes, I will tell you if I don't understand.
How long have you been working at this business?	I'm not working in this business.
What is your job role/ what are your duties?	Nothing. I do nothing. I came here to visit my friend.
Who is your friend?	Mr. ██████████
What Mr. ██████████ full name?	I don't know.
What time did you arrive here today?	Today, I suppose it was about afternoon, about 4pm, I don't know the exact time. 4:35.
What have you been doing here since your arrival approx. 4 hours ago?	I came her to visit my friend. I just, you know I was a teacher in my country I went to university and about 1 month ago because my occammodation is in Burnley I went to Burnley University to check courses for September. So I was waiting for that so I had some spare time so I just check my friend.

OFFICIAL SENSITIVE

So, what have you been doing here since your arrival approx. 4 hours ago?	I just help them, to look here and maybe learn here in the future. Maybe just look and learn and that's all.
How have you been learning?	Look how it is to help maybe in the future when I've got my answer ([REDACTED] response).
On entry to the premises you were witnessed standing behind the bar. Why were you behind the bar?	As I told you, I just wanted to drink water. I didn't know it was unusual to stand behind the bar.
Why did you walk from the bar immediately as immigrations officers entered and head towards the rear?	Actually I didn't know you where here for immigration. I went out with my friend once to eat and some poloce officers cMe in and I didn't know what was happening maybe crime, but they just ordered food. I wanted to goto the toilet, I didn't know what was after the toilet door (rear exit).
You were seen behind the bar by my colleague ([REDACTED]), you are wearing all Black like other members of staff here, you immediately headed towards the rear on Immigration Officers entering the premises, I put it to you you are working here and you tried to avoid detection.	So things not the things that I told you. I told you everything about that.
What exactly have you been doing for the last four hours? please give me specifics.	As I told you I cam here to visit my friend. When you came in I was trying to drink a glass of water. I didn't know what your point of being here and we call it nature calls I suppose so I went and they called me.
How long have you been working at this business?	I'm not working here.
What is your job role/ what are your duties?	I have no role here.
A worker in the kitchen knows you as [REDACTED], is that your nickname?	Yes.
There is a rota with [REDACTED] on it behind the bar.	There are lots of [REDACTED], it's a common name. It's a popular name in my country.
The other staff only mention they know one [REDACTED], which is you. Please be honest with me now. You answers are not credible. How long have you worked here?	Er, I'm not working here as I told you.
What is your job role/ what are your duties?	I don't have any job here.
What days/ hours do you work each week?	As I told you I came here to visit my friend and look and learn fir my future if you consider this one as working.

OFFICIAL SENSITIVE

What exactly have you been doing here today?	I've been watching, learning and helping them with the service.
What is involved when you do service?	Er, just help, looking learning how they serve and sometimes serve the food.
Who do you serve the food to?	People, I don't know anyone specific, customers.
Is that customers sitting at tables inside the restaurant?	Yes.
How long have you been working at this business?	As I told you, I cam here to visit my friend today. I was here a couple of times to see my friend but I wasn't working. Today I was here to learn fit my future.
What is you friend name?	██████
What ██████ role here?	I don't know specifically.
How long have you know ██████?	About 2 months.
What's his full name?	I don't know his full name.
I've received information that you have worked here for the last 3 weeks, plus we have your name on the rota (staff identified him as ██████), you are dressed in all Black like others, you tried to avoid detection on officers entry, you have provided non credible answers to my questions and challenges. The manager has said you have worked here for about 1 month and you work front of house, like a waiter. Would you like to now tell the truth?	As I told you, I came here several time to help them. But I wasn't working here. I didn't consider it as a job as a kind of work. I was here to just help and learn something. I'm waiting for my course to start in September. I was board and wanted to learn something for my future.
You have now admitted to helping out. so with that in mind, how long have you helped out here?	Erm, you know it was a kind of I came here a couple of times. It wasn't regular, it's your friends you know. I don't know the period of time ok. As I told you I was waiting for my course to start in September. My course doesn't start until September, I'm bored, I wanted to learn something for my future.
Please answer short and to the point. When you help out what do you do?	I was helping them with customer service to see how customer service will be.
What is the customer service you have been doing?	Just help them serving food.
Is that food for customers?	Er, yes yes for people who want to eat here.
Do you also clear the tables?	Yes it was clearning tables you know serKing the food and cleaning tables it's customer service.
What days/ hours do you helped out each week?	It was a specific kind of time. It was sometime 2 days sometime 1, 3 days. I was meeting my friend to learn. I didn't know serving food can put all this pressure on me or make any problem for me. I was trying to learn something.
How much do you get paid?	I didn't receive any money. I was just here to learn and help that's all.

Do you get free food from the restaurant in return for helping out?	Nothing in return. I was here to help and learn everything. I was trying to help.
Control	
Who allowed you to help at the business?	My friend [REDACTED]. I help serving the food.
Who tells you what days/ hours to work?	It's not specific. It's not like that.
You are here today. Who told you to come today.	I get your point but it wasn't like this. When I came here I was interested to learn something so I came here to learn, although it wasn't regular things per week.
Does [REDACTED] know you immigration status in the UK?	I don't know. We've not spoke about that.
Did [REDACTED] ask to see any documents or a share code from you before allowing you to work here?	As I told you it wasn't kind of work. No nothing much like this.
Did you show any documents or a sharecode to [REDACTED]?	No.
Are you allowed to work in the UK?	Er, no I suppose they told me when I came here.
Does [REDACTED] know you are not allowed to work in the UK?	We never speak about this. Fir me it was personal, but I didn't know I have to tell someone else about my application or something like this.
What name does [REDACTED] know you as?	Maybe they know me as [REDACTED] but I never told them about my special name.
When you say special name do you mean your real name?	Yes, sorry, something English doesn't traslate right with my mother tongue.
Is there anything you would like to add about working here?	As I told you I was here to help, just to learn for myself for my future. I came here several time to learn and I was waiting for my university course to start and I was bored. I was a teacher in my country, I need to learn, I was a teacher for 4 years of children with special needs. I didn't know coming here to help out would put me in this stressful situation. If I knew that learning here was illegal, I didn't know, I'd stop.

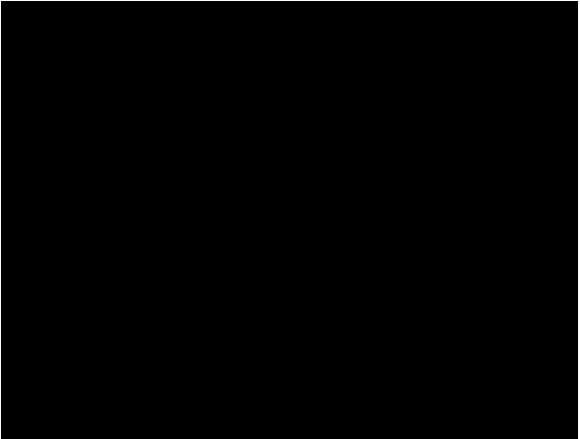
Remuneration	
No details provided.	
Pre-employment Checks	
No details provided.	
Additional Questions	
No details provided.	
Photographs	
No photographs.	
Declaration	
I confirm that I have understood all the questions and that the details are true and correct.	
Interviewee signature ([REDACTED])	 21-06-2024 21:07:40
Observations	
Observations	In questioning.
Do you suspect this person of illegal working?	Yes

Photo 1



Caption	Outfit
Exhibit Ref	IE/1
Common name	Outfit

Freetext

Details

Type of work	Visit
Visit reference	██████████
Created by	██████████
Address	LINGUINE , 20 Northenden Road, Sale, M33 3BR (Visit Address)
Subject CIDPID/CEPR	██████████
Subject name	██████████
Subject DOB	██████████
Subject nationality	Iran (Islamic Republic of)
Subject gender	Male
Time	20:31
Created at geolocation	Easting 379056 Northing 391930
Creation date	21-06-2024 20:30:51
Is this entry related to a Critical Incident?	No

Entry

Title	Illegal working
Text	Another member of staff knows the subjects name as "██████████". Work rotas found in the bar area showing ██████████ on the work rota

Photographs

work rota

Name	Mon	Tu	wed	Thu	Fri	Sat	Sun
[Redacted]	N	N	N	—	N	N	—
[Redacted]	—	—	N	N	N	N	N
[Redacted]	—	N	N	—	—	—	—
[Redacted]	N	—	—	N	—	N	—
[Redacted]	N	N	N	N	N	N	N
[Redacted]	—	—	—	—	—	—	—
[Redacted]	—	—	—	—	—	—	—

work rota

Name	Mon	Tu	wed	th	Fri	Sat	Sun
[Redacted]	—	—	—	N	N	N	N
[Redacted]	N	N	N	N	N	N	N
[Redacted]	N	—	—	N	N	N	N
[Redacted]	—	N	—	—	—	—	—
[Redacted]	N	—	—	N	N	N	N
[Redacted]	—	—	—	N	—	—	N
[Redacted]	—	N	N	N	N	N	N
[Redacted]	N	—	—	—	N	N	N