

North East Lincolnshire Council

Application for a Review of a Premises Licence – 14 August 2026

Spice of Life, 8-12 Wellowgate, Grimsby.

Applicants Documentary Evidence Bundle

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Immigration
Enforcement

Sunshine Grimsby Ltd
8-12 Wellowgate
Grimsby
DN32 0RA

No Action Notice

Illegal Working

**This is an important notice. Please do not ignore it.
You are not liable for a civil penalty.**

This No Action Notice is issued in respect of section 15 of the Immigration, Asylum and Nationality Act 2006.

Notice issue date: 10/07/2026
Notice given date: 14/07/2026

Reference: [REDACTED]

You are not liable for a civil penalty

You are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006.

Who this notice refers to

	Name	Date of Birth
1.	A [REDACTED] d	2 [REDACTED] 02
2.	A [REDACTED] i	0 [REDACTED] 97

What this means

You are not liable for a civil penalty on this occasion in respect of the individual(s) named above. Your civil penalty case for these individual(s) has now been closed. The attached **Statement of Case** sets out the reasons for the decision not to proceed with a penalty for each individual.

If you need more information

You can call our employer enquiry helpline on **0300 790 6268** if you have any questions.

You can visit our website on <https://www.gov.uk/government/collections/illegal-working-penalties-codes-of-practice-for-employers> to view our Code of practice on preventing illegal working and guidance for employers, including guidance which sets out how we administer illegal working civil penalties.

You can use our online employers' toolkit to help you understand your responsibilities and how to carry out the correct right to work checks on your employees. You can conduct an online check on your employee or prospective employee, if they give you permission to do so. You can access the service at <https://www.gov.uk/view-right-to-work>

The Home Office offers training packages to increase your understanding of the immigration system which includes courses on immigration awareness, right to work and document fraud. For further information please contact ISCEXternalTrainingTeam@homeoffice.gov.uk.

The Data Protection Act 2018 governs how we use personal data. For details of how we will use your personal information and who we may share it with please see our Privacy Notice for the Border, Immigration and Citizenship system at <https://www.gov.uk/government/publications/personal-information-use-in-borders-immigration-and-citizenship>. This also explains your key rights under the Act, how you can access your personal information and how to complain if you have concerns.

Statement of Case

Reference: [REDACTED]

A [REDACTED] F [REDACTED]	Evidence types: Interview records, photographic evidence On consideration of your case, it has been decided that you are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006 for the employment of A [REDACTED] d.
A [REDACTED]	Evidence types: Interview records, photographic evidence On consideration of your case, it has been decided that you are not liable for a civil penalty under section 15 of the Immigration, Asylum and Nationality Act 2006 for the employment of A [REDACTED] i.
Other Points	As an employer you have a duty to prevent illegal working in the UK by carrying out prescribed document checks on an individual, before employing them, to ensure they are lawfully allowed to work. Information on your responsibilities as an employer, and the illegal working scheme, is available on the following website: www.gov.uk/government/collections/illegal-working-penalties-codes-of-practice-for-employers You should be aware that as an employer you can now check details of a job applicant's right to work in the UK online. Further information on how to do this can be found here: www.gov.uk/check-job-applicant-right-to-work
Calculation of your penalty amount	Not applicable.

Dear Sirs,

Following an application for a new Premises Licence in respect of premises at 8-12 Wellowgate Grimsby, DN32 0RA, the Licensing Sub Committee sitting on 25th April 2024 resolved to grant the licence with conditions.

The Sub Committee carefully considered all information submitted and took into account all representations, both written and oral.

The sub committee heard from Mr Kheng on behalf of the applicant. Mr Kheng explained that there were several proposed conditions which could be attached to the licence in order to promote and uphold the licensing objectives. Mr Kheng explained that the business was a family run business and that the applicant feared that without a licence to sell alcohol, the business could be forced to close due to a decrease in profit.

There was one representation received on behalf of the Chief Constable of Humberside Police. The representative on behalf of the Chief Constable of Humberside Police was Miss Guildford. She argued that the licensing objective of the prevention of crime and disorder would be undermined if the licence was granted. She asked for the application to be refused. She relied upon information in relation to previous illegal workers at the premises and also a sale of alcohol when no licence was held.

The Sub Committee then left the room to deliberate in private. Having carefully considered the application, the Sub Committee were happy to grant the licence, subject to the conditions put forward in the application. The sub committee thought long and hard about all of the submissions received. They found the decision a difficult one to reach, but ultimately felt that they were assured by the proposed conditions that the licensing objectives would be upheld.

The Chair also reminded everyone that the power of review exists for any licenced premises that do not operate in a way that promotes the licensing objectives.

Rights of Appeal

Your attention is drawn to the Rights of Appeal as set out in Schedule 5 of the Licensing Act 2003. Where a Licensing Authority decides upon an application for a premises licence under section 18 of the Act, the applicant or any other person who made relevant representations may appeal against the decision.

An appeal must be commenced by Notice of Appeal given to the Justices' Chief Executive for the Magistrates Court within 21 days of this letter.

Yours faithfully

Gemma Broderick

Solicitor for North East Lincolnshire Council

Dated 30th April 2024

Michael Kheng
Kurnia Licensing Consultants – PLH representative

Our ref: ERS/EF

Your ref:

1st February 2021

Dear Sir

**RE: Application to Review a Premises Licence – Spice of Life
Licensing Sub Committee, 20th January 2021**

Following the application of The Home Office Immigration Enforcement for a review of the Premises Licence in respect of the premises known as “Spice of Life”, 8-12 Wellowgate, Grimsby, the Licensing Sub Committee sitting on 20th January 2021 resolved to attach additional conditions to the Premises Licence.

The Sub-Committee carefully considered all information, both written and oral, submitted by each party; The Home Office Immigration Enforcement, Humberside Police and the Premises Licence Holder.

The Sub-Committee were happy that there should be no slur on the character of the Premises Licence Holder, Mr Mohammed Abdul Salique, regarding the illegal working found to have occurred on the premises known as the ‘Spice of Life’. However, the Sub-Committee showed their concern that in appointing his son as manager, Mr Salique could, and should, have made regular checks to ensure licensing law was being complied with.

Having checked with the authorities, the Sub-Committee noted that the DPS variation had been successful. Had that not have happened, the Sub-Committee would have sought to remove Mr Salique as DPS.

The Sub-Committee had regard to the time the proceedings had taken, noting that the subject premises were now being operated by Tale and Spirit Group Limited and had been since December 2020.

The Sub-Committee hoped that the business would be run in accordance with the promotion of the licensing objectives. In order to facilitate this, and provide assurance, the Sub-Committee insisted on the following conditions to be added to the Premises Licence:

1. The premises licence holder will operate a full Human Resources (HR) management system, where all relevant documents are stored for each individual member of staff.

2. All copies of relevant documents for members of staff will be retained for a period of 24 months post termination of employment, and will be made available to Police, Immigration, or Licensing Officers upon request.
3. The premises licence holder will carry out checks on the Home Office website and verify identification documents, such as right to work, to ensure all new members of staff can be legally employed.
4. No member of staff shall be able to work at the premises unless they have provided satisfactory proof of identification and right to work.

The Sub-Committee determined that these conditions were both appropriate and proportionate to promote the licensing objectives.

The Sub-Committee also noted that there had been no further suggestions of crime and disorder issues at the premises, or any intelligence to suggest that illegal workers had been employed since the visit to the premises in August 2019.

The Sub-Committee read and heard all of the information before them. The Sub Committee is aware of, and has taken into account, any implications that may arise from the Human Rights Act 1998. The Sub-Committee in reaching its decision has had due regard for its public sector equality duty under section 149 of the Equality Act 2010 and consider that in reaching their decision, that they have had due regard for the duty placed upon them by s.149.

Rights of Appeal

Your attention is drawn to the Rights of Appeal as set out in Schedule 5 of the Licensing Act 2003. Where a Licensing Authority decides upon an application for review of a premises licence under section 52 of the Act, the applicant for the review, the Premises Licence Holder or any other person who made relevant representations may appeal against the decision.

An appeal must be commenced by Notice of Appeal given to the Justices' Chief Executive for the Magistrates Court within 21 days of this letter.

A determination under section 52 does not have effect until the end of the period given for appealing against the decision, or if the decision is appealed against, until the appeal is disposed of.

Update of Licence

In order for the Licensing Authority to be able to discharge its functions to update the licence under section 56 of the Act, the Premises Licence Holder is required to produce the licence within 14 days for any appropriate amendments to be made. If, without

reasonable excuse, the Premises Licence Holder fails to comply with the request, he commits an offence punishable on summary conviction to a fine of up to £500.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Eve Richardson-Smith', written in a cursive style.

Eve Richardson-Smith
Deputy Monitoring Officer