



Home Office

Premises Licence Review

Spice Garden

109 Risbygate Street

Bury St Edmunds

Suffolk

IP33 3AA

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Case Summary

On 05 June 2025, the East of England Immigration Compliance Enforcement (ICE) team visited Spice Garden located at 109 Risbygate Street, Bury St Edmunds, Suffolk, IP33 3AA. Entry was gained to the premises using Section 179 Licensing Act 2003.

Officers encountered five Bangladeshi males; three of which did not hold the right to work and two who were working in breach of conditions.

Following the enforcement visit, the East of England ICE team conducted a compliance visit at Spice Garden on 25 June 2025. Entry was gained to the premises using Informed Consent.

Licensed Premises History

The premises licence number is PL06497 and was issued by West Suffolk Council on 10 November 2005. The premises licence lists Mohammed Nurul ALAM as the premises licence holder. Additionally, Jamal SHAH is listed as the designated premises supervisor (DPS) and holds a personal licence (licence number: PA0747) which was issued by Breckland District Council.

The company registration number for ST. Edmunds Spice House Ltd is **11902457**. Companies House shows that it was incorporated on 23 March 2019 and that the company status is currently in 'Liquidation'. At the time of the enforcement visit, Naznin CHOWDHURY was the company director – he was appointed as such on 23 March 2019 and resigned on 16 July 2025. Currently, the company director is Mohammed Nurul ALAM who was appointed as such on 16 July 2025 and is the only active director.

Civil Penalty

A £200,000 penalty was issued to ST. Edmunds Spice House Ltd on 10 July 2025. ST. Edmunds Spice House Ltd objected to the penalty which was considered and it was decided to re-issue a penalty of £120,000 on 29 August 2025. No payments were received, the penalty is still outstanding and unpaid. As it shows on Companies House, the company liquidated.

Enforcement Visit dated: 05 June 2025

Upon entering the premises at approx. 20:09hrs, Immigration Officers encountered the following individuals:

████████████████████ – Worker

Upon seeing officers entering the premises, ██████████ was stood in front of the bar and appeared nervous. He behaved suspiciously as he called an officer over to quietly tell him that he does not work at the premises.

During the illegal working interview, ██████████ claimed to have started working at the premises the day before the enforcement visit took place. He also stated that he 'helped' for three hours the day before. He vaguely described his role to be 'like a waiter' as he brings out papadums and chutney to customers. In exchange for his labour, he received free food and accommodation, as well as £5 - £10 from 'Alom', the boss. ██████████ also confirmed that Alom had given him the job when he initially asked to help at the premises. With regards to pre – employment checks, ██████████ confirmed that they did not take place prior to commencing work at the premises. This is because he had already told Alom that he did not have any documents and had made him aware of not being allowed to work in the UK.

Home Office checks showed that ██████████ entered the country through a family visit visa which was valid from May 2009 until November 2009. He made a claim for protection in January 2015, however, this was later refused in March 2015. He also had an ongoing application for leave to remain during the enforcement visit. ██████████ did not hold the right to work.

████████████████████ – Worker

████████████████████ was encountered in the kitchen and was seen going behind the bar area.

During the illegal working interview, ██████████ confirmed that he had been working at the premises for nearly two weeks as a cleaner, waiter and has also been serving the customers. He works five days a week for four hours a day (twenty hours a week). In exchange for his labour at the premises, he receives £20 - £30 a day, cash in hand from 'Alam'. ██████████ claimed that ██████████ gave him the job and instructs him of tasks alongside another individual, ██████████. With regards to right to work checks, ██████████ confirmed that they were not conducted prior to commencing work at the premises as he did not provide any documents.

Additionally, ██████████ had the keys of the restaurant and a sum of cash in his possession.

Home Office checks showed that ██████ entered the country through a visit visa which was valid from April 2017 until October 2017. He made a claim for protection in June 2021 which was refused in November 2023. ██████ was working in breach of bail conditions as they did not permit him the right to work.

████████████████████ – Worker

Upon entering the premises, officers encountered ██████ in the kitchen. He walked towards the rear of the kitchen and had discarded his uniform.

During the illegal working interview, ██████ claimed that he works at the premises on a 'once in a while' basis and is staying at the premises until he goes back. His role includes helping in the kitchen and in exchange for such he receives dinner, accommodation and £10 - £20. Additionally, ██████ confirmed that his employer did not conduct right to work checks prior to commencing employment at the premises and was aware that he was not allowed to work in the UK.

Home Office checks showed that ██████ entered the country through a family visit visa which was valid from March 2014 until September 2014. He made a claim for protection in August 2017 which was refused in February 2018. He had no outstanding applications at the time of the enforcement visit. ██████ was also working in breach of bail conditions as they did not permit him the right to work.

████████████████████ – Worker

████████████████████ was encountered whilst he was working in the kitchen.

During the illegal working interview, ██████ claimed that he 'only helps' as he was friends with the manager. He confirmed working at the premise for a month. His role includes cooking and washing. He claimed that he only works two to three days a month, mainly when he is called for help. He confirmed that 'Alom', the manager, gave him the job and also allocates his tasks. Additionally, ██████ receives food and £20 - £50 cash in hand per day. In terms of right to work checks, ██████ confirmed that they did not take place prior to commencing work at the premises.

Home Office checks showed that ██████ entered the country through a family visit visa which was valid from May 2006 until November 2006. He submitted multiple applications for leave to remain. At the time of the enforcement visit, he had no outstanding applications. ██████ was an overstayer and never held the right to work in the country.

██████████ – Worker

██████████ was initially encountered in the storeroom located at the rear of the premises. He displayed an adverse reaction as officers gained entry – he attempted to discard his apron and walked past an officer who tried to question him.

During the illegal working interview, ██████████ continuously denied working at the premises. He eventually confirmed that he had been working at the premises for two days and that he has been ‘handling the sauce’. ██████████ stated that the chef, ██████████ tells him when to help and what to do. He confirmed that he does not receive any money and has never received training for the tasks he has undertaken. Regarding remuneration and living arrangements, ██████████ stated that he lives at the premises, and that the boss, ‘Mr Alam’, provides him with accommodation and food. No right to work checks were carried out before he began working.

When asked why he was in a back room wearing an apron when officers entered, ██████████ stated that he wears it to keep clean when going into the kitchen. He removed it because he was scared the officers would see him wearing it. He also admitted that he attempted to walk past the officer because he did not want to be found at the premises.

Home Office checks showed that ██████████ entered the country through a family visit visa which was valid from January 2025 until July 2025. He had no outstanding applications for leave or claims for protection. ██████████ did not hold the right to work in the UK within his period of stay.

██████████ – Manager

During the illegal working interview, ██████████ confirmed that he was a waiter/manager at the premises. He also confirmed that ‘Alam’ was in charge of the recruitment process, pays the staff and allocates tasks to the workers. He also confirmed that ALAM also allows the staff to live in the accommodation upstairs.

Additional Concerns: Compliance Visit on 25 June 2025

Officers entered the premises at approximately 17:37hrs and made the following observations:

Upon entry, three males were positioned near the front of the premises. One appeared visibly nervous, spoke limited English, and repeatedly looked toward the other individuals during the interaction.

Two further males were seated inside. One, speaking with an English accent, stated that both he and the other seated male were newly hired. The second male avoided eye contact, kept his head down, appeared fearful, and continuously fidgeted with his hands.

Through a glass window into the kitchen area, officers observed approximately three additional males, all of whom appeared nervous. Shortly afterwards, one male exited through the rear of the property and ran out of sight. He was not observed again and did not return. A second male then left through the same rear door and similarly did not re-enter the premises.

When the officer returned to the main area, the initially observed male called over the English-speaking male, who then left via the front entrance and did not return. A check of the High Street did not locate him, and there was no indication that he remained nearby. He had earlier commented that another worker had “probably run.”

Based on these observations, it is believed that three males left the premises without reasonable explanation following officers’ arrival and did not return. The English-speaking male also stated that the owner had only viewed his passport and had not obtained a share code or conducted adequate pre-employment checks.

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.

A total of five illegal workers were encountered at Spice Garden during the enforcement visit on 05 June 2025. These individuals were present and working within the premises without the required legal entitlement to do so.

Following the enforcement visit, Immigration Enforcement conducted a compliance visit on 25 June 2025. This visit raised additional concerns regarding the conduct and management of the premises. Officers observed multiple males inside the premises who appeared visibly nervous, with several individuals leaving the premises through the front and rear exits immediately after officers arrived, without returning. One male with an English accent stated that he and another male had recently been hired but confirmed that his employer had only viewed his passport and had not completed proper right-to-work checks or obtained a share code. The behaviour of individuals during the visit, alongside the lack of pre-employment checks, indicates a continued disregard for immigration compliance and lawful employment practices.

Across both visits, no evidence was provided to show that correct right-to-work checks had been conducted on individuals working or assisting within the premises. The failure to carry out such checks facilitated the employment of illegal workers and demonstrated a pattern of non-compliance by those responsible for managing the premises.

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. 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. 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.

Further concerns include the wages paid to the workers. During the enforcement visit, several individuals provided details of the payments they received in exchange for their labour. The applicable National Minimum Wage in June 2025 was £12.21 per hour, following the statutory increase effective from 1 April 2025.

██████████ stated that he was receiving £5–£10 per day, in addition to food and accommodation. He reported working three hours the day prior to the enforcement visit. Based on this, his remuneration equates to between £1.66 and £3.33 per hour, which is substantially below the statutory minimum of £12.21 per

hour. ██████████ stated that he was paid £20–£30 per day, in cash, for four-hour shifts, which he worked five days per week. This equates to an hourly rate of £5.00–£7.50 per hour, again significantly below the lawful minimum of £12.21 per hour. ██████████ explained that he received £10–£20, as well as food and accommodation, for assisting in the kitchen. ██████████ confirmed that he received no financial payment at all, instead being provided solely with food and accommodation.

This breaches employment law and highlights the lack of compliance with legal obligations at the premise. The hourly rates paid to workers were substantially below the National Minimum Wage and is clear labour exploitation. This exploits workers as well as providing an unfair competitive advantage over businesses that adhere to wage regulations.

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.

Spice Garden under the control of Mohammed Nurul ALAM had been found employing several illegal workers. The license holder would have been aware of his responsibilities to uphold the licensing objectives as they are clearly defined as part of the premises license application.

Immigration Enforcement asks that the premises licence is **revoked**.

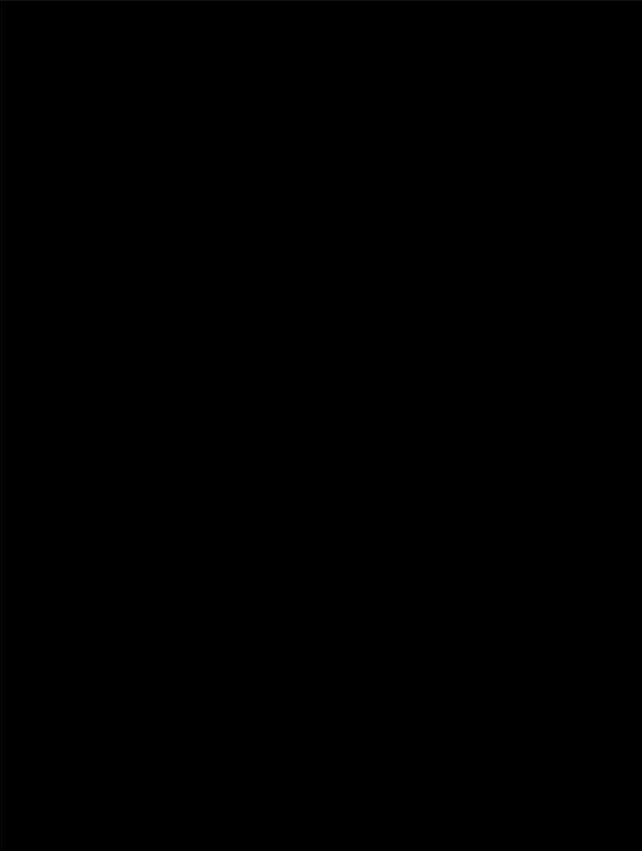
Merely remedying the existing situation (for instance by the imposition of additional conditions or a suspension) is insufficient to act as a deterrent to the licence holder and other premises' licence holders from engaging in criminal activity by employing illegal workers and facilitating disqualified immigrants to work illegally.

This submission and appended documents provide the licensing subcommittee with background arguments and information pertinent to that contention. These provide the sub-committee with a sound and defensible rationale as to why it should revoke the licence.

Appendix – Supporting Evidence

[REDACTED]

Encounter					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED]				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">585155</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">264443</td> </tr> </table>	Easting	585155	Northing	264443
Easting	585155				
Northing	264443				
Time	20:09				
Creation date	05-06-2025 20:12:51				
Main Identity					
Identity source/type	Declared				
Full name	[REDACTED]				
Date of birth	[REDACTED]				
Gender	Male				
Nationality	Bangladesh				
Country of birth					
Place of birth					
Languages					
Languages spoken	English				
Interpreter used?	No				
Encounter					
Encountering officer	[REDACTED]				
Is this encounter related to a Small Boats event?	No				
Is this person the subject of the visit?	No				
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes				
Why do you suspect the person of an immigration offence?	individual looked extremely nervous when I entered the premises, he then called me over and spoke in my ear and stated he does not work here. this raised my suspicion and I therefore decided to examine.				
Where was the person located?	In front of the bar at the premises				
Declared immigration status	Application outstanding				
How and when did the subject last enter the UK?	2009 by airplane at heathrow				

CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	<p>Systems checked Atlas</p> <p>Result of checks FLR application outstanding, not allowed to work</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	 <p>subject</p>

Identity Documentation

No documentation provided.

Notes

No notes entered.

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntolD	██				
Subject CEPR	Unknown				
Subject name	██████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">585159</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">264448</td> </tr> </table>	Easting	585159	Northing	264448
Easting	585159				
Northing	264448				
Time	20:29				
Creation date	05-06-2025 20:29:05				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Obligation					
How long have you been helping out at Spice Garden?	I started yesterday				
What is your job role/ what are your duties?	I bring out poddads and chutney to customers, like a waiter				
What days/ hours do you work each week?	Yesterday I helped out for 3 hours. Today I started at 18:30				
Control					
Who gave you this job (name and role in business)?	The boss is Alom. I asked him to help out here				
Who tells you what days/ hours to work?	Alom				
Who tells you what tasks/ duties to do each day?	Alom				

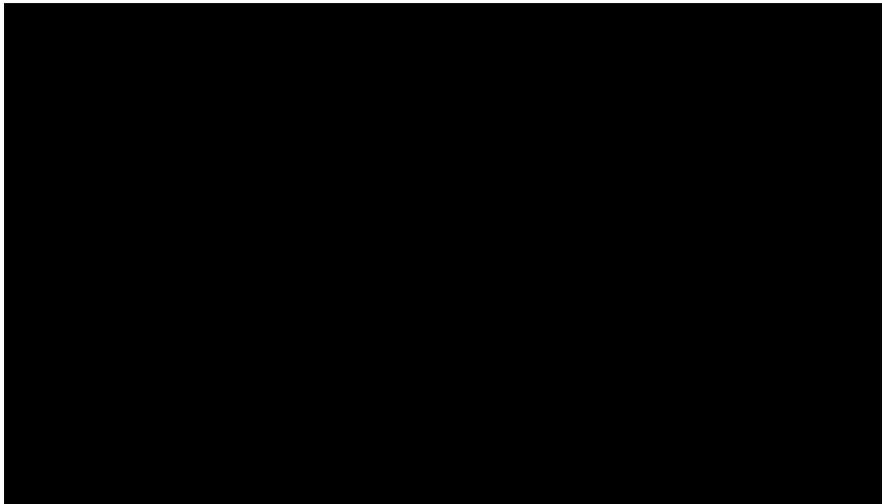
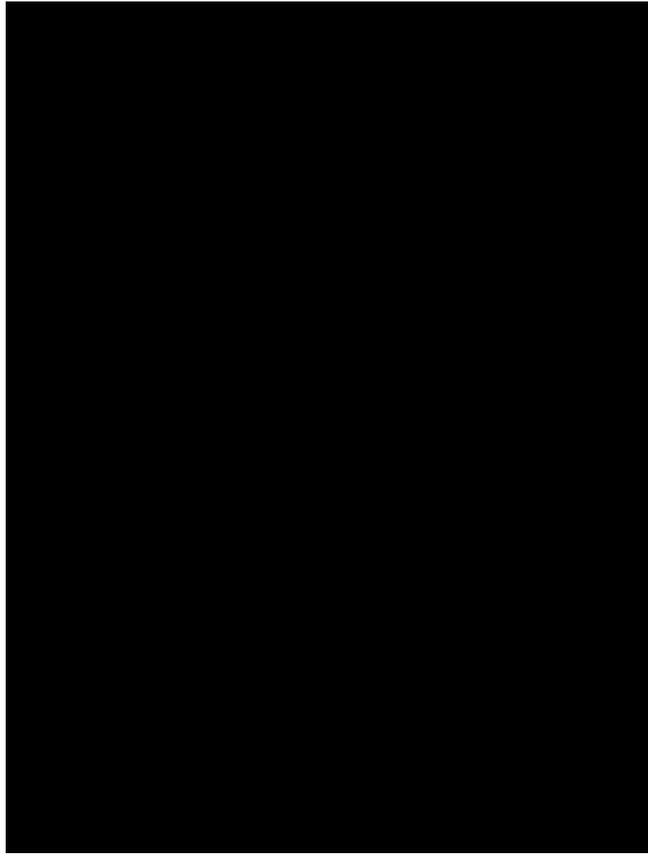
Remuneration	
Were you given anything in return for helping out?	Free food and accommodation. I also got 5 or 10 pounds yesterday.
Who pays you?	Alom
Pre-employment Checks	
Did the employer check your right to work or immigration status before they offered you the job?	No I told him I don't have documents
Does your employer know you're not allowed to work in the UK?	Yes
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 	
Observations	
Observations	Individual stated immediately he is not working but has admitted to helping out with obligation control and remuneration questions answered. individual is wearing smart attire, consistent with that worn by front of house/ waiter staff in Indian restaurants.
Do you suspect this person of illegal working?	Yes

Photo 1



Caption

individual is wearing smart attire, consistent with that worn by front of house/ waiter staff in Indian restaurants

Encounter											
Details											
Type of work	Visit										
Visit reference	[REDACTED]										
Created by	[REDACTED]										
ProntoID	[REDACTED]										
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>585160</td> </tr> <tr> <td>Northing</td> <td>264450</td> </tr> </table>	Easting	585160	Northing	264450						
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Northing	264450										
Time	20:15										
Creation date	05-06-2025 20:15:09										
Person Check Results											
Person Check Result	<table border="0"> <tr> <td>Given names</td> <td>[REDACTED]</td> </tr> <tr> <td>Family name</td> <td>[REDACTED]</td> </tr> <tr> <td>Date of birth</td> <td>[REDACTED]</td> </tr> <tr> <td>Gender</td> <td>Male</td> </tr> <tr> <td>Nationality</td> <td>BGD Bangladesh</td> </tr> </table>	Given names	[REDACTED]	Family name	[REDACTED]	Date of birth	[REDACTED]	Gender	Male	Nationality	BGD Bangladesh
Given names	[REDACTED]										
Family name	[REDACTED]										
Date of birth	[REDACTED]										
Gender	Male										
Nationality	BGD Bangladesh										
Main Identity											
Identity source/type	Declared										
Full name	[REDACTED]										
Date of birth	[REDACTED]										
Gender	Male										
Nationality	Bangladesh										
Country of birth	Bangladesh										
Place of birth	Bangladesh										
Languages											
Languages spoken	English										
Interpreter used?	No										
Encounter											
Encountering officer	[REDACTED]										
Is this encounter related to a Small Boats event?	No										
Is this person the subject of the visit?	No										
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes										

Why do you suspect the person of an immigration offence?	individual is wearing a waiters PPE, and was in staff only areas and working behind the bar
Where was the person located?	In the kitchen
Declared immigration status	Failed asylum seeker
How and when did the subject last enter the UK?	April 2017, by plane
CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	████████████████████
Biographic search results	Systems checked Result of checks Does the person have an open absconder status on Atlas Person Alerts? No Status returned by system checks
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

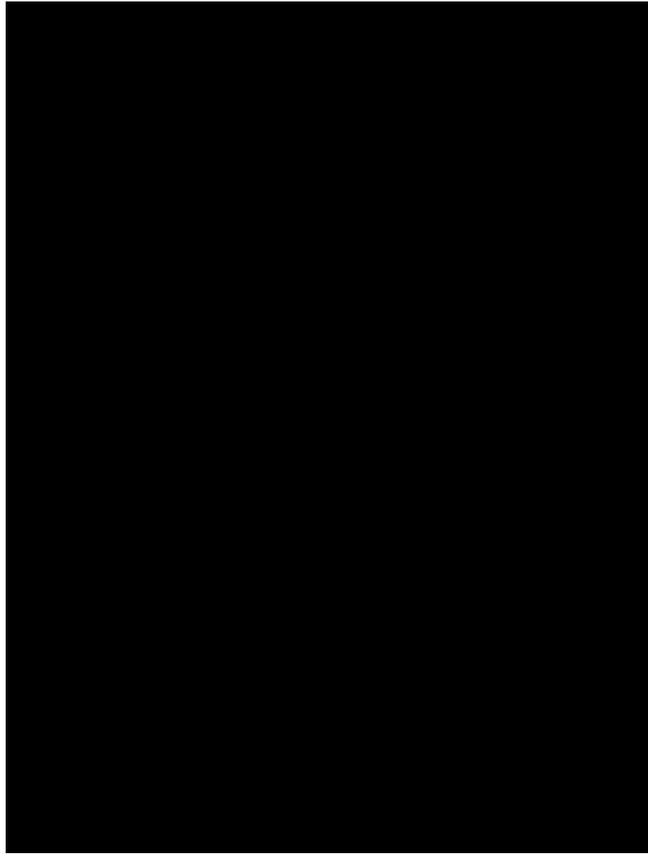


photo of individual

Identity Documentation

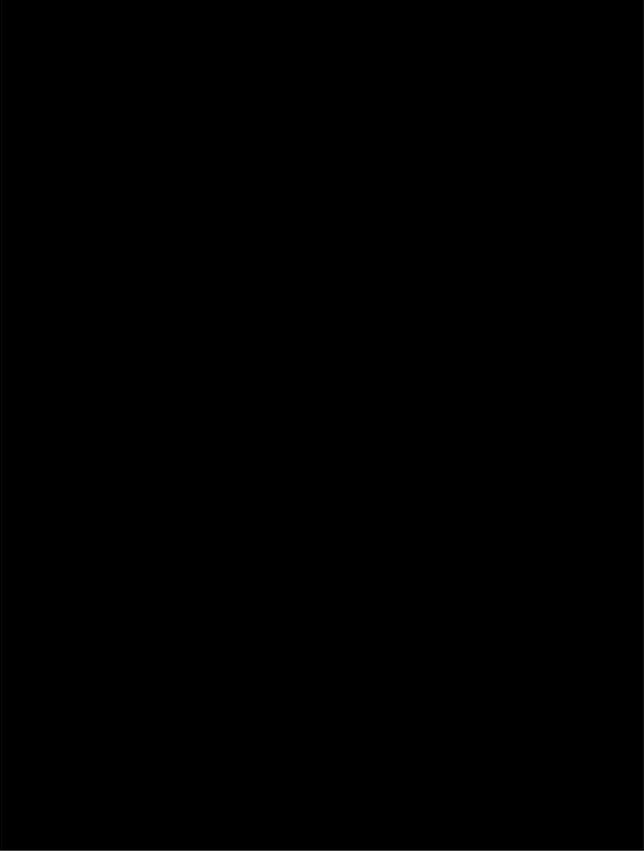
No documentation provided.

Notes

No notes entered.

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntolD	██				
Subject CEPR	██████████				
Subject name	██████████████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Subject country of birth	Bangladesh				
Subject place of birth	Bangladesh				
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Northing	264450				
Time	20:47				
Creation date	05-06-2025 20:47:27				
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?	Nearly Two weeks				
What is your job role/ what are your duties?	I am a cleaner, I am a waiter, I serve the customers				
What days/ hours do you work each week?	Tuesday to Saturday, 18:00 to 22:00				
Do you work the same hours/ days every week?	Changes it depends on them				
Control					
Who gave you this job (name and role in business)?	Alam, I don't know what his position is				
Who tells you what days/ hours to work?	Alam he tells me				

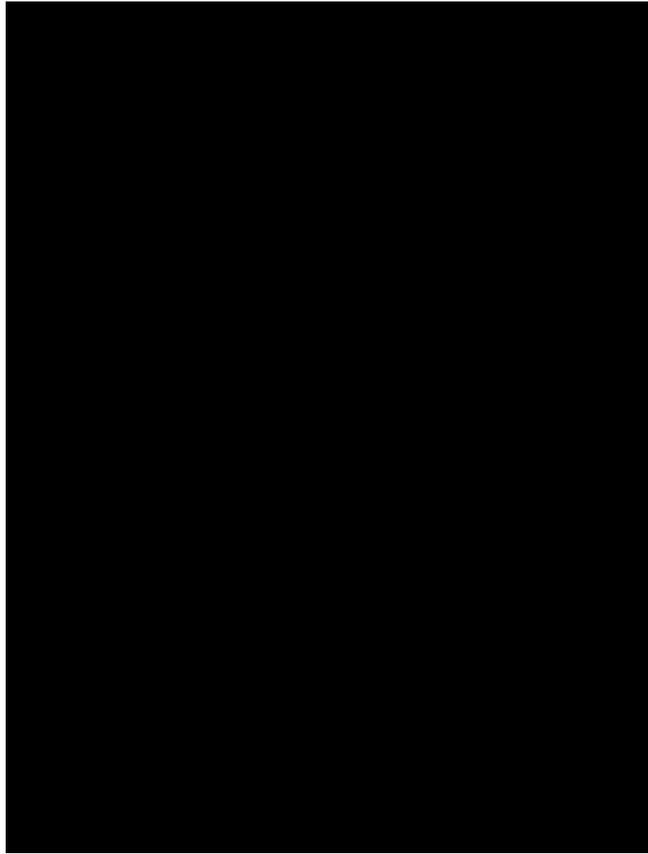
Who tells you what tasks/ duties to do each day?	Alam usually but shariful Islam aswell
Remuneration	
How are you paid (money, accommodation, food)?	They pay me 20-30 pound something like this, a day
If money, how much and how do you receive it?	They pay me in cash
Who pays you?	Alam he's off today
Do you pay income tax or have a National Insurance number?	No I don't, I do have national insurance number but I don't pay tax
Pre-employment Checks	
What name does the employer know you as?	██████ my friends call me this
Did the employer check your right to work or immigration status before they offered you the job?	No they did not check
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 did not
Does your employer know you're not allowed to work in the UK?	I don't think so
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.	
Subject has refused to provide a signature.	
Employee read the contents of the interview themselves	Yes
Contents read back to the employee in the language used during the interview	Yes
Observations	
Observations	Individual is wearing a smart waiters attire and knows his way around the restaurant very well. Individual was in the kitchen and helping himself to

	drinks behind the bar during encounter. Individual has the keys to the restaurant on his person and a sum of cash on his person.
Do you suspect this person of illegal working?	Yes
Photo 1	 <p data-bbox="587 1256 1153 1290">Caption individual in uniform</p>

Encounter					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 150px;">Easting</td> <td style="text-align: right;">585157</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">264445</td> </tr> </table>	Easting	585157	Northing	264445
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Northing	264445				
Time	20:20				
Creation date	05-06-2025 20:25:25				
Main Identity					
Identity source/type	Declared				
Full name	██				
Date of birth	██████████				
Gender	Male				
Nationality	Bangladesh				
Country of birth					
Place of birth					
Languages					
Languages spoken	Bengali				
Interpreter used?	Yes				
Interpreter details	██████████				
Does the individual understand the interpreter?	Yes				
Encounter					
Encountering officer	██				
Is this encounter related to a Small Boats event?	No				
Is this person the subject of the visit?	No				
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes				
Why do you suspect the person of an immigration offence?	once officers entered the restaurant he ran to the rear and took off his uniform. He was placed under arrest				
Where was the person located?	In the kitchen				

Declared immigration status	Voluntary departure
How and when did the subject last enter the UK?	2014 on a visit visa. Heathrow. I made asylum application which was refused.
CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	Systems checked Result of checks Does the person have an open absconder status on Atlas Person Alerts? No Status returned by system checks
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



individual

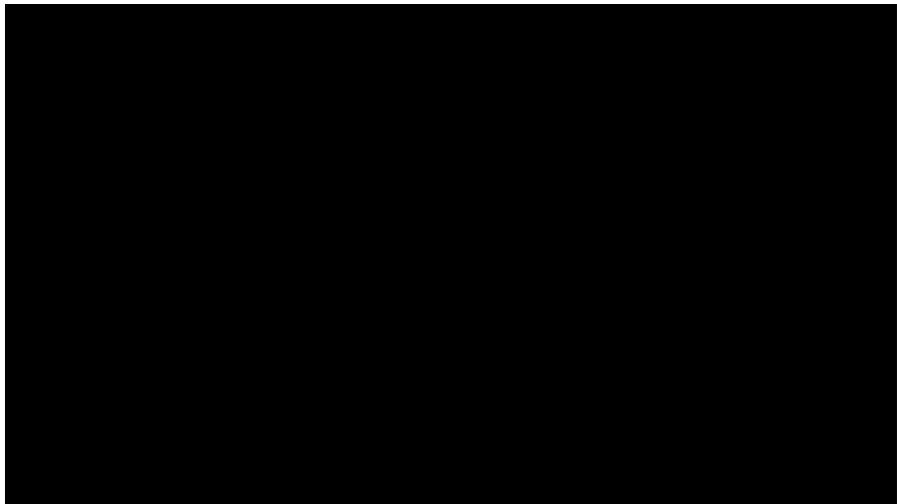
Identity Documentation

No documentation provided.

Notes

No notes entered.

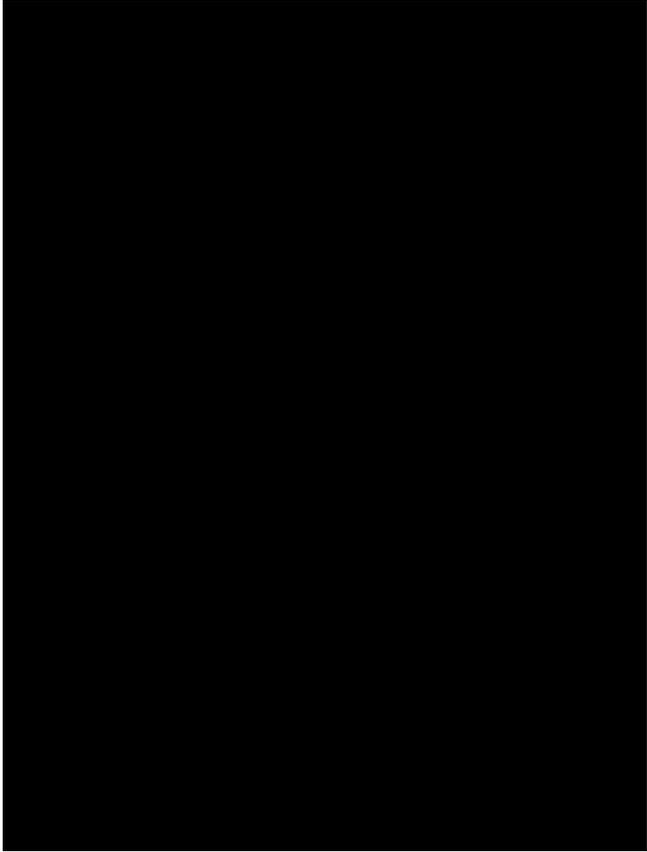
Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntolD	██				
Subject CEPR	Unknown				
Subject name	████████████████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>585158</td> </tr> <tr> <td>Northing</td> <td>264448</td> </tr> </table>	Easting	585158	Northing	264448
Easting	585158				
Northing	264448				
Time	20:49				
Creation date	05-06-2025 20:49:37				
Language of Interview					
What language is the interview carried out in?	Bengali				
Interpreter used?	Yes				
Details of interpreter	Same as encounter				
Does the individual understand the interpreter?	Yes				
Obligation					
How long have you been working at this business?	I do not work here regularly, just once in a while, I have no money, I know people here and I'm staying here till I go back				
What is your job role/ what are your duties?	Help in the kitchen				
do you have fixed shifts?	No I'm don't have any fixed, I normally come about 5:30 help out and have dinner here				
Control					
Who gave you this job (name and role in business)?	There are 2 or 3 managers they gave me £10 and let me stay.				
What is the name of the main boss?	I do not know the name.				
What do you call the person in charge?	██████████				

Do the bosses tell you where to help out?	No
Where you given an apron/ uniform to work here?	No not to me, I put an apron on when I walk into the kitchen
Remuneration	
How are you paid (money, accommodation, food)?	I get money for cigarettes, it's not a salary, just £10/£20
do they give me accommodation for working here?	Yes I sleep upstairs
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
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
do the bosses know you have no right to work in the UK?	Yes they 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  	

Observations	
Observations	He has admitted to helping out as he needed money before he returns back to Bangladesh. When officers entered the kitchen, he removed his apron and went back towards the kitchen. He has admitted to helping out in the kitchen and gets money to help out
Do you suspect this person of illegal working?	Yes

Encounter											
Details											
Type of work	Visit										
Visit reference	[REDACTED]										
Created by	[REDACTED]										
ProntoID	[REDACTED]										
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>628821</td> </tr> <tr> <td>Northing</td> <td>232708</td> </tr> </table>	Easting	628821	Northing	232708						
Easting	628821										
Northing	232708										
Time	21:05										
Creation date	06-06-2025 13:28:40										
Person Check Results											
Person Check Result	<table border="0"> <tr> <td>Given names</td> <td>[REDACTED]</td> </tr> <tr> <td>Family name</td> <td>[REDACTED]</td> </tr> <tr> <td>Date of birth</td> <td>[REDACTED]</td> </tr> <tr> <td>Gender</td> <td>Male</td> </tr> <tr> <td>Nationality</td> <td>BGD Bangladesh</td> </tr> </table>	Given names	[REDACTED]	Family name	[REDACTED]	Date of birth	[REDACTED]	Gender	Male	Nationality	BGD Bangladesh
Given names	[REDACTED]										
Family name	[REDACTED]										
Date of birth	[REDACTED]										
Gender	Male										
Nationality	BGD Bangladesh										
Main Identity											
Identity source/type	Declared										
Full name	[REDACTED]										
Date of birth	[REDACTED]										
Gender	Male										
Nationality	Bangladesh										
Country of birth											
Place of birth											
Languages											
Languages spoken	Bengali										
Interpreter used?	Yes										
Interpreter details	[REDACTED]										
Does the individual understand the interpreter?	Yes										
Encounter											
Encountering officer	[REDACTED]										
Is this encounter related to a Small Boats event?	No										

Is this person the subject of the visit?	No
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes
Why do you suspect the person of an immigration offence?	The individual was working in the kitchen
Where was the person located?	In the kitchen
Declared immigration status	Does not know
How and when did the subject last enter the UK?	In 2006 by plane
CEPR	██████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
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 Trace</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	 <p>individual</p>
Identity Documentation	
No documentation provided.	
Notes	
No notes entered.	
Management Checks Complete	
Date management checks complete	08-06-2025 11:32:28
Reviewer(s)	[REDACTED]

Illegal Working - Employee							
Details							
Type of work	Visit						
Visit reference	██████████						
Created by	██████████						
ProntoID	Other						
Subject CEPR	Unknown						
Subject name	██						
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="width: 40%;">585159</td> <td style="width: 30%;"></td> </tr> <tr> <td>Northing</td> <td>264447</td> <td></td> </tr> </table>	Easting	585159		Northing	264447	
Easting	585159						
Northing	264447						
Time	21:15						
Creation date	05-06-2025 21:15:41						
Language of Interview							
What language is the interview carried out in?	Bengali						
Interpreter used?	Yes						
Details of interpreter	See encounter						
Does the individual understand the interpreter?	Yes						
Obligation							
How long have you been working at this business?	For about a month						
What is your job role/ what are your duties?	In the kitchen, sometimes cooking sometimes washing						
What days/ hours do you work each week?	I only work 2-3 days a month						
Do you work the same hours/ days every week?	No, they call me when they need help						
they are not busy today, but you are working. why is that	They are short on staff and this is why they called me						
how often does this happen	I don't know						
Control							
Who gave you this job (name and role in business)?	Alom, the manager						
Who tells you what days/ hours to work?	The manager						

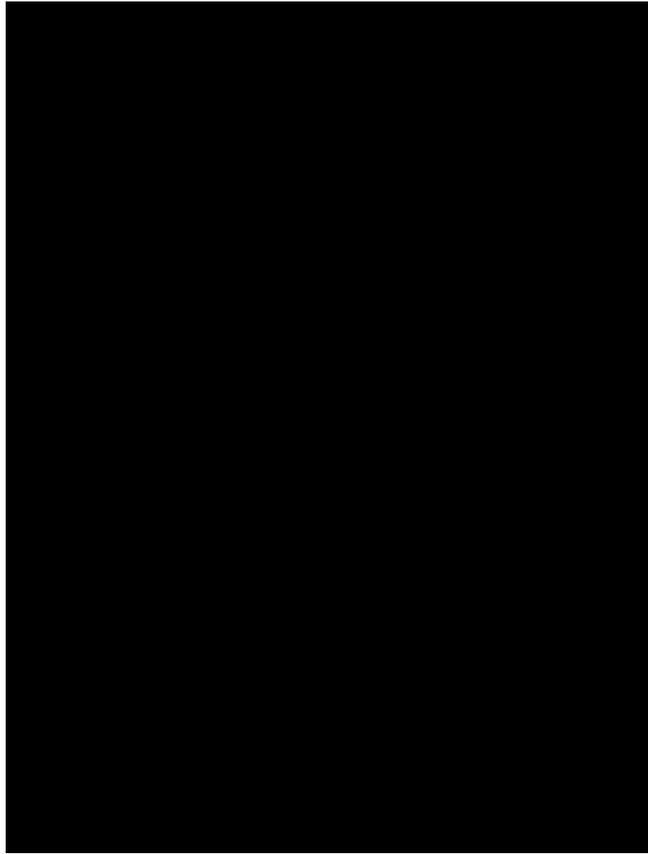
Who tells you what tasks/ duties to do each day?	The manager
Can I have his number please	[REDACTED]
Remuneration	
How are you paid (money, accommodation, food)?	Food and sometimes money
If money, how much and how do you receive it?	I receive cash in hand 20-50 per day, but sometimes just food
Do you receive the same amount every time	No, they give me money when I leave. Today, I am going to get food only
Do you pay income tax or have a National Insurance number?	No
Pre-employment Checks	
What name does the employer know you as?	My name
Did the employer check your right to work or immigration status before they offered you the job?	No, I don't work. I only help. He is my friend
Does your employer know you're not allowed to work in the UK?	I don'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]	[REDACTED]

Observations	
Observations	The individual was seen working, and he confirmed it to me today.
Do you suspect this person of illegal working?	Yes
Management Checks Complete	
Date management checks complete	08-06-2025 11:25:42
Reviewer(s)	██████████

Encounter					
Details					
Type of work	Visit				
Visit reference	[REDACTED]				
Created by	[REDACTED]				
ProntoID	[REDACTED]				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>585157</td> </tr> <tr> <td>Northing</td> <td>264447</td> </tr> </table>	Easting	585157	Northing	264447
Easting	585157				
Northing	264447				
Time	20:36				
Creation date	05-06-2025 20:36:53				
Main Identity					
Identity source/type	Declared				
Full name	[REDACTED]				
Date of birth	[REDACTED]				
Gender	Male				
Nationality	Bangladesh				
Country of birth	Bangladesh				
Place of birth					
Languages					
Languages spoken	Bengali				
Interpreter used?	Yes				
Interpreter details	[REDACTED]				
Does the individual understand the interpreter?	Yes				
Encounter					
Encountering officer	[REDACTED]				
Is this encounter related to a Small Boats event?	No				
Is this person the subject of the visit?	No				
Prior to Schedule 2 examination, did you suspect an Immigration Offence?	Yes				
Why do you suspect the person of an immigration offence?	upon officer entry individual attempted to disrobe work uniform and abscond past immigration officers				
Where was the person located?	Rear store room leading to outside				

Declared immigration status	Visitor
How and when did the subject last enter the UK?	July 2024
CEPR	████████
Are there any vulnerabilities/trafficking/safeguarding issues?	No
Are you taking enforcement action?	Yes
References (Person ID, HO Ref, Port Ref, BRP)	
Biographic search results	<p>Systems checked Atlas</p> <p>Result of checks Trace of visit visa lte July 2024</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



individual

Identity Documentation

No documentation provided.

Notes

No notes entered.

Illegal Working - Employee					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	██				
Subject CEPR	Unknown				
Subject name	██████████████████				
Subject DOB	██████████				
Subject gender	Male				
Subject nationality	Bangladesh				
Subject country of birth	Bangladesh				
Created at geolocation	<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;">Easting</td> <td style="text-align: right;">585159</td> </tr> <tr> <td>Northing</td> <td style="text-align: right;">264448</td> </tr> </table>	Easting	585159	Northing	264448
Easting	585159				
Northing	264448				
Time	21:02				
Creation date	05-06-2025 21:02:38				
Language of Interview					
What language is the interview carried out in?	Bengali				
Interpreter used?	Yes				
Details of interpreter	██████████				
Does the individual understand the interpreter?	Yes				
Obligation					
How long have you been working at this business?	Yes I was working here, 2 days I am working today i am just helping				
What is your job role/ what are your duties?	I am not doing anything				
when you are helping out what are you doing	I am just handling the source				
What days/ hours do you work each week?	So I am not working just helping out				
how much have you been helping out this week	I came here yesterday				
were you going to be helping out any more times this week?	My plan is to go tonight as tomorrow is Eid				

Control	
Who gave you this job (name and role in business)?	The chef said to handle the sauce, his name [REDACTED]
Who tells you what days/ hours to work?	[REDACTED] says bring the sauce
Who gives you your pay?	I don't receive any money
Have you received any training for the work?	No
Remuneration	
How are you paid (money, accommodation, food)?	So I live here and they gave me accommodation, yes they give me food aswell
who gives you the food and who let's you stay here	The boss Mr Alam
Do you pay income tax or have a National Insurance number?	No I don't pay any income tax
Pre-employment Checks	
What name does the employer know you as?	[REDACTED]
Did the employer check your right to work or immigration status before they offered you the job?	No no one did
Does your employer know you're not allowed to work in the UK?	I don't know that
Additional Questions	
what were you doing in that back room when I encountered you and why did you take it off.	When I go into the kitchen you want to kkeep it clean that is why I had the apron on, I took it off because I was scared you was going to see me.
why did you try to wall past me when I was trying to speak to you	Because I didn't want you to find me here that's why at this premises

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]
Observations	
Observations	When I encountered him he was in a bacstore room where customers are not allowed and had on a white apron he tried to walk past me whilst I was trying to get his name so he was arrested.
Do you suspect this person of illegal working?	Yes
Management Checks Complete	
Date management checks complete	18-06-2025 12:53:40
Reviewer(s)	[REDACTED]

Illegal Working - Employer					
Details					
Type of work	Visit				
Visit reference	██████████				
Created by	██████████				
ProntoID	Other				
Subject CEPR	Unknown				
Employer	██████████				
Created at geolocation	<table border="0"> <tr> <td>Easting</td> <td>585159</td> </tr> <tr> <td>Northing</td> <td>264446</td> </tr> </table>	Easting	585159	Northing	264446
Easting	585159				
Northing	264446				
Time	21:10				
Creation date	05-06-2025 21:14:05				
Language of Interview					
What language is the interview carried out in?	English				
Interpreter used?	No				
Employer Details					
What is the name of the business?	Spice gardens				
What is your position here?	Waitor/ manager				
are in charge of recruitment	No				
who is in charge of recruitment?	Alam				
how often is Alam here?	6 days				
Today have you told all the staff there duties?	No alam informed them I just opened the door				
where you aware that the 4 men arrested have no permission to work in the UK.	I don't know these things				
Do you pay the staff?	No Alam does				
The 4 members of staff arrested how long have they been working here for?	I don't know these things				
they all said they live upstairs did you allow them to?	No it was alam				
do you keep a roster of who works when?	No				
how did all the staff know when to turn up today?	Alam				

how did Alam contact them	I don't know
how do you contact Alam if something went wrong	He calls later on.
Declaration by Employer	
I confirm that I have understood all the questions and that the details are true and correct.	
Subject has refused to provide a signature.	
Employer read the contents of the interview themselves	No
Contents read back to the employer in the language used during the interview	Yes
Observations	
Observations	

Freetext	
Details	
Type of work	Visit
Visit reference	[REDACTED]
Created by	[REDACTED]
Is this entry related to a Critical Incident?	No
Subject CEPR	Unknown
Subject name	N/A
Address	Spice Garden, 109 Risbygate St, Bury St Edmunds, Suffolk, IP33 3AA (Visit Address)
Created at geolocation	Easting 628821 Northing 232709
Time	17:41
Creation date	25-06-2025 19:46:27
Entry	
Title	Males absconding from premises
Text	<p>On entry to the premises there were 3 males located in the front, one [REDACTED] spoke to who appeared shakey and did not speak a good level of English, he was nervous and consistently looking at the other employees I spoke to two employees who were sat down inside the premises, one male spoke with a London accent and was talking to me stating that him and the other male were new and had just been hired.</p> <p>This individual spoke to me, the other male was looking at the floor and not engaging with me, appeared to be scared and was playing with his hands.</p> <p>I looked into the kitchen through a glass window and there approximately 3 males in the kitchen all appeared to be nervous. I witnessed one male who appeared to be of south asain / indian decent in a blue tshirt exit to the rear of the property and run around the corner. I did not witness where the male went after, just that he absconded from the property. I then witnessed another male who appeared to be of indiaj / Bangladesh decent in a chefs top walk round the corner out of view, this male also did not appear to return but I saw him lighting a cigarette as he walked out.</p> <p>I returned to the main area where I witnessed the male [REDACTED] was speaking to call over the English speaking male. The male in question then departed out the front and did not return, I looked outside and I couldn't see this male down the High street and as we drove off we witnessed that he had not re entered the property and was not seen within the immediate area.</p>

The English speaking male stated to us that 'he has probably run'

I believe all 3 males absconded from the property without reason after we had entered and did not return

On speaking to the English male he stated that the owner had only looked at his passport and had not received a check code or completed sufficient pre employment checks.

Photographs

No photographs.